

Sustainability Report 2023



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Foreword by the CEO.



Jan Patrick Schulz

CEO of Landbell Group



Our focus remains clear: supporting the circular economy and reducing the environmental impacts of products and waste through our services.

← At Landbell Group, we consider sustainability to be a journey. This report marks our second milestone on this long journey, sharing how we are evolving to meet the environmental, social, and governance challenges. Over the past year, we have continued to build on our commitments – not because it is easy, but because it is the right thing to do.

We reaffirm our support for the [Ten Principles](#) of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption. We continuously seek to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to the [Sustainable Development Goals](#).

Our focus remains clear: supporting the circular economy and reducing the environmental impacts of products and waste through our services. At the same time, we understand that sustainability is about more than just the environment. It is about how we operate as a responsible business: from fostering a healthy work culture to ensuring that our governance practices uphold the highest standards of integrity and transparency.

During the last year, we have progressed in several areas: from revamping our Group-wide corporate sustainability policies to reporting our emissions and strengthening compliance frameworks. We know there is still a lot of work ahead. This report does not shy away from the challenges; it reflects our commitment to continuous improvement, openness, and accountability.

I am grateful to our team, partners, and stakeholders for their dedication and support. Every achievement is a collective effort and, together, we are working towards a more sustainable, inclusive, and accountable future.

Thank you for your trust and for being part of this journey.

About this Report.

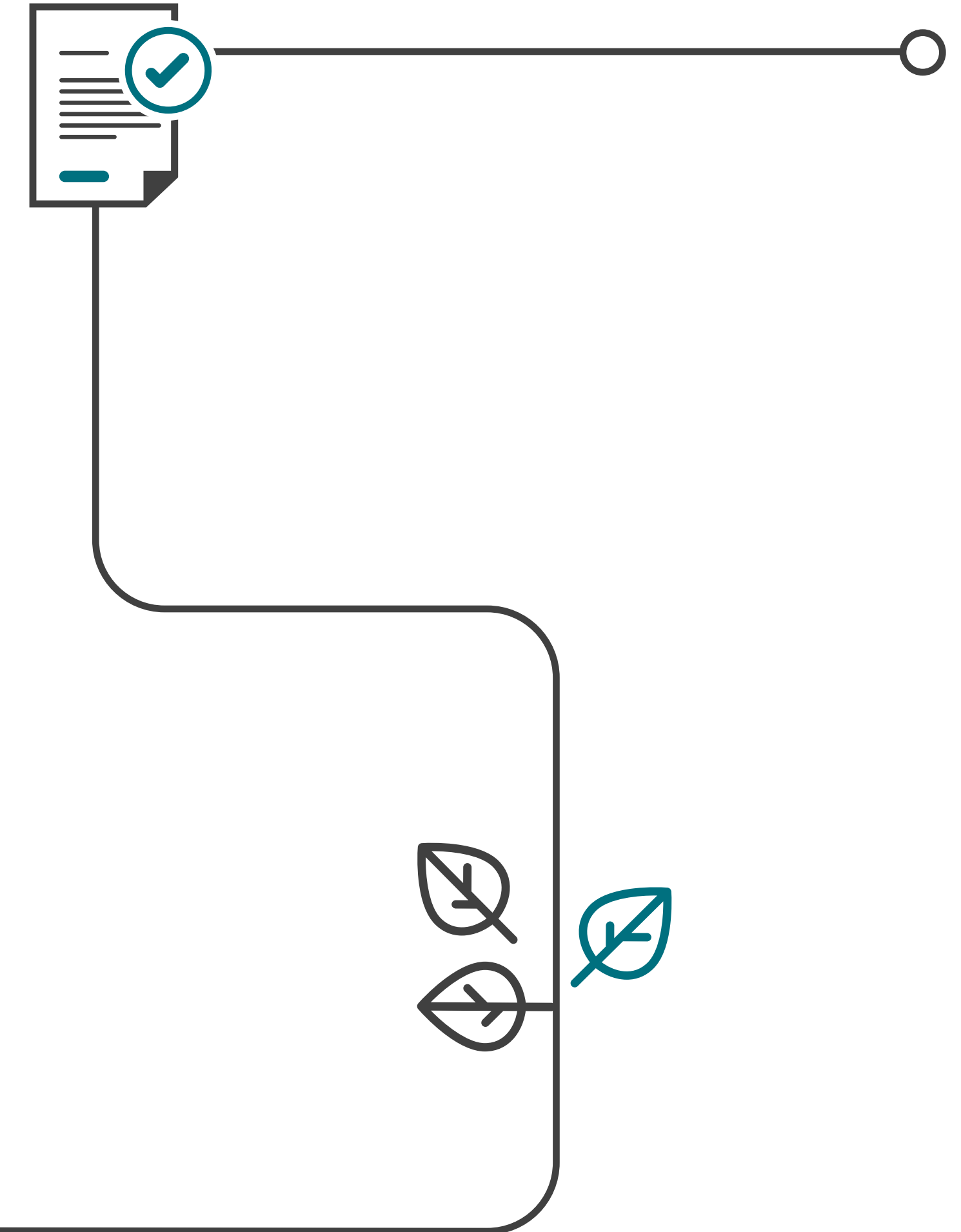
Welcome to our 2023 Corporate Sustainability Report. This document highlights our commitment to transparency and accountability in our sustainability efforts. It covers our environmental, social, and governance (ESG) initiatives, detailing achievements and challenges over the past year.

We aim to provide our stakeholders with clear insights into our sustainable practices. Within these pages, you will find details of sustainability efforts, including our policies, actions, and progress towards our goals.

This report covers the activities and performance of Landbell Group from 1 January to 31 December 2023. It encompasses all subsidiaries and business units globally. Specific boundaries and scope are detailed in the [Appendix](#). No external audit is planned for the time being.

We started our sustainability disclosures voluntarily with reference to the [Global Reporting Initiative \(GRI\) Standards](#) for the year 2022. We continue to align our reporting with the GRI standards. These disclosures are based on our materiality assessment conducted in 2022. In addition, this year, we have also begun aligning our reporting with the [European Sustainability Reporting Standards \(ESRS\)](#). This dual alignment enhances the rigour of our reporting and helps us and our customers prepare for future regulatory requirements.

We invite you to explore this report to learn more about our sustainability journey and the positive impact we are striving to create. We welcome your feedback and look forward to engaging with you. For any queries about this report, please contact our Sustainability Office at sustainability@landbellgroup.com.



Our Group.

Landbell Group is a leading provider of environmental and chemical compliance solutions with local expertise and a global presence.

Established as a producer responsibility organisation (PRO) for packaging in Germany in 1995, the Group has since evolved into a platform for extended producer responsibility (EPR) worldwide.

← We operate in four areas – compliance, consulting, complementary services and software – and this comprehensive suite of services helps companies to meet their global EPR obligations.

We reduce the complexity of EPR legislation, as well as other product and packaging-related requirements for producers and distributors. We also offer advisory services for producers of pharmaceuticals, cosmetics and other chemical products to manage their chemical compliance globally and assure market access.

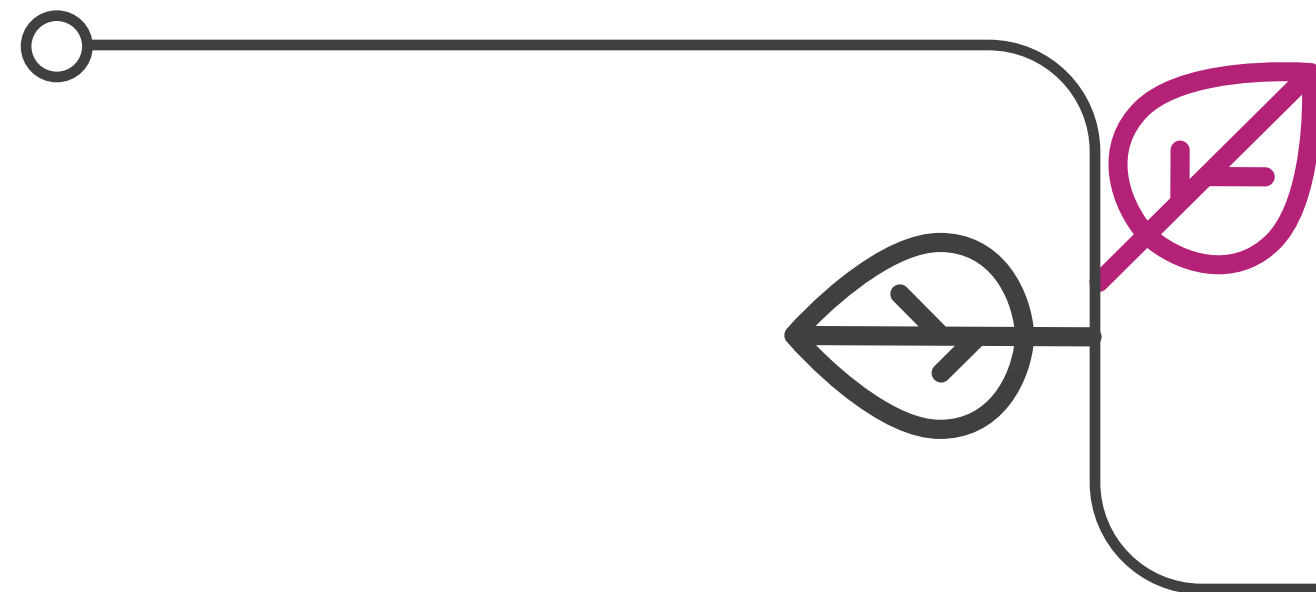
At Landbell Group, we also prepare our clients for the uncertainties to come. We help them unlock the value of the circular economy and strive to be their best partner on the journey to a more sustainable future.

Our customers are companies that put a variety of products on the market ranging from packaging (made of metals, plastics, paper, cardboard or glass) to batteries, chemicals, electrical and electronic equipment (EEE) and textiles.

We support our customers with the declaration of quantities that they put on the market, the tracking of their regulatory obligations, as well as the organisation of the legally compliant takeback and treatment of their products once they have reached their end-of-life.

Read on for more information about our suite of services.

→



Our Services.

Our business model is all about promoting a circular economy globally.

The four areas in which we operate – compliance, consulting, complementary services and software – help our customers to meet their EPR obligations and close material loops.

We also use our experience and expertise to expand the global waste infrastructure.

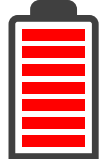
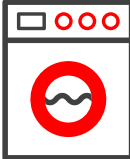
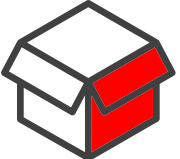
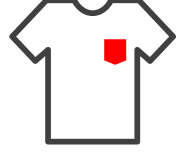


Compliance

With 43 PROs in 18 countries, our companies are part of the world's largest and most experienced EPR network – now with PROs in Canada and new PROs for textiles in Italy and the Netherlands.

In 2023, our PROs collected and managed over 940,000 tonnes of waste batteries, electronics and packaging on behalf of over 38,000 customers.

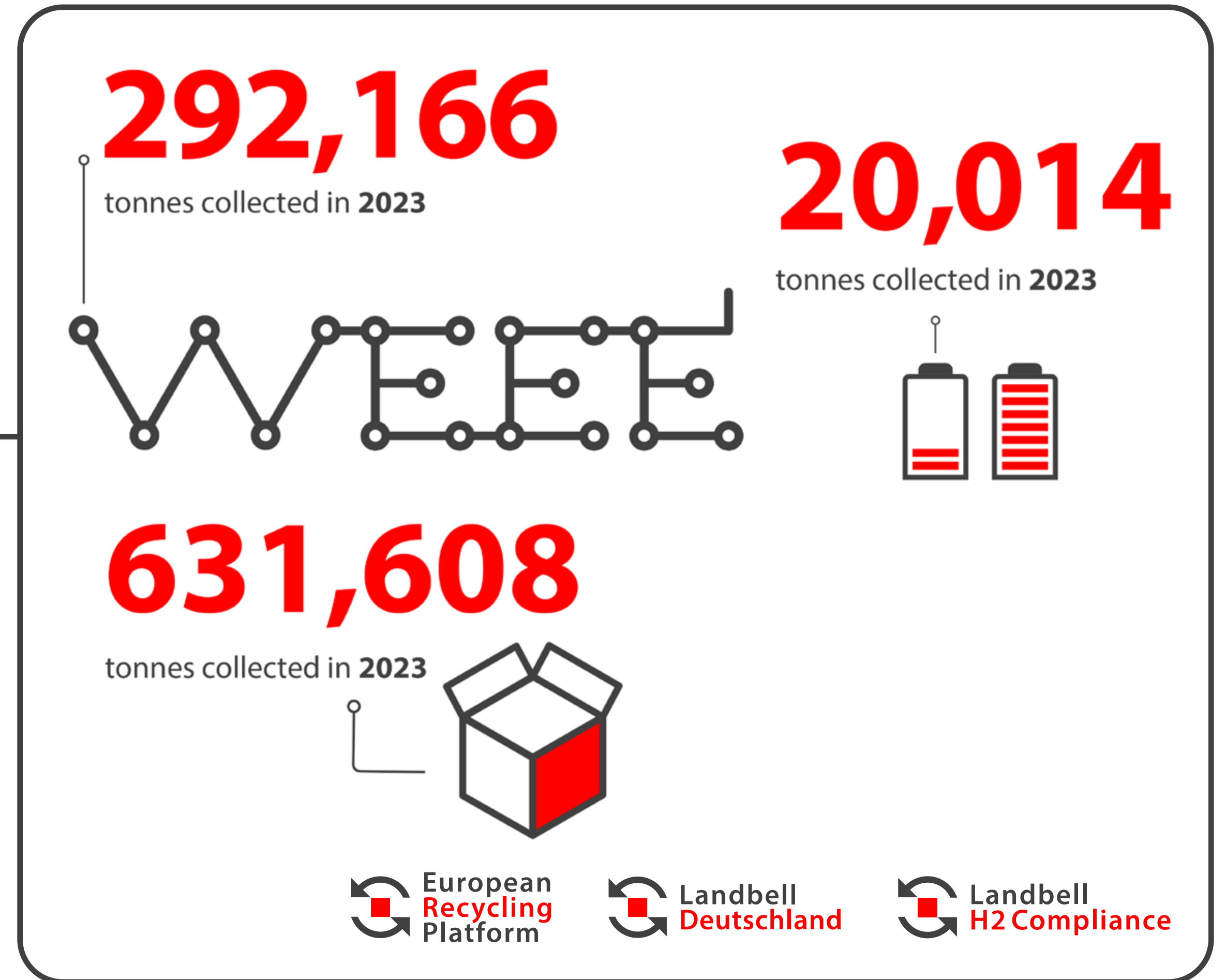
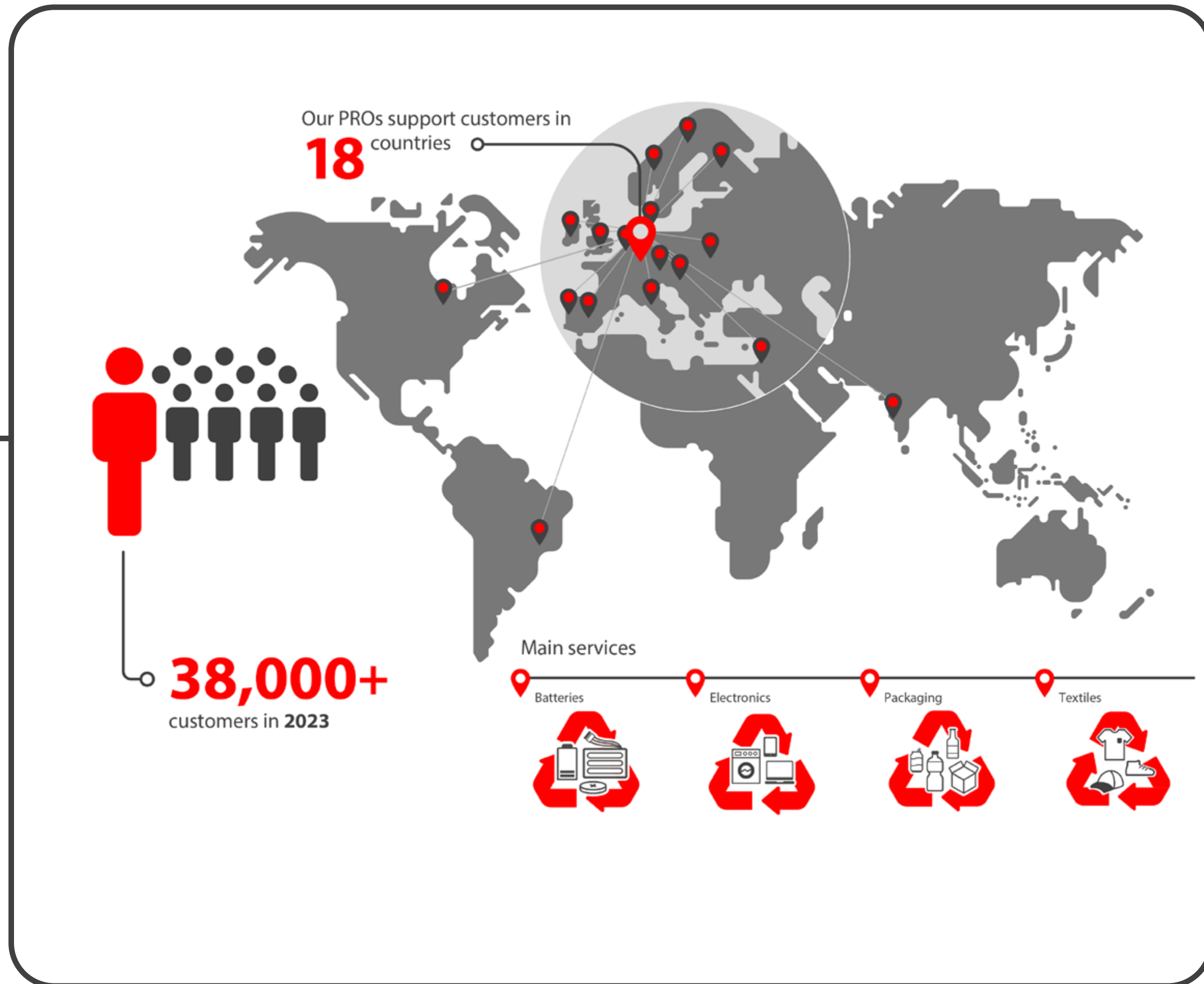
Where Landbell Group's PROs currently provide services:

Countries with PROs	 Batteries	 E-waste	 Packaging	 Textiles*
Austria	X	X	X	
Brazil		X	X	
Canada (Ontario)	X	X	X	
Denmark	X	X	X	
Finland	X	X		
Germany	X	X	X	
India	X	X	X	
Ireland	X	X		
Israel	X	X		
Italy	X	X		X
Netherlands				X
Norway	X	X		
Poland	X	X	X	
Portugal	X	X	X	
Slovakia	X	X	X	
Spain	X	X		
Sweden **				
UK	X	X	X	

* Since 2023, following introduction of new EPR decrees

** Entity in Sweden, services delivered with local partners





Online compliance

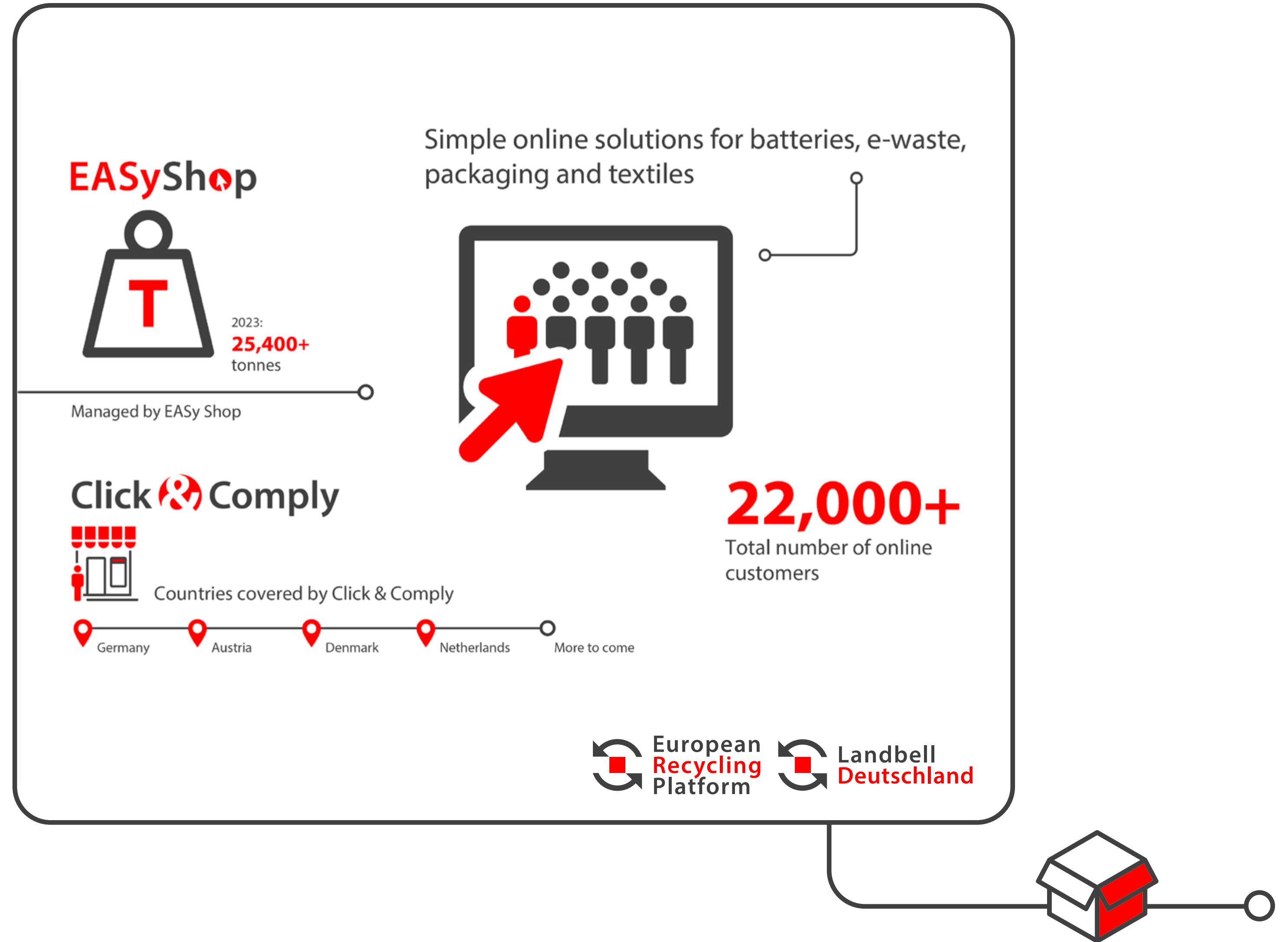
In 2023, our companies also helped many small companies to meet their EPR requirements with simple online solutions for batteries, e-waste, packaging and textiles.

EASyShop

Launched in 2008, **EASyShop** was the first online webshop for packaging compliance and is still the easiest and most convenient solution for fulfilling packaging obligations.

Click & Comply

Click & Comply is an online store which supports customers with quick and easy compliance solutions for batteries, e-waste, packaging, single-use plastics and textiles.



Consulting

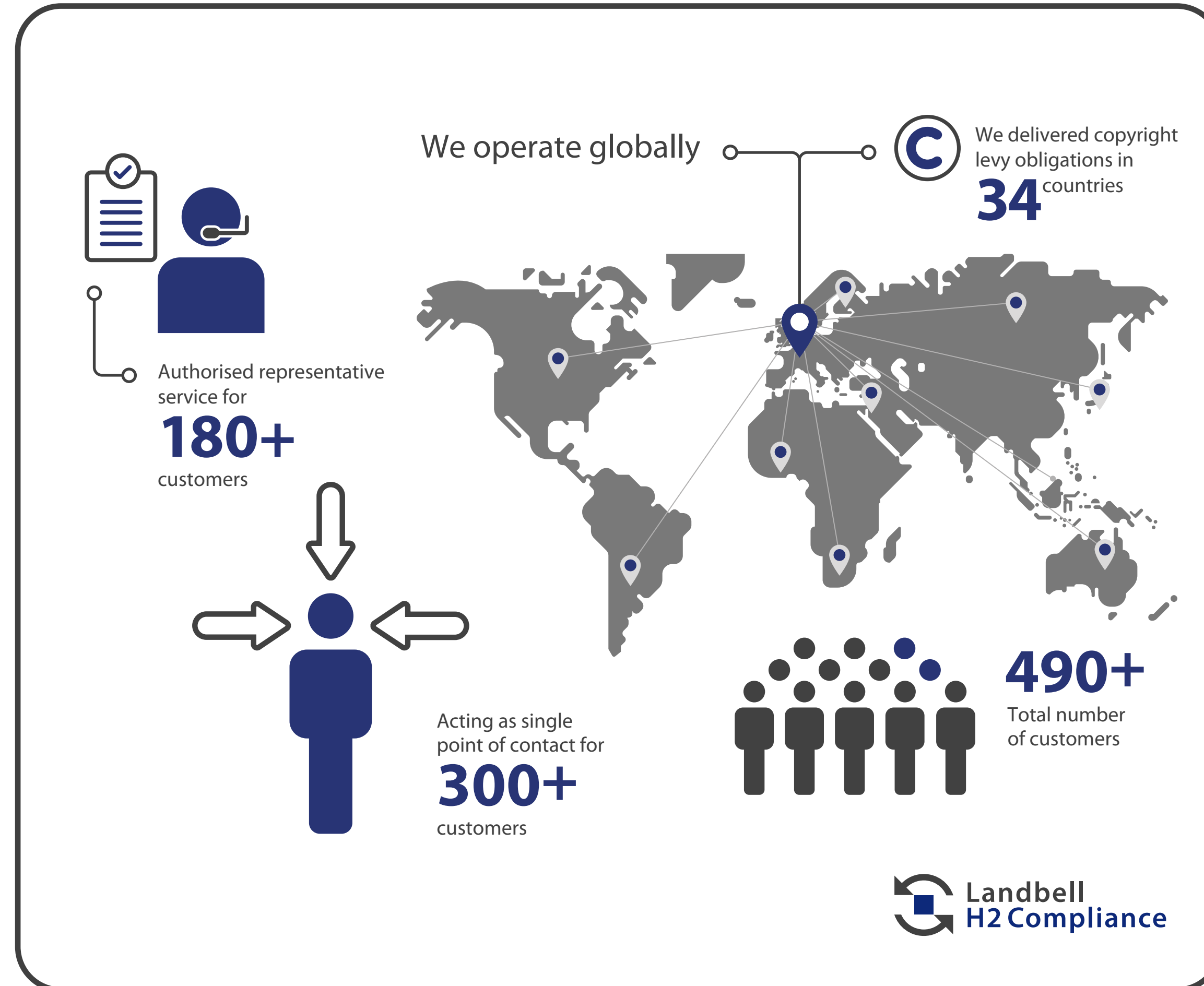
Our consulting teams help our customers to simplify their EPR procedures, close the knowledge loop, and expand the global waste infrastructure.

Environmental consulting

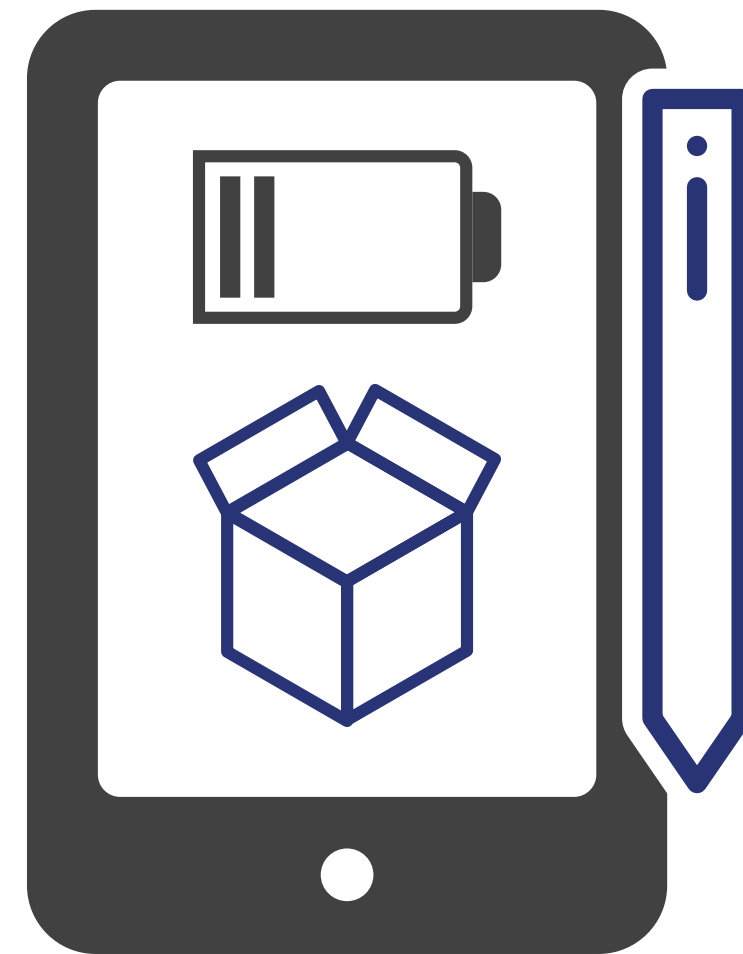
For some companies, more EPR rules in 2023 meant more markets to monitor and more contacts and correspondence to control.



Our environmental consulting team provide complete coordination of all necessary measures to fulfil international EPR requirements with their **CGlobal** consultancy services.

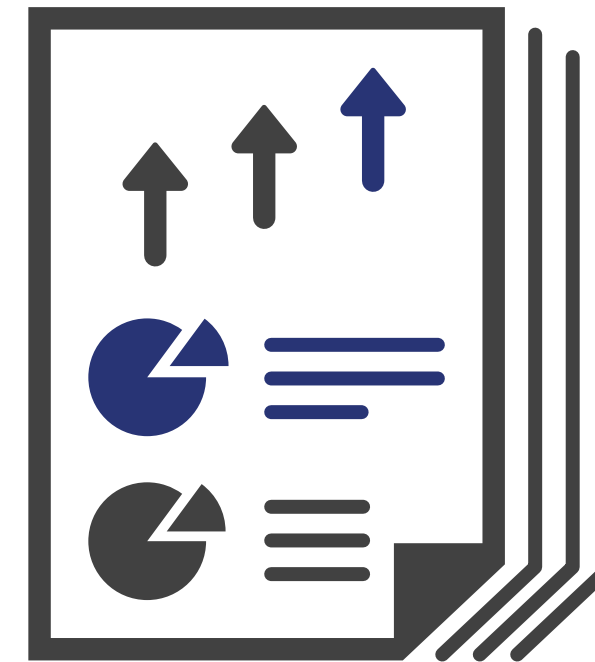


Single Payment Service: more than **4,200+** external scheme invoices checked on behalf of customers in 2023



280+ registrations managed with schemes and authorities for batteries, packaging and WEEE

10,500+ customer data reports submitted to schemes/ authorities



160+ partnerships with compliance schemes



Chemical consulting

In 2023, more companies put cleaner, safer chemicals onto more markets globally.

Our **chemical consulting** team supported them in many ways: for example, by authoring safety data sheets and ensuring market access for over a million tonnes of their substances and products – that’s in the EU alone.

With a comprehensive range of services, the team helps companies from many industries to chart a cleaner, safer course for their chemicals globally.

We operate globally

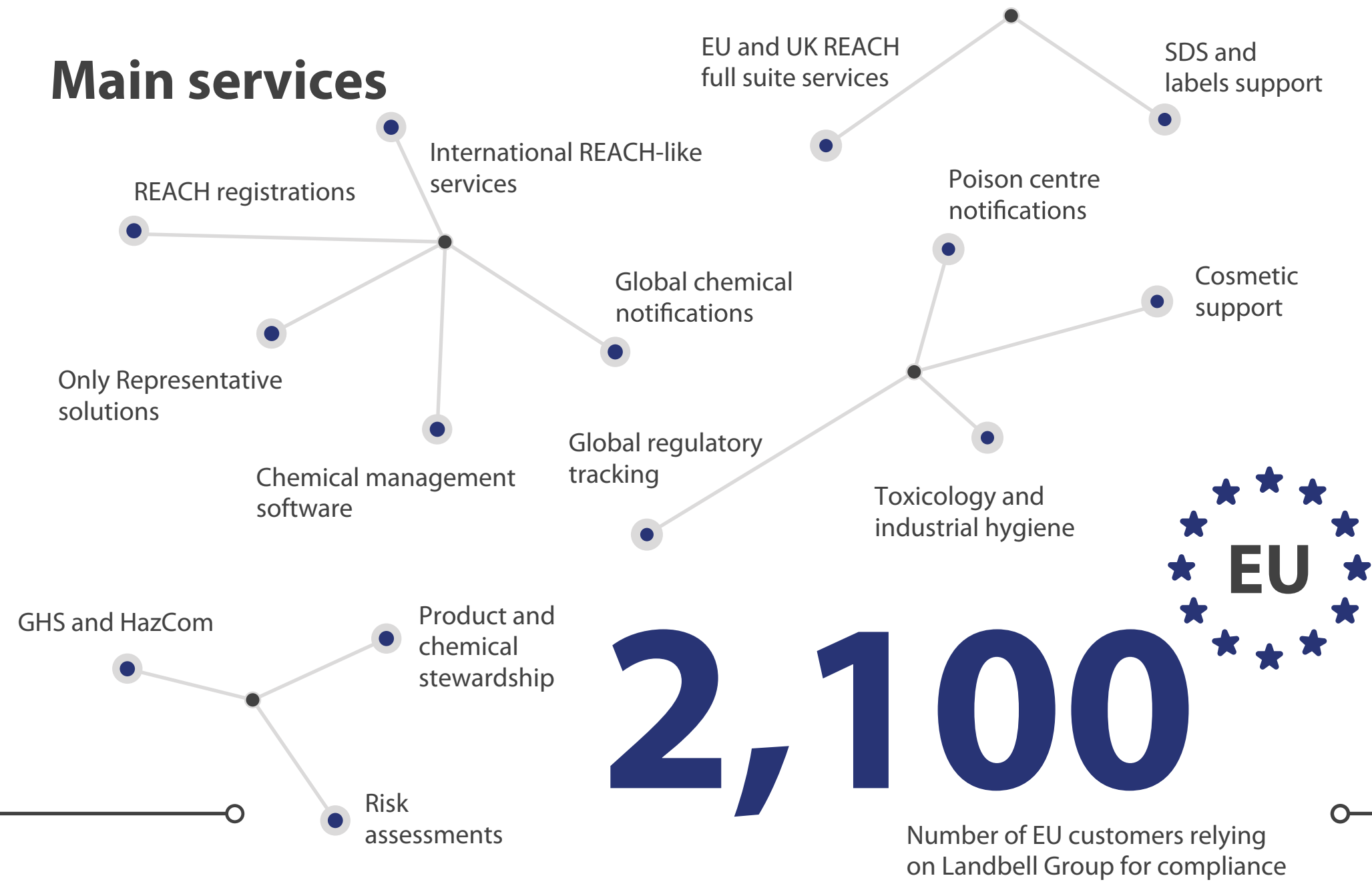
300+
customers in
2023

Key industries served:

- Pharmaceutical and medical devices
- Formulated chemical products
- Petroleum-based products
- Consumer products
- Mining and minerals
- IT industry
- Fragrances and colours

Landbell
H2 Compliance

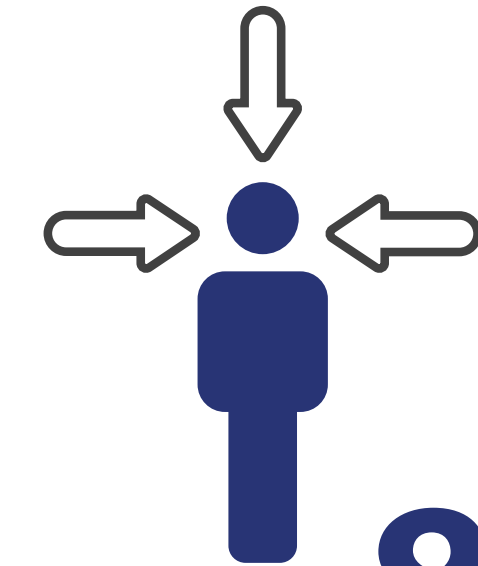
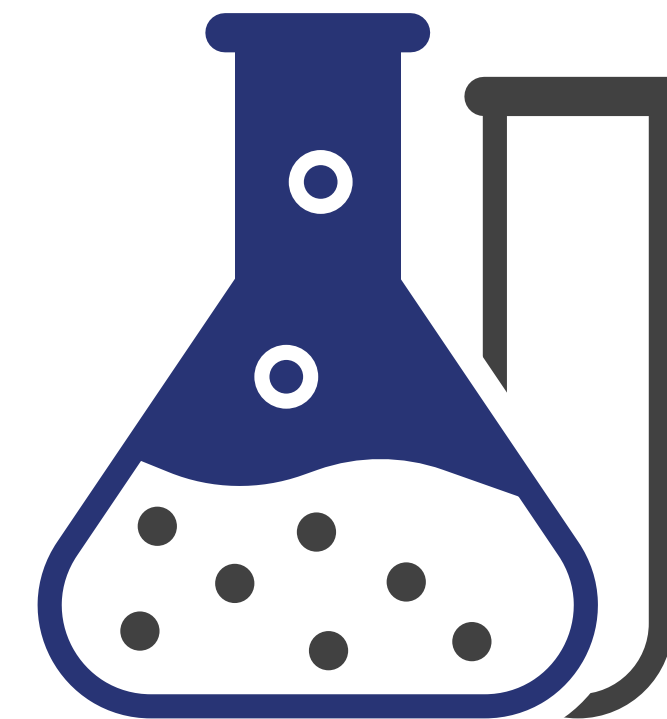
Main services



We supported our clients with their EU placement of

1m+

tonnes of chemical substances and products



80+

Number of Only Representative clients

17,500+

Safety data sheets authored

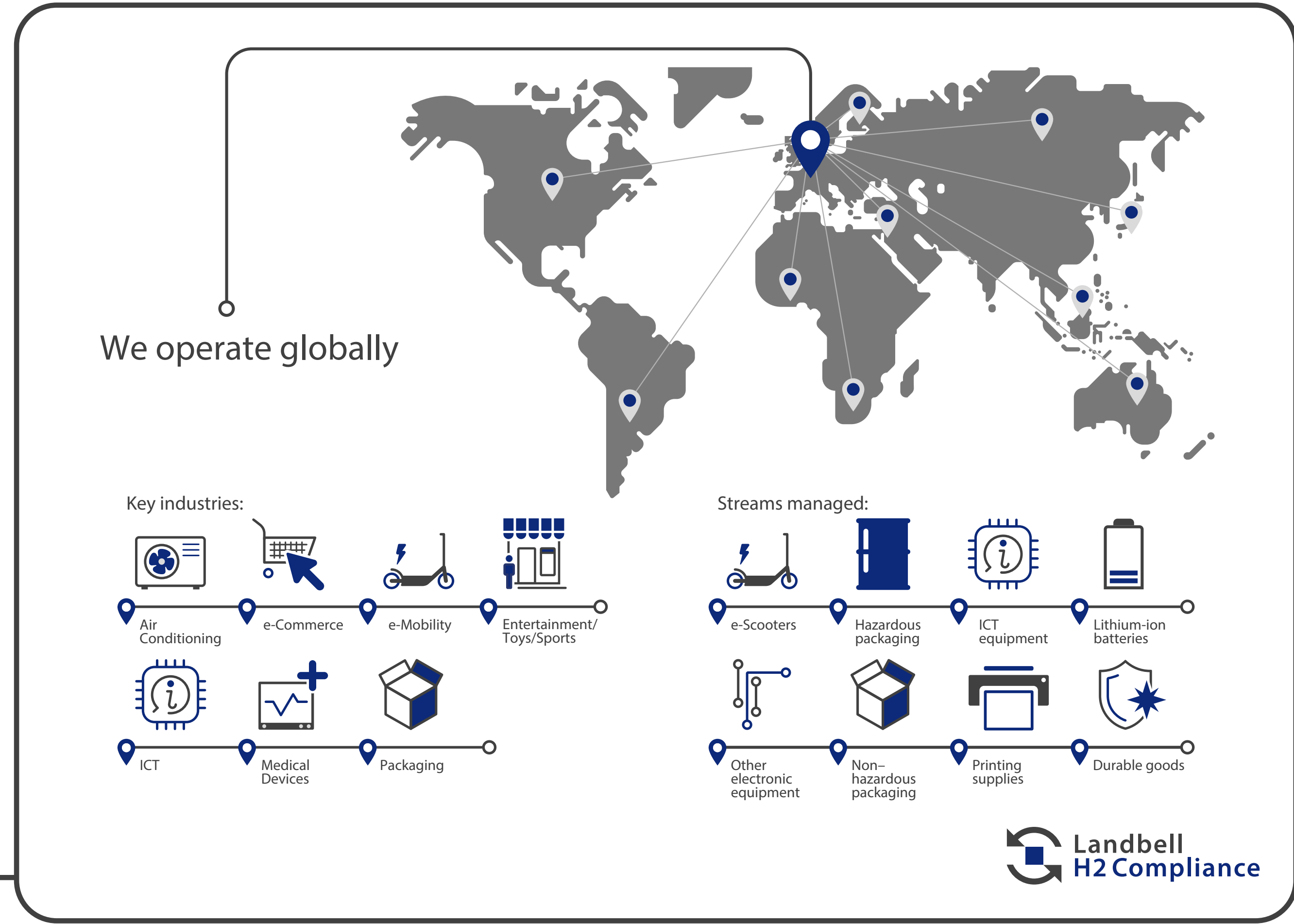
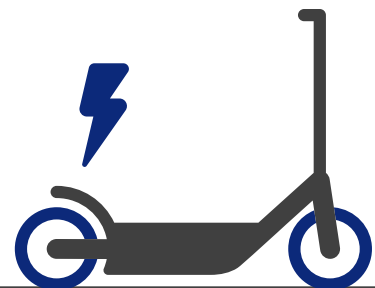


Global takeback

Last year, more companies took back more of their products from more markets around the world.

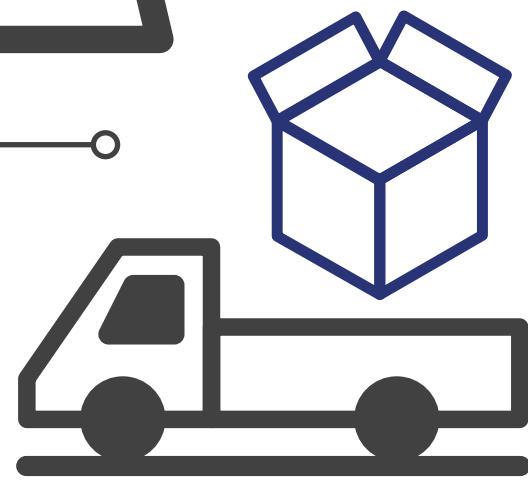
Our **global takeback** team helped them to close material loops and create circular flows for these valuable resources.

We were their preferred pick-up partner for many items: from a/c units and lithium-ion batteries through to medical devices and packaging.



Operations in 2023

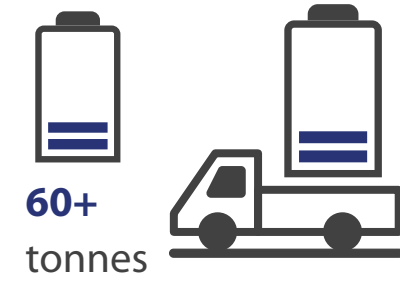
8,400+
tonnes collected



18,700+
pick-up requests

Waste streams

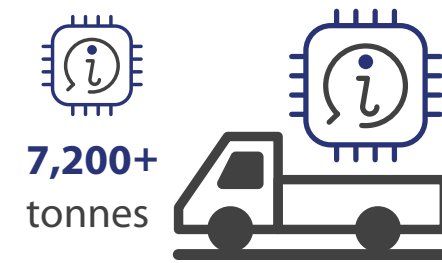
Li-ion



60+
tonnes

60+ pick-up requests

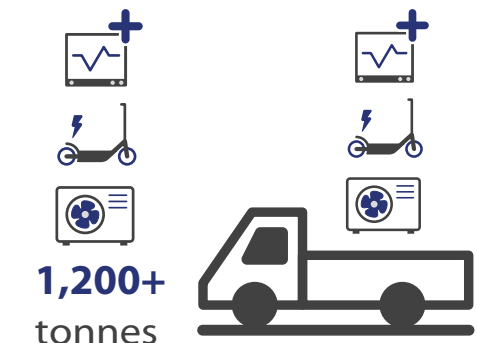
ICT



7,200+
tonnes

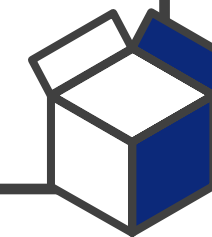
2,500+ pick-up requests

Other



1,200+
tonnes

16,100+ pick-up requests



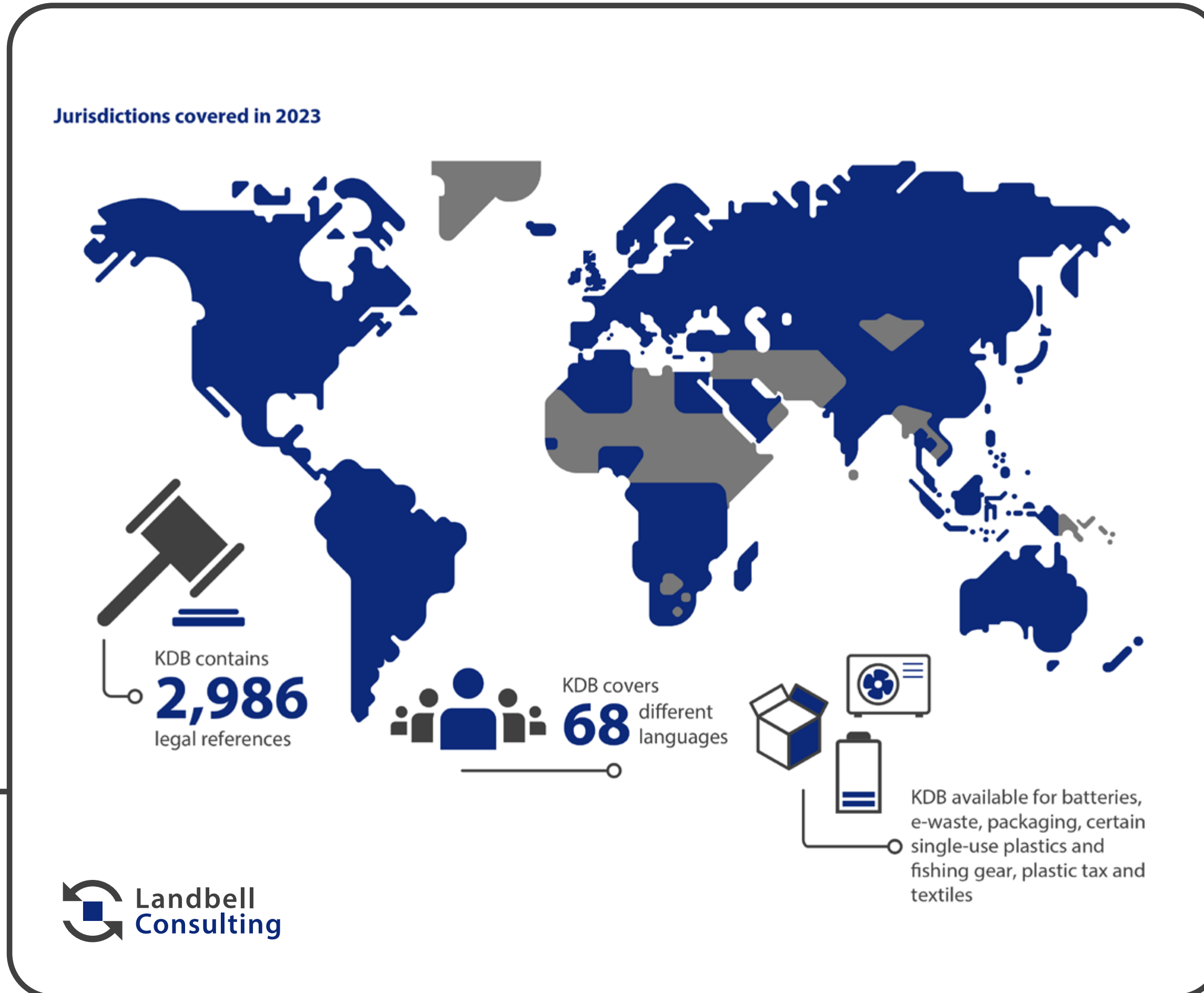
Regulatory information services

In 2023, more countries enforced EPR regulations, for more types of products and packaging. Our regulatory information team responded by expanding our services.

KDB

For example, our online tool – the [Knowledge Database \(KDB\)](#) – now contains more legal references and covers more languages.

It also has more information on single-use plastics, fishing gear, plastic taxes, and textiles, in addition to batteries, e-waste and packaging.



Global development

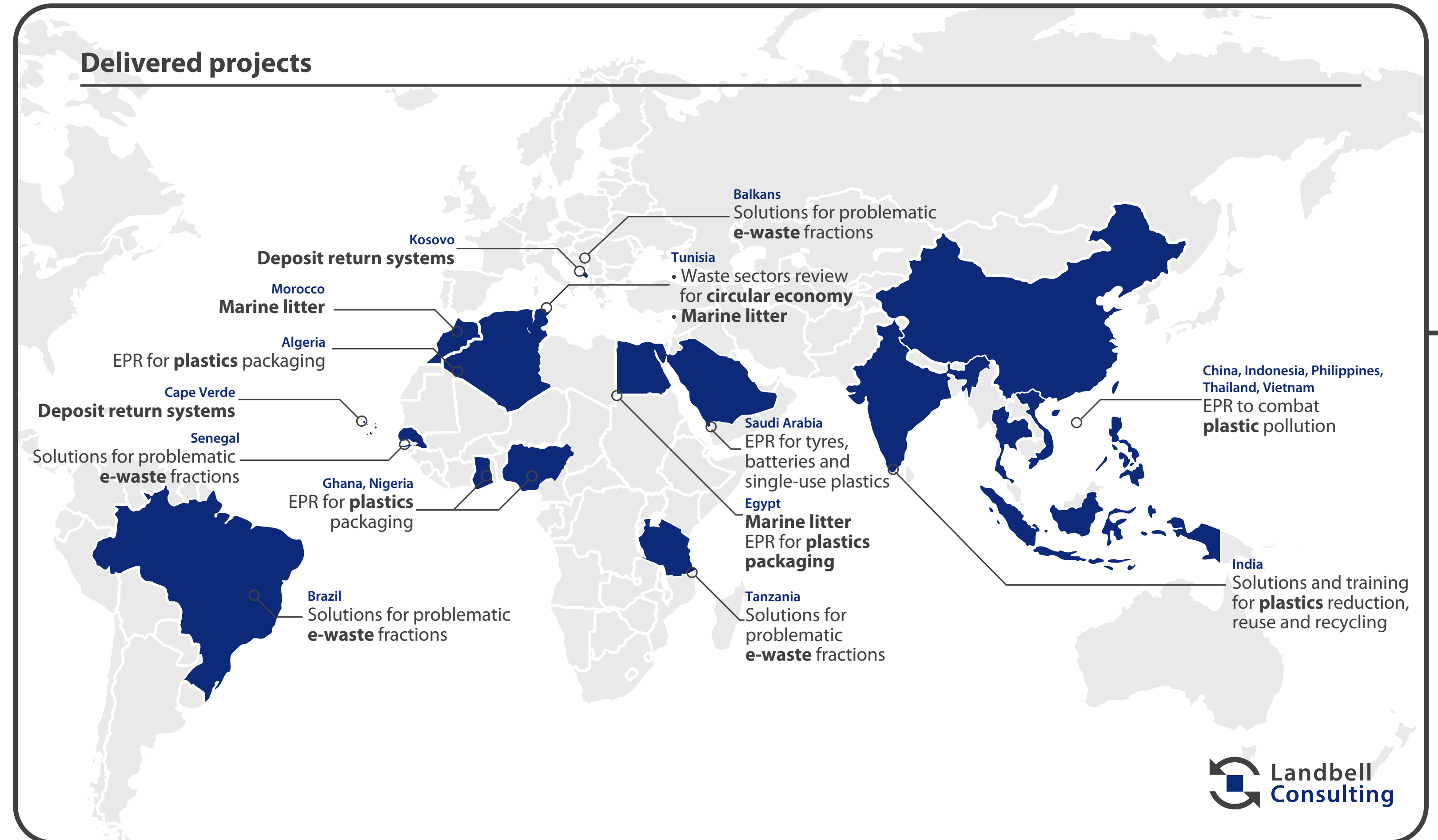
Landbell Group brings its international know-how and capability to other countries via consulting projects.

Our global development team uses the operational competencies acquired from managing our own PROs to support the worldwide expansion of EPR and the operation of PROs.

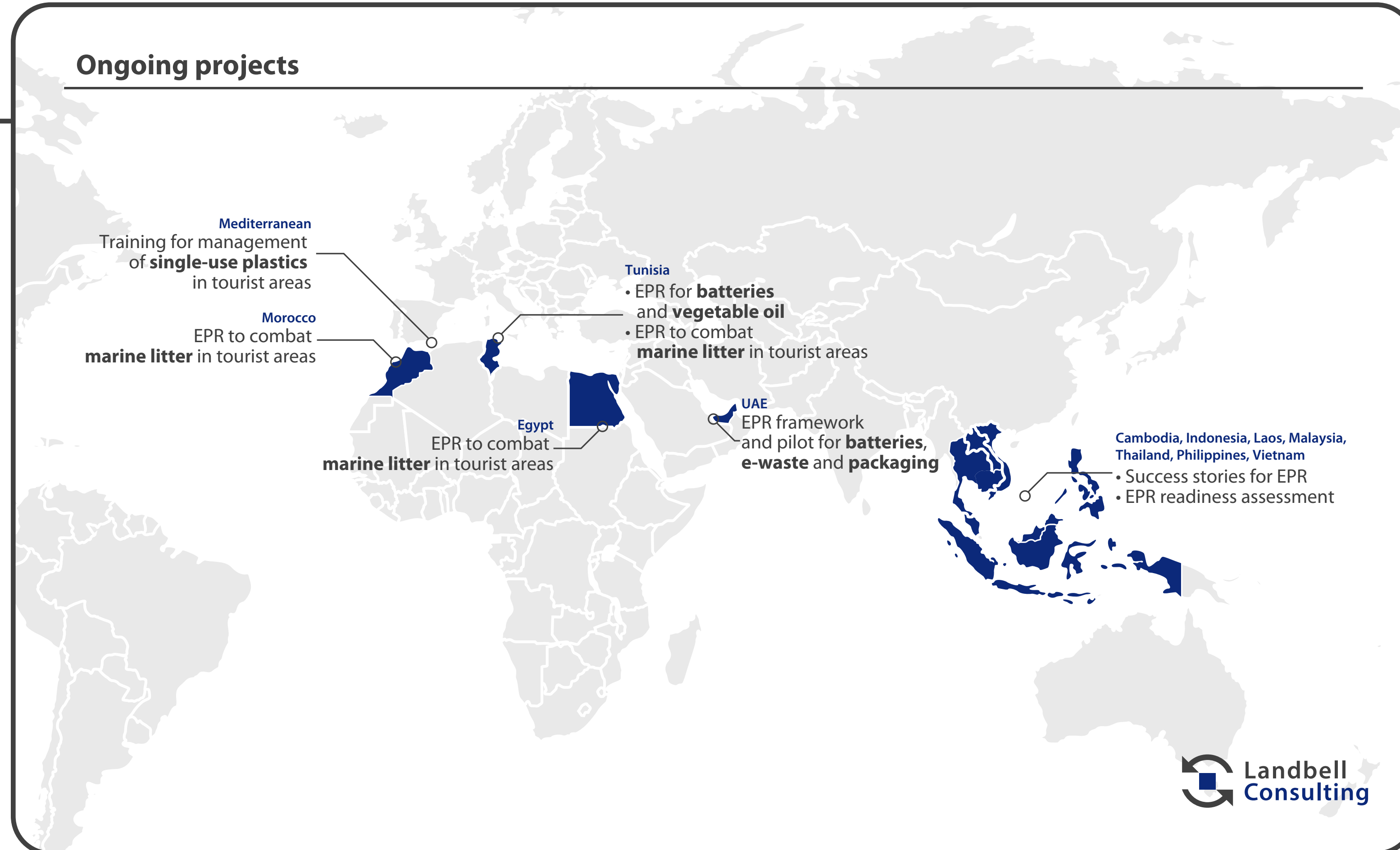
It also provides international consulting for governments and organisations on how to implement EPR.

The maps show where the team has already delivered projects, and where their projects are ongoing.

The projects are funded by organisations such as the [World Bank](#) and the [German development agency](#).



Ongoing projects

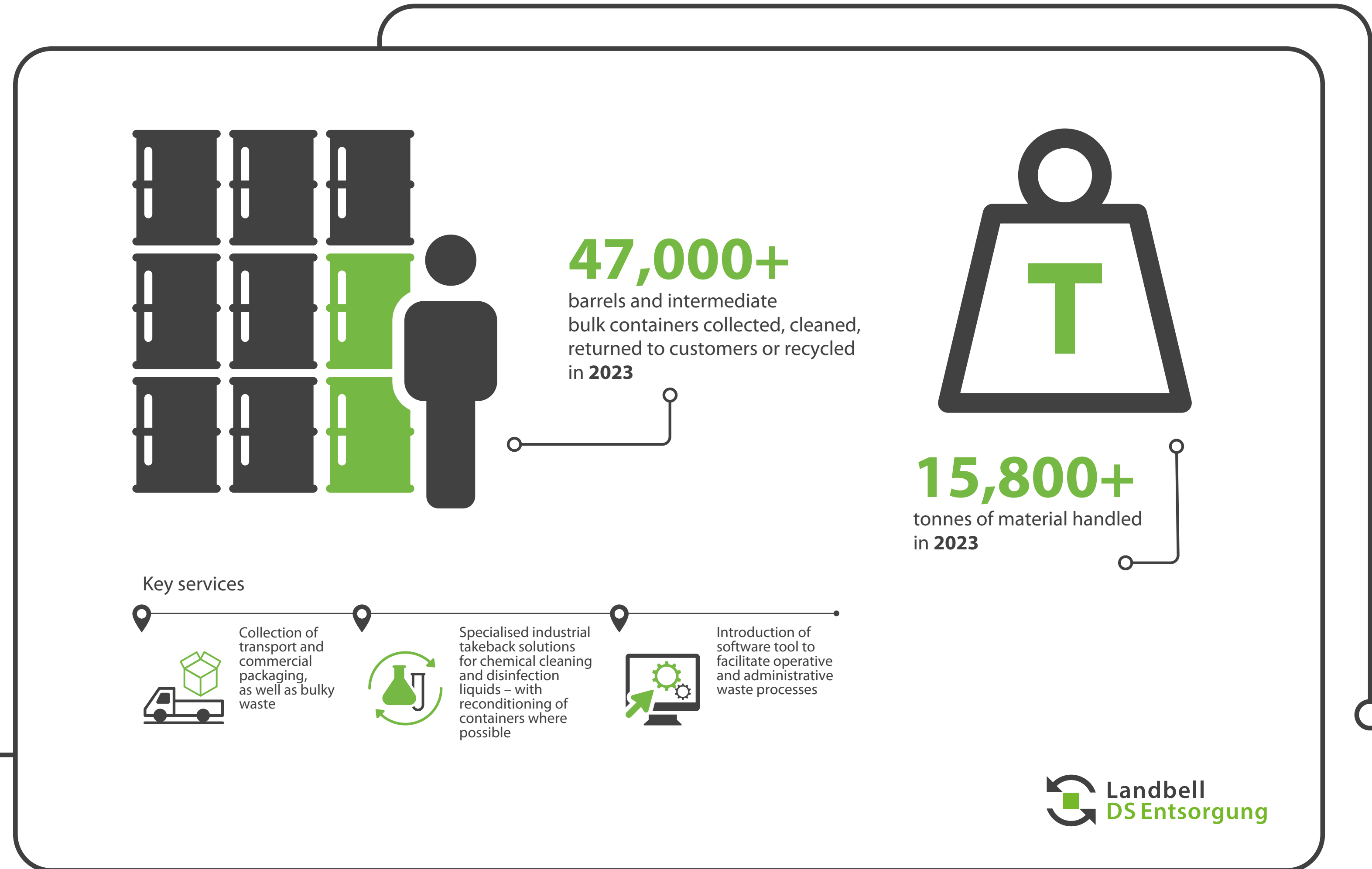


Complementary services

In 2023, many companies in Austria, Germany and Switzerland collected and treated tonnes of their materials and brought back thousands of their barrels and bulk containers.

DS Entsorgung helped them to close these loops with their specialist takeback solutions.

DS Entsorgung offers complementary services, which combine Landbell Group's compliance and consulting expertise, to support customers with waste and resource management.



Software

Landbell Group is a data-driven company: our services and consulting are based on processing digital information.

Circul8® and element1™ are our integrated software tools for transaction, producer and EPR data management, and chemical compliance.



cicul8

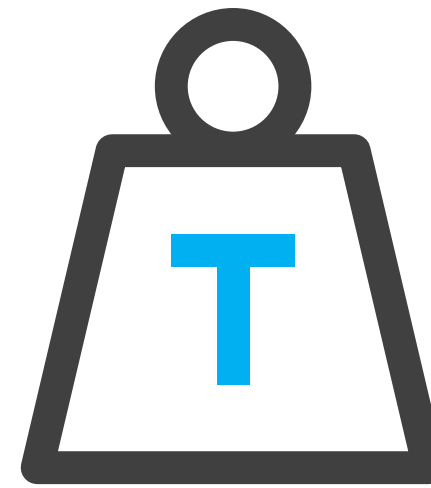
Cicul8® covers circular economy operations and manages EPR obligations. It supports various user groups from producers, PROs and authorities to logistics and recycling partners.



ELEMENT1

element1™ allows our customers to take control of their chemical regulatory affairs. It is a secure collaborative workspace in which their substances and projects can be managed.

In 2023, Circul8® handled:

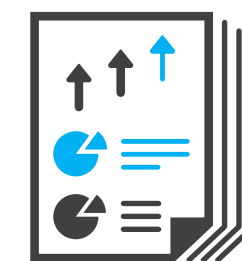


500,000

transactions covering the collection of 1 million tonnes of resources



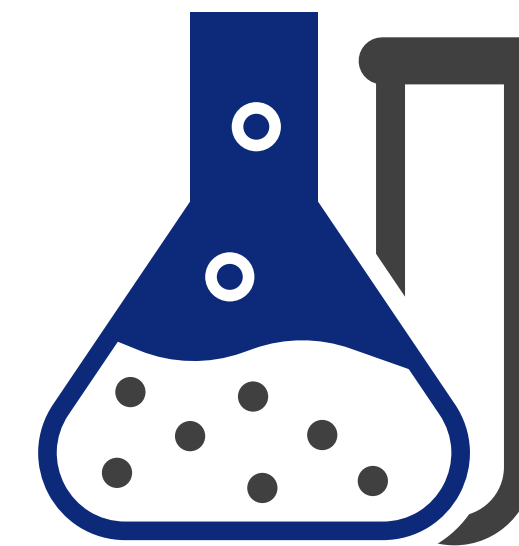
Put-on-market declarations for over 1 million tonnes of material, and



Almost 10,000 EPR data reports



In 2023, element1™ :



Supported

1,500+

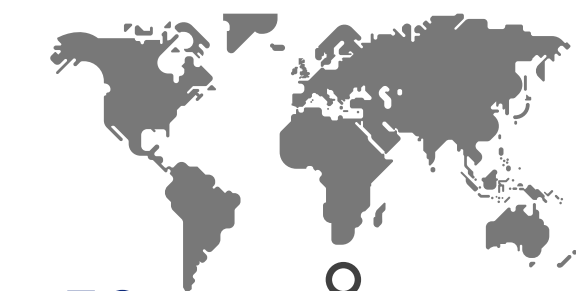
EU customers with compliant chemical imports from

150+

global suppliers

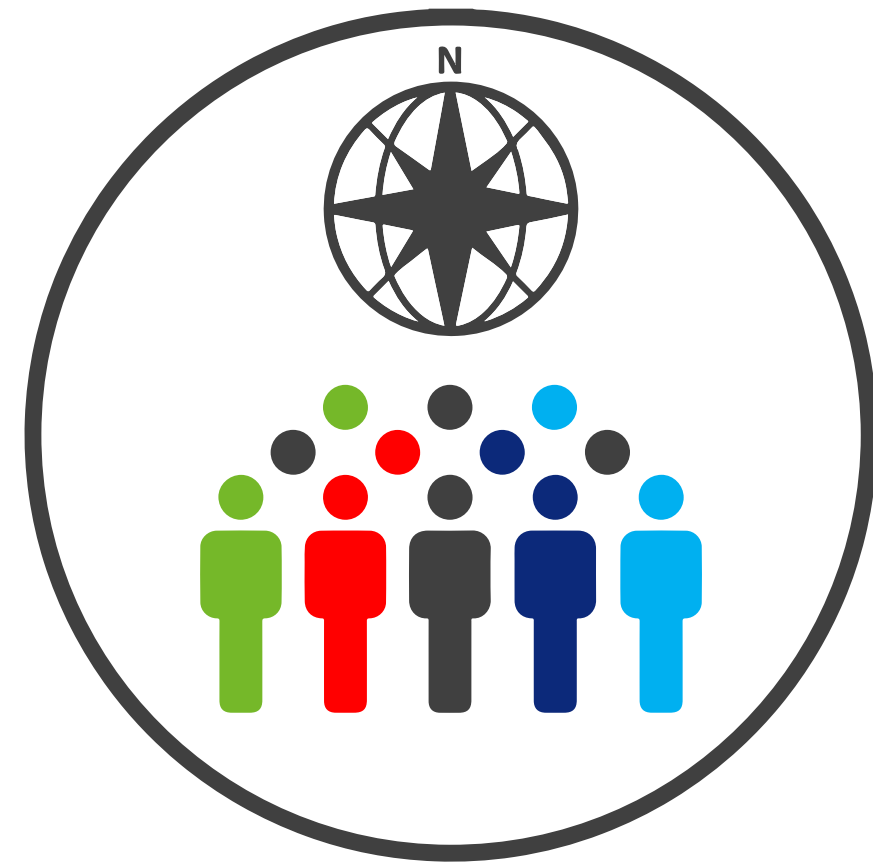


Generated and managed 9,000+ Safety Data Sheets (SDS)



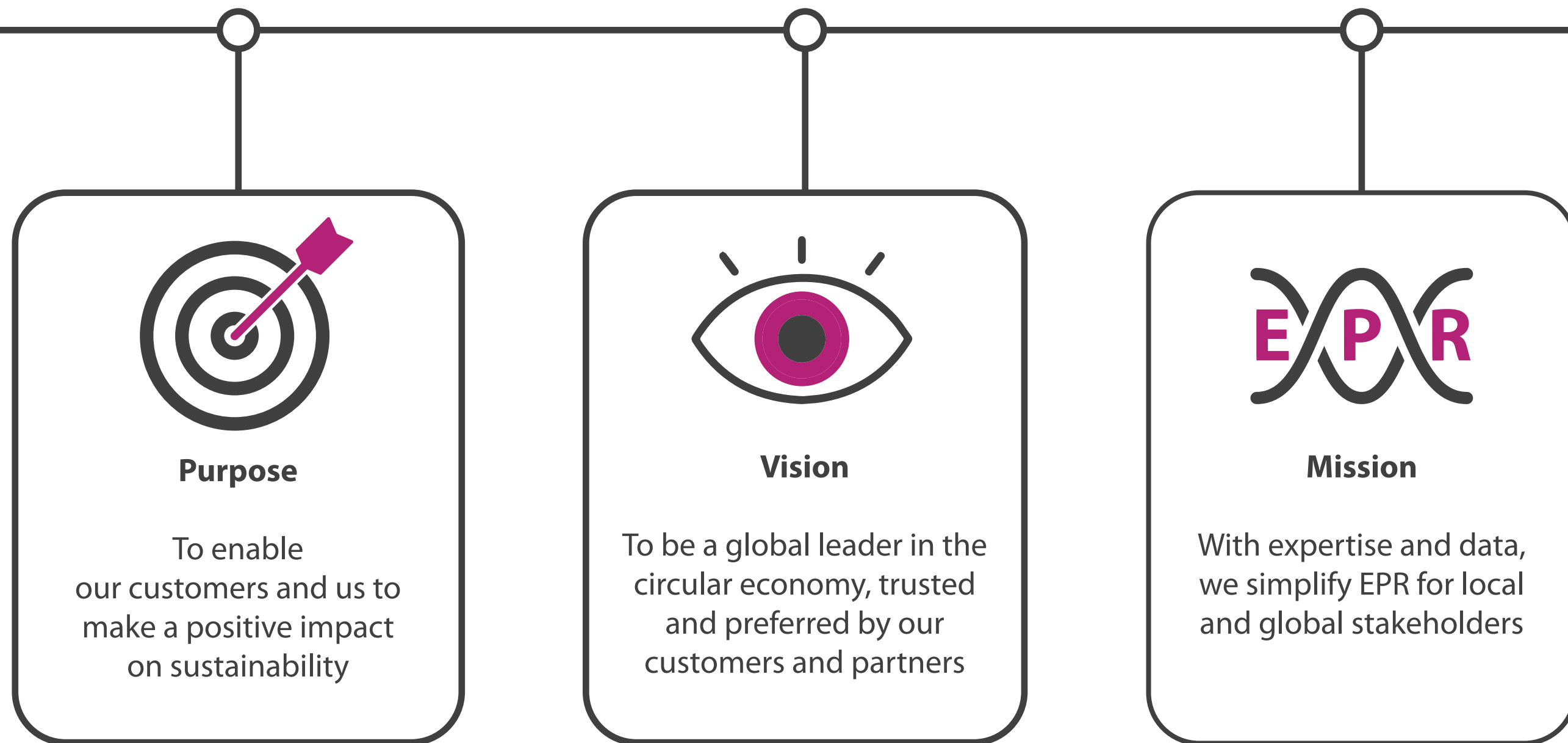
50 international clients in 30+ languages

Our North Star.



Landbell Group's purpose, vision and mission are its North Star.

Our North Star explains what our companies stand for and makes sure that all our colleagues from our various business units are heading in the right direction.



Our Value Chain & Circle of Impact.

The inner part of the figure on the next page shows our value chain that runs along the product life cycle and material flows. The outer part illustrates our circle of impact and our key stakeholders.

Consumers play an essential role in improving collection and recycling rates. This is why, in certain countries, we run consumer awareness campaigns to promote proper waste separation.

Working at the intersection of all these stakeholders' interests gives us deep insights into the current state and future possibilities of circular material flows, wherever they are on the planet.

The coloured lines show where Landbell Group's four key services contribute to the value chain, plus the main companies that provide these services.

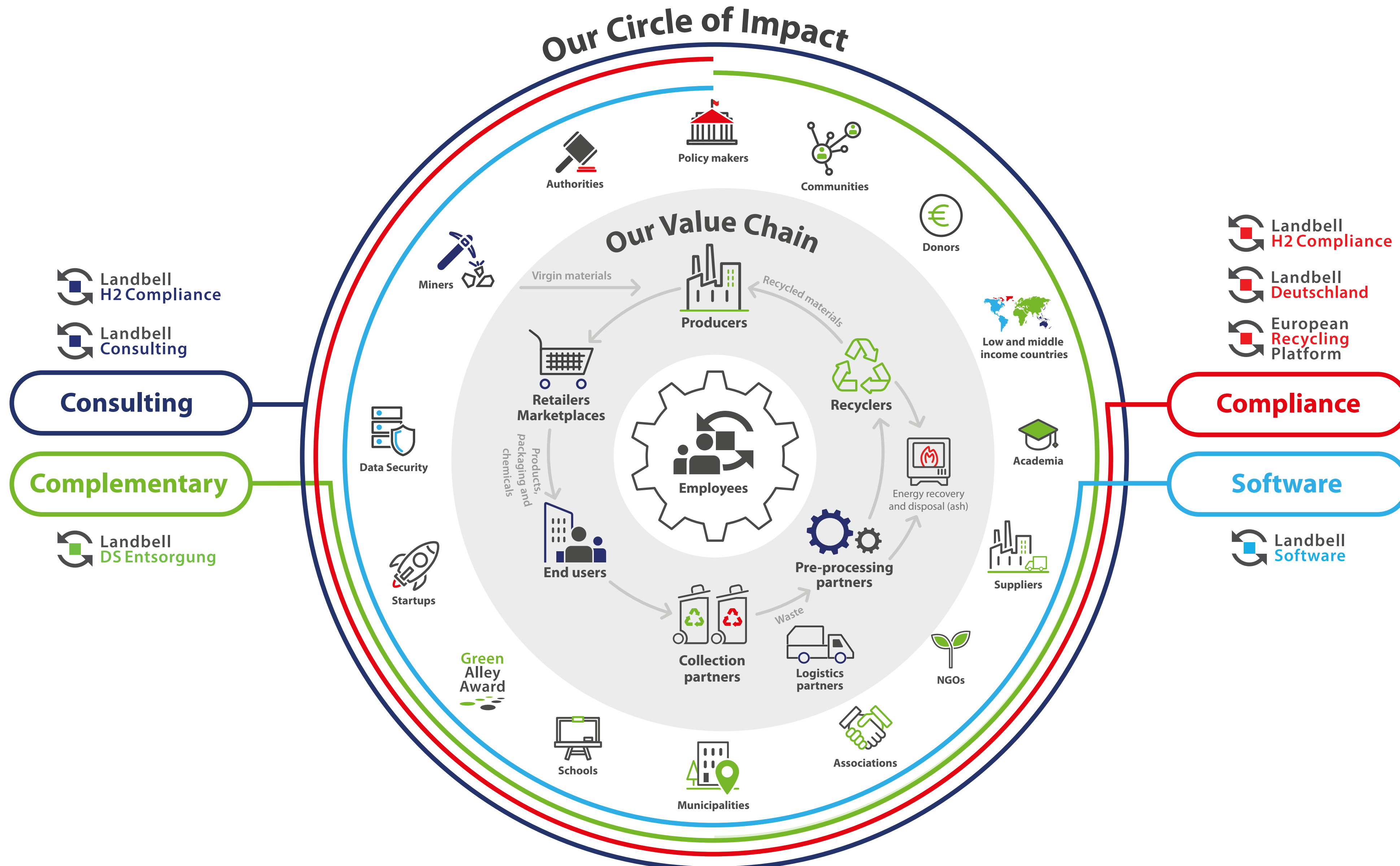
We also work with scientific institutions, universities and other partners to exchange knowledge and ideas on circularity. In recent years, we have focused heavily on research and development, with a particular focus on developing advanced recycling solutions.

← For physical collection and treatment, we work with our international network of waste management industry suppliers. With our well-established and controlled supply chain, we have the expertise to support customers wherever they need us and expand the global waste infrastructure.

In low- and middle-income countries, we support government agencies and municipalities as a commercial contractor to develop and implement local EPR systems.

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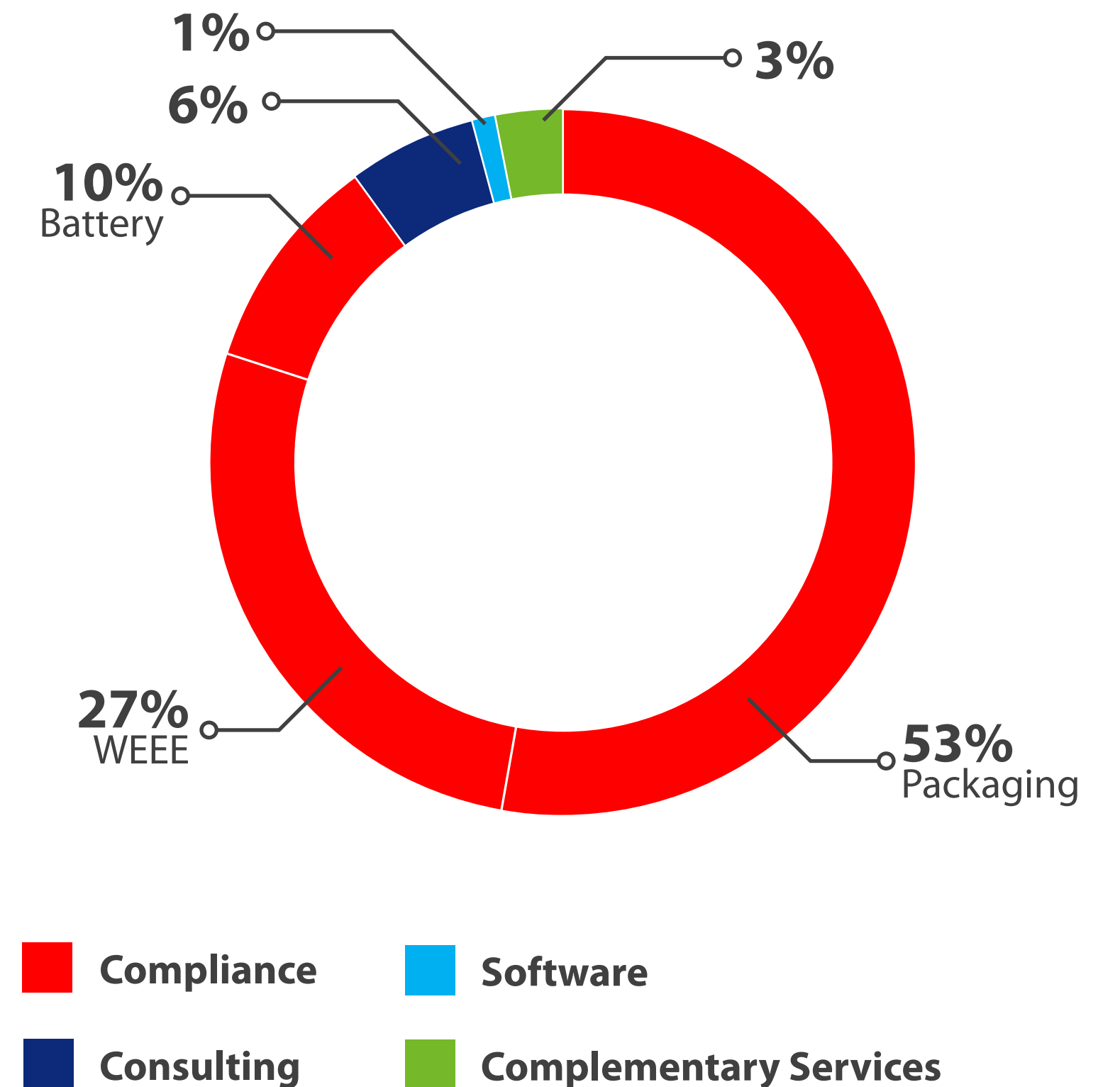
Performance & Markets.

Landbell Group generated total sales of €305 million in 2023. This is lower than our projected revenue which can be attributed to the economic downturn, lower material prices, and reduced demands across our key markets. As a result, the Group operated during the reporting year, after several very strong and profitable years, with a loss. Affiliates in which Landbell Group has only minority shareholding are not included in the generated sales.

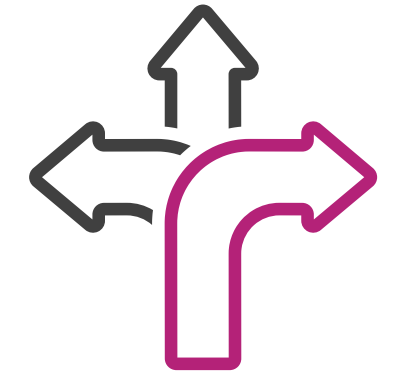
Despite the financial challenges, we maintain our commitment to sustainability and innovation, aiming to strengthen our long-term resilience in a volatile economic environment. We anticipate a quick recovery in our key markets as economic conditions stabilise. Our revenue target is €415 million for next year. While we remain vigilant for ongoing economic uncertainties, we are confident in our ability to adapt and deliver value to our stakeholders.

Packaging remains the largest waste stream in our compliance business, followed by waste electrical and electronic equipment (WEEE) and batteries. Although our consulting and software services represent a smaller portion of our business, by enhancing our EPR-related activities, they are becoming increasingly important. These services assist our customers in managing their regulatory compliance and EPR obligations worldwide. Looking ahead, we anticipate growth in both consulting and software services.

Sales split by business activity



New Directions.



Thriving in a resource-constrained world

Circularity in packaging is crucial for resource conservation and economic efficiency. Packaging design and recycling infrastructure are two major aspects that determine whether packaging waste can be turned into high-quality secondary raw material, thereby minimising waste and reducing reliance on virgin resources.

Landbell Group has formed a strategic alliance with [Lyondellbasell \(LYB\)](#) and [SourceOne](#) to build advanced sorting and recycling solutions for post-consumer polyolefin waste that is difficult to recycle. LYB will process plastic waste volumes from Landbell Group, helping brand owners to close the loop for plastic packaging.

Through its engagement in the [InnoCErt](#) project, Landbell Group is playing a crucial role in ensuring that sustainably designed packaging enters the market in future. The project involves various commercial trials and packaging analyses to identify problematic packaging in the current infrastructure. This work will set criteria for designing sustainable and recyclable packaging, facilitating easier and more efficient recycling processes.

Reducing our reliance on fossil fuel-based plastic packaging requires high-quality recycled plastics with equal packaging functionality. Landbell Group is investing resources, building long-term alliances with innovative technology companies that bring competence in waste processing, and engineering advanced recycling methods that complement the existing recycling infrastructure. This is highlighted in the following collaborations:

Landbell Group and [CARBIOS](#) are collaborating to ensure that problematic PET fractions, such as polyester textile waste and multilayered, coloured and opaque trays from packaging waste, are redirected towards recycling. Please see [Value chain collaboration](#) for more information. The partnership will leverage Landbell Group's expertise and network in sourcing and preparing PET packaging and textile waste which will be enzymatically recycled using CARBIOS' cutting-edge technology. Coupled with this value chain, this advanced recycling partnership strengthens Landbell Group's commitment to a circular economy.

Design-for-recycling and advanced recycling technologies ensure that packaging materials can be effectively returned to the production cycle. This not only reduces environmental impact but also drives economic and technological advancements, positioning companies and societies to thrive in a resource-constrained world.

Establishing an EU Circular Battery Valley

2023 was a pivotal moment in the strategic plan for research, development and innovation at Landbell Group company, [ERP Italia Servizi](#), with a particular focus on fostering innovation in circular recycling technologies and digital solutions for an emerging and promising market: lithium and new generation energy storage technologies.

In the first half of 2023, the research & development (R&D) team collaborated with over 40 international partners from various EU regions, contributing to the design of four successful projects.

These partners included battery manufacturers, European research and technology organisations, and small and large enterprises within the battery value chain.

The objective was to create innovative pathways to make batteries and their usage more sustainable and circular, with a particular focus on the recovery, refining and reuse of strategic components and raw materials.

Another requirement was to stay in perfect harmony with the European regulatory framework and its most ambitious actions, such as the Raw Materials Act.

To implement this strategy, ERP Italia Servizi initiated one of the most significant European Union (EU) funded projects in September 2023: [BATMASS](#). Please see [Research and innovation](#) for more information.

BATMASS is an interregional initiative to establish the first EU Circular Battery Valley. It brings together 15 full partners from 11 EU regions with the aim of embedding their regional ecosystems. With funding of over 14 million euros, the project is designed to leverage the collective investment capacity of its partners who possess complementary technological capabilities.

ERP Italia Servizi is playing a key role in the project, spearheading the development of safe packaging for the collection of end-of-life batteries over a 30-month period.

The company is also responsible for the implementation of digitised management models to guarantee the traceability of reusable components, the development of new and safe disassembly technologies, and the creation of new and competitive digitised services and business models.

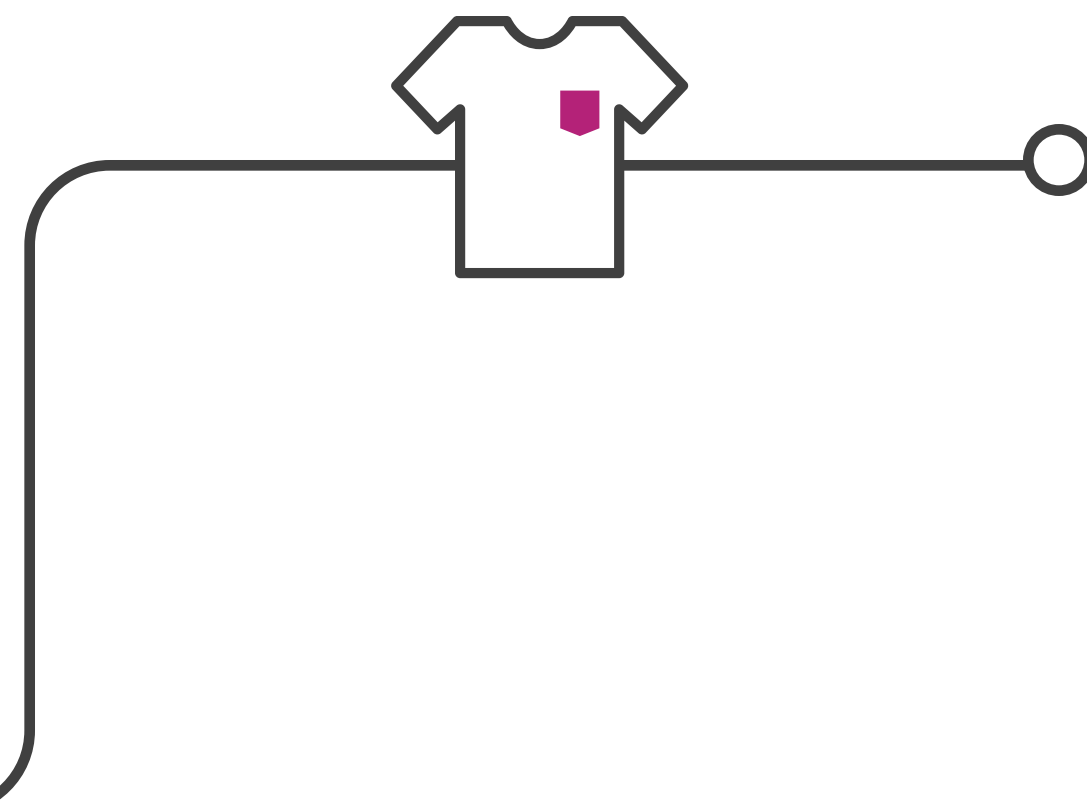


Mandatory EPR for textiles: our response

Landbell Group’s Textile Programme has made significant strides in response to the soon-to-be mandatory introduction of EPR for textiles in the EU. We have established comprehensive solutions, offering textile producers a one-stop service to navigate EPR requirements effectively, meeting the demand for a pan-European solution. Key accomplishments include the foundation of PROs in **Italy** and the **Netherlands**. These PROs play a pivotal role in ensuring that textile waste is managed responsibly and sustainably – and we plan to launch further PROs.

Moreover, the programme promotes best practices and innovation in textile waste management, driving the industry towards more sustainable and circular models. By providing a cohesive framework and support system for EPR compliance, the Textile Programme exemplifies leadership in sustainable end-of-use textile management, significantly contributing to the global movement towards circular economies.

The Textile Programme has built a robust network that includes large and small multinational fashion brands, as well as key stakeholders along the reverse supply chain, not only within Europe but also in markets where second-hand clothing is exported. This addresses the industry's complexities on a global scale. By collaborating closely with these entities, the Textile Programme ensures that textiles are reused and recycled efficiently, minimising waste and environmental impact.



North America

H2 Compliance Canada is operating as a PRO in Ontario since July 2023 for three different waste streams.

The first waste stream is Blue Box which comprises household packaging waste. The second waste stream is e-waste comprising information technology and telecommunications and audio visual (ITT/AV) equipment. The third waste stream comprises end-of-life batteries.

Following a successful startup during the second half of 2023, H2 Compliance Canada now serves over 40 customers as their PRO.

H2 Compliance is committed to ensuring a competitive market for producers by providing an option for their PRO obligations – and the company has begun to expand its **CGlobal** consultancy services in both Canada and the USA.



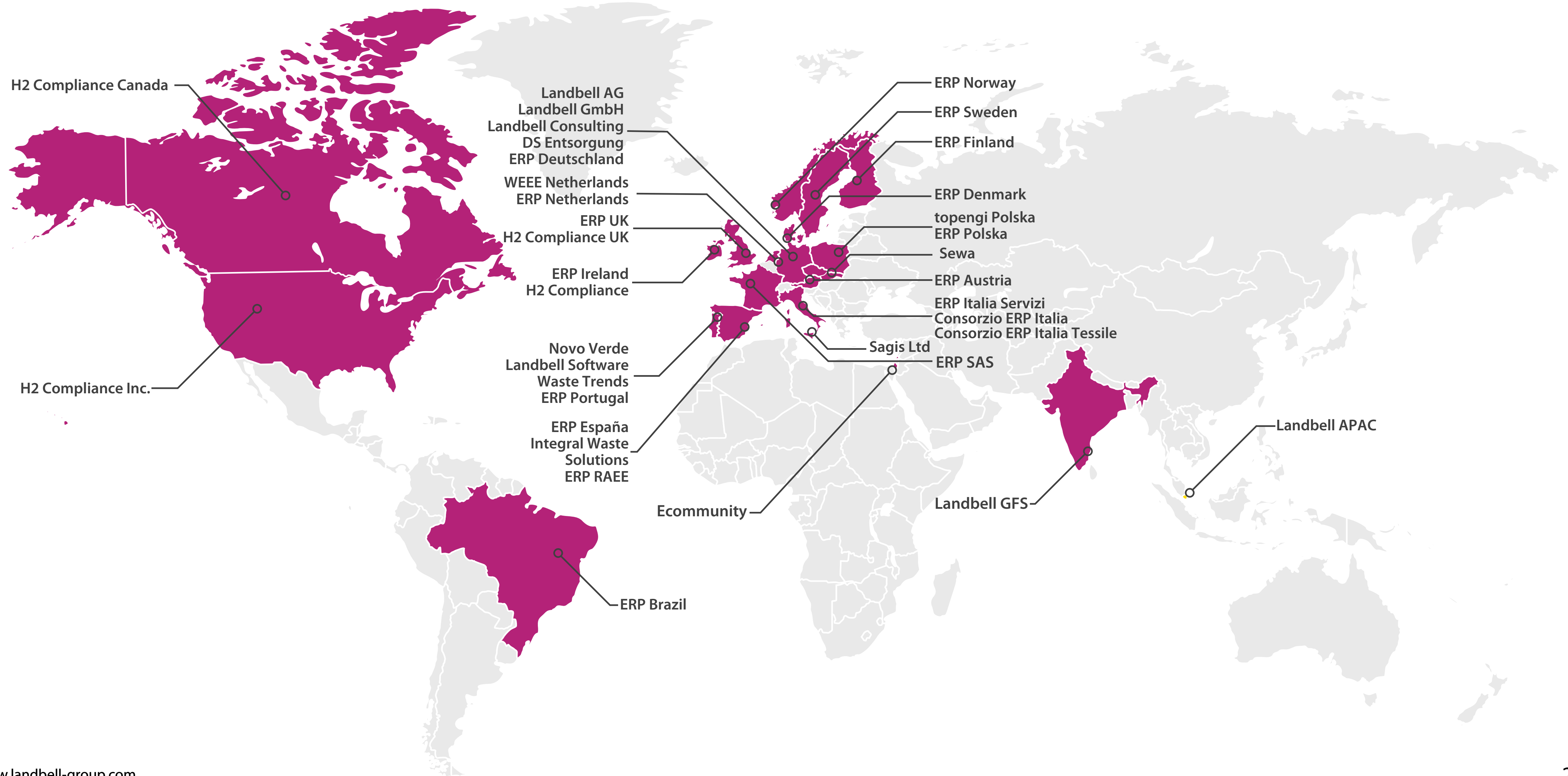
Employees & Locations.

Landbell Group's strength lies in its dedicated and diverse workforce, which is spread across multiple locations worldwide. As of year-end 2023, we employed over 458 professionals based in 20 countries across Europe, Asia, and the Americas. Our workforce comprises experts in various topics and spans 39 nationalities and cultures.

Employees	Female	Male	Total
All (internally hired)	230	228	458
Permanent	224	215	439
Temporary	6	13	19
Non-guaranteed hours	2	4	6



Landbell Group companies around the world



Organisational Structure & Governance.

Landbell Group's highest governance body is its Global Leadership Team (GLT). The GLT is chaired by the Chief Executive Officer (CEO), a senior executive in Landbell AG, which is the holding company of the Group. The Executive Board of Landbell AG is appointed by the shareholders. The current board consists of two male executives and does not have any female members.

All GLT members hold corporate positions in Group entities and abide by the corporate policies on conflicts of interest. The GLT presides over the management of the organisation and its impacts.

The performance evaluation of the GLT mainly covers economic and employee-related topics. To support our corporate sustainability journey, the goal is to address more sustainability-related topics in the coming years.

The GLT oversees the Group's Sustainability Agenda in close coordination with the Sustainability Office. See [Sustainability Management](#) for further details.



Landbell Group's Global Leadership Team



Jan Patrick Schulz

Chief Executive Officer (CEO) of Landbell Group, Chairman of the Executive Board of Landbell AG in Germany



Uwe Ehteler

Chief Operating Officer (COO) for the Germany, Austria & Switzerland region, a member of the Executive Board of Landbell AG in Germany



Grant Kinsman

COO for Europe & North America, General Director of European Recycling Platform (ERP) SAS in France, the sub-holding of the ERP subgroup, as well as Director of HH Compliance Ltd, the holding company of the H2 Compliance subgroup



Christophe Pautrat

COO for Africa, Asia & Latin America



Nicola Magaraggia

Chief Financial Officer (CFO) of the ERP subgroup



Martin Tobin

Chief Commercial Officer (CCO)



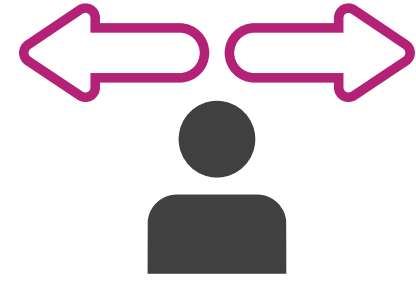
Dora Caria

Chief Procurement Officer (CPO)



Ulf Hallmann

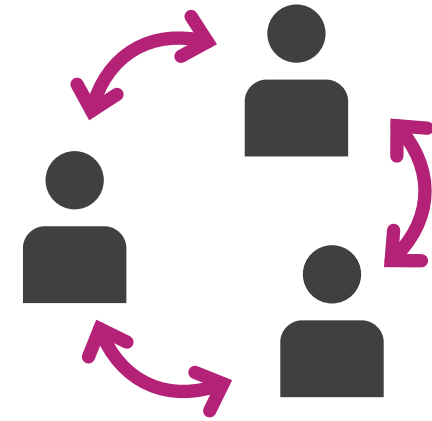
Chief Information Officer (CIO)



Conflicts of interest

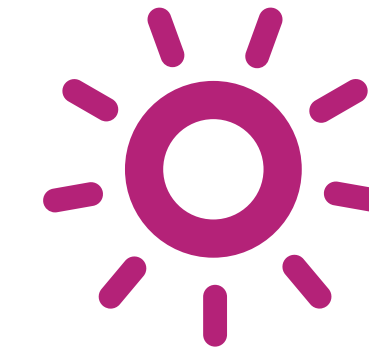
Employees with signatory powers – including executives and members of the Board - are regularly required to declare any conflict of interest. This also applies on an ad hoc basis to employees without signatory powers but whose private interests might affect their performance.

← The line manager, the human resources department or the country manager, with the support of the legal department, decide on the mitigation measures.



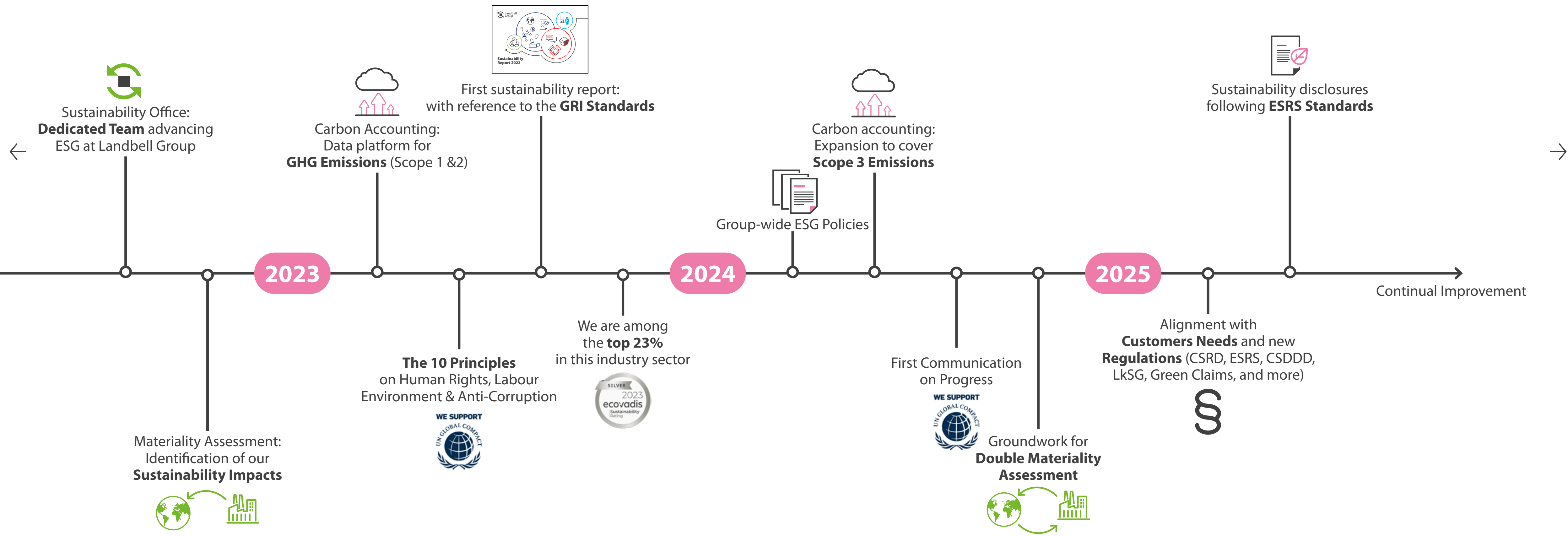
Membership associations

Landbell Group is actively engaged in numerous organisations and associations to advocate for better waste management and contribute its practical experience managing the collection and treatment of multiple waste streams in many countries. For the list of engagements, please refer to the [Appendix](#).








Our Sustainability Agenda.

We adopt a pragmatic approach to addressing our impacts while fostering long-term business resilience. Grounded in our commitment to corporate sustainability, we integrate sustainability principles into our daily business operations through policies and actions on relevant topics. Building on our materiality assessment, we set priorities aligned with our sustainability ambitions and long-term targets.



Materiality Assessment.

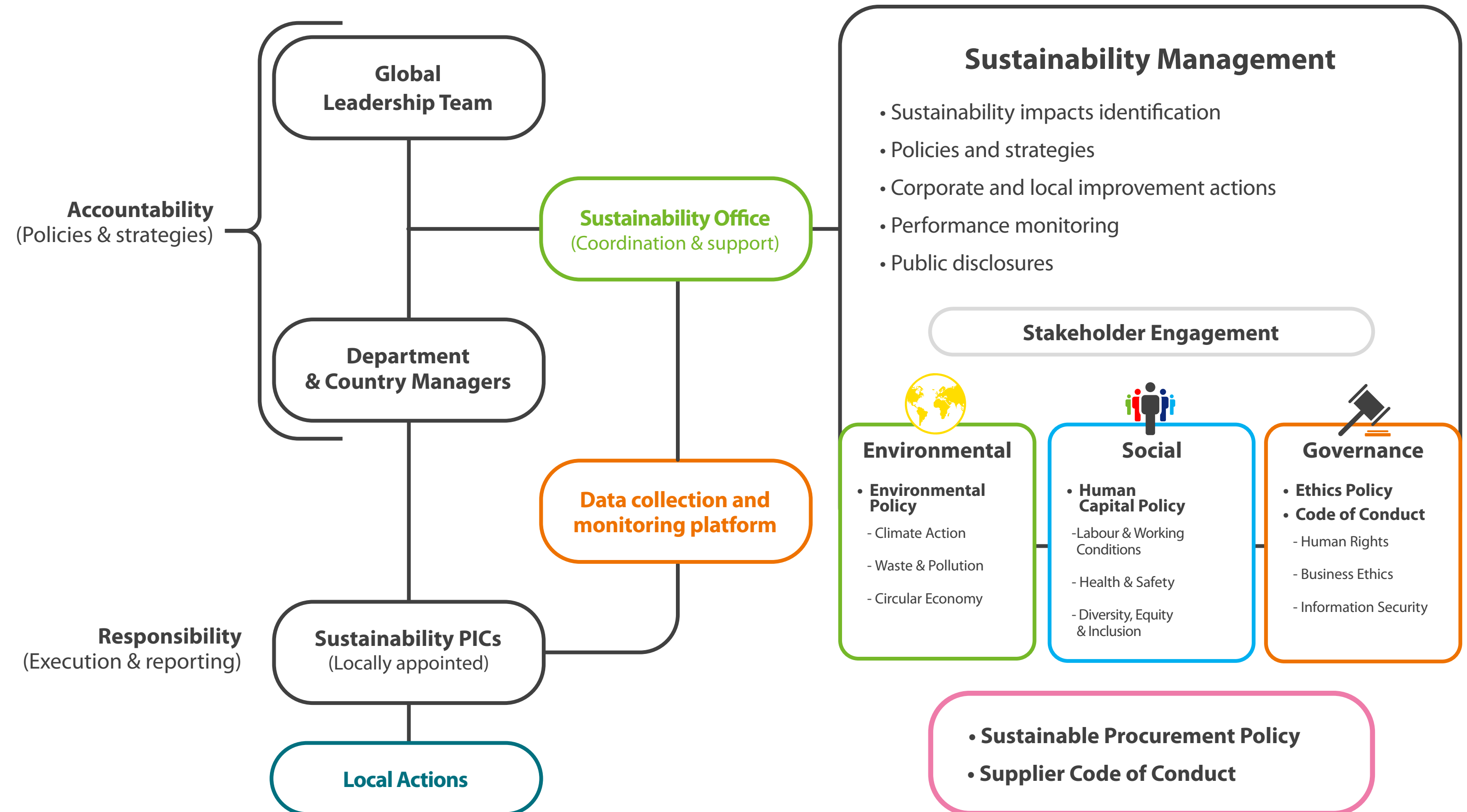
We conducted our first materiality assessment in 2022, which was the basis for last year's [sustainability disclosures](#). This year, we expanded the scope of our materiality to cover more topics that ranked lower in priority last year. In addition, we have rearranged and aligned our material topics with the European Sustainability Reporting Standards (ESRS) and with the relevant Sustainable Development Goals (SDGs) based on our impacts and contributions.

Our Material Topics (aligned with ESRS)		Stakeholders' Expectations	SDG Relevance
Environmental	Climate Action (ESRS E1)	<ul style="list-style-type: none"> Take inventory of emissions in the value chain Reduce emissions in operations and business travels Invest in emission reduction initiatives 	<p>13 CLIMATE ACTION</p> 
	Waste & Pollution (ESRS E2)	<ul style="list-style-type: none"> Offer end-to-end mass flow transparency Ensure zero pollution in recycling activities Optimise operations and logistics 	<p>11 SUSTAINABLE CITIES AND COMMUNITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>  
	Circular Economy (ESRS E5)	<ul style="list-style-type: none"> Invest in circular economy innovation (eco-design, recyclability, and closed-loop systems) 	
Social	Human Capital (ESRS S1)	<ul style="list-style-type: none"> Enhance employee wellbeing and engagement Ensure high-quality occupational health and safety Prioritise diversity, equity, and inclusion Good career management with development opportunities Continuous improvement in working conditions 	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 
	Workers in the Value Chain (ESRS S2)	<ul style="list-style-type: none"> Perform supply chain due diligence for socioeconomic impacts Engage with suppliers, build capacities and monitor progress Encourage good social practices in the value chain 	
Governance	Business Ethics (ESRS G1)	<ul style="list-style-type: none"> Corporate governance Ethical business practices Responsible information management 	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 

Sustainability Management.

The Sustainability Office works with the Global Leadership Team (GLT) to devise Group-wide policies aligned with our corporate vision and objectives. The GLT provides strategic direction for all departments and Group entities to progress toward the sustainability objectives and targets set by respective policies. All managers and their locally appointed sustainability persons in charge (PICs) are responsible for implementing local actions, monitoring, and reporting progress. Each manager ensures that sustainability remains a priority for their organisation.

The Sustainability Office is central to advancing Landbell Group's commitment to environmental stewardship, social responsibility, and sustainable growth. This dedicated team is responsible for developing our sustainability strategy and aligning our goals with industry best practices and regulatory requirements. The team works across departments and with the GLT to integrate sustainability into all aspects of our operations, from reducing our carbon footprint to fostering a culture of sustainability among employees.



Additionally, the Sustainability Office is responsible for monitoring and reporting on our environmental performance, identifying opportunities for improvement, and supporting initiatives to promote best environmental practices, including energy efficiency, emissions and waste reduction. The Office also supports engagement with external stakeholders, including customers, suppliers, NGOs and the wider community, to build partnerships that enhance our sustainability impact.

We proactively seek to identify, address and remedy negative impacts we may cause or contribute to. We continuously improve procedures to ensure accountability and improvement in managing these impacts.

Our Code of Conduct strengthens our commitment to ethical business and guides our corporate best practices. Our Supplier Code does the same for the practices of our supply chain stakeholders.

Management systems

We are setting high standards in quality, environmental management, and occupational health and safety across the Group. Our German entities are certified as Specialist Disposal Companies under the German Ordinance on Specialist Waste Management Companies, Technical Inspection Organisations and Disposal Associations (EfbV).

Our entities across Europe hold various certifications including ISO 9001 for Quality Management (Italy, Norway, Portugal and the United Kingdom), ISO 14001 for Environmental Management (Italy, Norway, Poland and the United Kingdom), and ISO 45001 for Occupational Health and Safety (Italy).

These certifications reflect our commitment to sustainability, safety, and continuous improvement, ensuring our operations meet rigorous international standards. We plan to expand our management systems and certifications to cover other areas, including information security.



Group Policies.

Building on our initial materiality assessment, we are formalising five topic-wise umbrella policies and two codes of conduct to cover our sustainability impact. These policies set the tone for our Group-level priorities for managing our environmental and social impacts, corporate governance, and stakeholder engagement.

Our policy commitments are informed by the [Ten Principles of the UN Global Compact](#) and the [European Sustainability Reporting Standards](#). Our policies mandate adhering to the precautionary principle to prevent environmental and socio-economic harm. Approved at the highest organisational level, these policies apply to all our activities and business relationships. They are communicated to all employees and stakeholders through formal training and internal communications and are publicly available on our corporate website.

Stakeholder Engagement & Cooperation Policy



Environmental

Environmental Policy

- Climate Action
- Waste & Pollution
- Circular Economy



Social

Human Capital Policy

- Labor & Working Conditions
- Health & Safety
- Diversity, Equity & Inclusion



Governance

Ethics Policy Code of Conduct

- Human Rights
- Business Ethics
- Information Security

Sustainable Procurement Policy Supplier Code of Conduct



Environment

Our Environmental Policy focuses on Climate Action, Waste and Pollution, and Circular Economy.

We inventory our greenhouse gas (GHG) emissions (Scope 1, 2, and 3) and aim to reduce them through initiatives like transitioning to electric vehicles and using renewable energy. Our waste management strategy targets zero pollution and ensures full transparency in material flows. We champion circular economy principles by investing in eco-design, recyclability, and secondary raw materials.

This holistic approach minimises our environmental impact and promotes sustainable practices throughout our operations and value chain.



Human capital

Our Human Capital Policy focuses on improving employee experience and fostering a positive corporate culture.

We systematically address all people-related topics considering all stages of the employee life cycle from recruitment to respectful separation. These include a transparent hiring process, diversity and inclusion, fair compensation, flexible working conditions, health and safety, and employee engagement.

Our human capital ambitions focus on employee wellbeing and engagement. Our improvement actions and targets prioritise employee training and development, occupational health and safety, and work-life balance.



Business ethics

Our Business Ethics Policy and Code of Conduct establish the standards for ethical behaviour and corporate governance. Aligned with the [Ten Principles of the UN Global Compact](#), they address human rights issues, including child and forced labour, and non-discrimination.

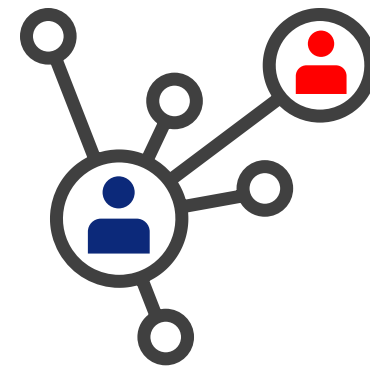
We emphasise good governance with a focus on measures for anti-corruption, conflict of interest prevention, anti-money laundering, and anti-fraud. Moreover, information security and data privacy remain a top priority to safeguard the confidential information of our stakeholders and to fully comply with legal requirements.



Sustainable procurement

Our Sustainable Procurement Policy and Supplier Code of Conduct focus on addressing environmental, social, and economic impacts across our supply chain. They contribute to the corporate sustainability goals of Landbell Group and its customers, emphasising transparency, compliance, and continual improvement.

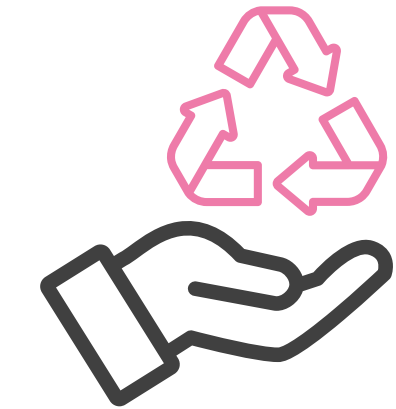
We seek to promote sustainable practices starting with proper due diligence and risk management. We engage with suppliers to minimise negative impacts and facilitate collaboration among players in the end-of-life value chain. A sustainable procurement framework provides guidelines for procurement criteria, specifications, and supplier requirements aligned with our policy objectives.



Stakeholder engagement

Our Engagement and Cooperation Policy outlines a comprehensive strategy to engage with our key internal and external stakeholders. These include employees, customers, suppliers, business partners, authorities, and other societal actors.

We seek to proactively and routinely engage and cooperate with our stakeholders to address sustainability impacts and promote circular economy practices. Our internal engagement seeks to improve employee wellbeing and our external engagement seeks to understand and support customers' sustainability ambitions, promote ethical business practices in our value chain, and support circular economy policies and regulations.



Our Sustainability Performance.

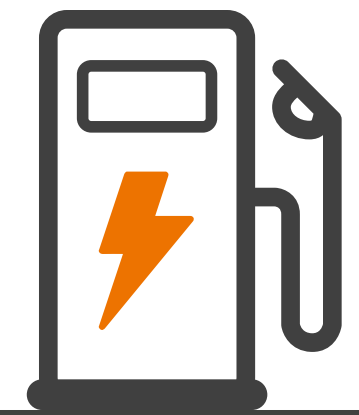
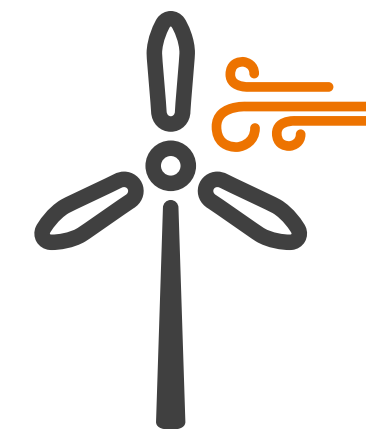
Environment.

Energy

Landbell Group's energy consumption within the organisation in 2023 across all operations was 1,220 megawatt hours (MWh). Most of our energy (1,206 MWh) came from conventional sources including electricity from the grid. A portion of our energy (14 MWh) was sourced from renewable energy, including solar and wind power. We are currently not tracking energy consumption outside the organisation.

Our energy intensity, which measures energy consumption per unit of output or activity, was 2.7 MWh per employee. Based on total revenue generation, this translates to an energy intensity of 3.7 MWh per million € revenue. These metrics help us understand the efficiency of our energy use relative to our operational scale and workforce size.

Reducing our energy consumption, increasing energy efficiency and the transition to fully renewable energy is part of our environmental commitment. We continuously monitor our energy consumption and implement measures to improve energy efficiency where possible. These measures include regular energy audits and adopting best practices in energy management. Continual monitoring helps us to track our energy intensity over time and enables transparency and accountability in our energy reduction efforts.



Emissions

In 2023, Landbell Group's Scope 1 emissions (direct emissions from owned or controlled sources) totalled 222 tonnes of CO₂ equivalent (tCO₂eq). These emissions resulted from fuels used in mobile combustion, specifically from company vehicles.

The gross Scope 2 emissions (indirect emissions from purchased electricity¹ and heating) for the reporting period was 232 tCO₂eq (market-based) and 210 tCO₂eq (location-based). We used market-based data where available to more accurately account for the Scope 2 emissions. Where market-based data was not available, we used the location-based method to account for the average emissions in locations where the consumption occurred.

Our Scope 1 and 2 emissions have increased compared to the previous year. This is mainly attributed to this year's more comprehensive data collection approach, which provides a more accurate picture of our carbon footprint.

This year, we are also reporting our Scope 3 emissions for the most relevant categories. These include Category 1: Purchased Goods and Services, Category 4: Upstream Transportation and Distribution², Category 6: Business Travel, and Category 7: Employee Commuting. Our combined Scope 3 emissions for these four categories for 2023 was 4,226 tCO₂eq.

Our greenhouse gas (GHG) emissions intensity, which measures our absolute and overall emissions (Scope 1, 2 & 3) per unit of output or activity, was 10.2 tCO₂eq per employee. Based on total revenue generation, this translates to a GHG emissions intensity of 14.6 tCO₂eq per million € revenue.

Emissions		tCO ₂ eq
Scope 1		222
Scope 2		232
	Market-based	232
	Location-based	210
Scope 3		4,226
	Category 1	886
	Category 4	2,917
	Category 6	269
	Category 7	154
Total		4,680

Note: Gases include CO₂, CH₄, N₂O, no biogenic emissions; calculated using the [Codio Impact platform](#) and its GHG accounting and reporting procedure which is based on the country-level emission factors and international [GHG Protocol](#) methodology of the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

¹ Scope 2 electricity includes electricity from the grid used for EV charging, cooling, and for consumption in our office buildings.

² This covers entities making 54% of the total Group revenue. Major entities (including ERP UK and ERP Polska) are excluded due to a lack of clarity on operational ownership as defined by local regulations and waste management systems.

Waste and pollution

In 2023, Landbell Group collected and managed 944,000 tonnes of waste on behalf of its customers.

Packaging waste is the largest of the waste streams we manage. In 2023, it accounted for 632,000 tonnes of the total waste handled by our entities globally. A significant proportion of this is collected to fulfill packaging obligations for extended producer responsibility (EPR) compliance, while a small fraction derives from special takeback as part of our complementary services.

We collected 292,000 tonnes of waste electrical and electronic equipment (WEEE) and prepared it for reuse and material recovery, and our entities managed the collection and treatment of 20,000 tonnes of end-of-life batteries.

Some WEEE fractions, including old television and computer monitors, cooling appliances and light tubes, as well as batteries are classified as hazardous waste. This translates into a total of 120,000 tonnes of hazardous waste collected and treated by Landbell Group entities in 2023.

Circular economy

More than 81% of the materials from the collected packaging waste were recovered through recycling. Materials that could not be recycled were sent for energy recovery and other treatment according to local regulations and waste management infrastructure.

This translates into the recovery of 512,000 tonnes of materials circulated back to manufacturing new products and packaging, including 313,000 tonnes of paper and cardboard, 118,000 tonnes of plastics, 75,000 tonnes of glass, and 4,000 tonnes of steel and aluminium.

We estimate that 62% of the materials from the WEEE collected were recycled. This includes 182,000 tonnes of base metals, critical materials, and rare earth metals used in electrical and electronic equipment that range from household appliances to IT equipment, lamps, and photovoltaic panels.

These estimates are based on the target quotas in the German packaging law ([Verpackungsgesetz](#)), as well as waste collection and recycling statistics available via [Eurostat](#).



Awareness and volunteering

RhineCleanUp

For several years, an international organisation, **RhineCleanUp**, has organised an annual event to clean up the banks of the river Rhine.

Last year, Landbell Group participated for the fourth time with a team of employees, joining hundreds of other volunteers (members of the public, as well as company teams).

← Each year, the event is a perfect opportunity for the Landbell Group team to pull together and contribute to a cleaner, healthier environment.



ERP Ireland and vapes

As the prevalence of vaping has increased across Ireland, vape littering has become a growing public and environmental concern.

From commissioning national research into vape usage and recycling knowledge through to creating a series of educational videos, **ERP Ireland** has set out to change the situation.

The videos, for example, explain how vapes and e-cigarettes can be disposed of safely and were shared with county councils, the **Environmental Protection Agency**, **mywaste.ie** and other stakeholders for them to promote the message across their channels.

Trash Mammoth
by artist Ned Leddy

BODY & SOUL

DON'T TOSS AWAY
Recycle vape & e-cigarette devices at your nearest ERP battery collection point

DON'T TOSS AWAY
Recycle vape and e-cigarette devices, for free, at your nearest ERP Battery collection point or vape retailer.

International E-Waste Day

Watch video on how and why vapes should be safely recycled after use

Ivan Callaghan
Operators Manager
ENVA WEEE Facility, Duleek

ERP Ireland Vape Awareness Campaign shortlisted for PRCA Awards

PRCA
PUBLIC RELATIONS CONSULTANTS ASSOCIATION

Awareness raising

We marked **World Environment Day** at our offices by promoting environmental awareness and sustainable practices among employees. In Warsaw, teams provided educational materials on the impact of small actions and organised a collection drive for electronic waste and batteries to support a local school's recycling campaign. In Mainz, a fun event brought employees together and encouraged them to exchange on environmental topics, including climate actions and sustainable consumption.

← These activities help strengthen our commitment to environmental stewardship through awareness and foster a culture of sustainability within our organisation. →



Human Capital.

Working conditions

Landbell Group strives to provide the best working conditions for its employees. The Group offers competitive salaries based on industry benchmarks and mutual agreements that go beyond legally mandated wages and social benefits. Base salaries are often supplemented with performance-based variable components. Non-monetary benefits include flexible working models for better work-life balance, which are determined locally by our entities.

We are committed to maintaining a fair and supportive work environment. Our employees are granted the right to take family-related leave, ensuring a healthy work-life balance. Some Group entities are part of national or local collective agreements, which cover about 17% of the total employees. Where any collective agreement does not cover our employees, the employment conditions, including working hours, are based on national employment laws and industry best practices.

Diversity and inclusion

We are prioritising diversity and inclusion across the Group to ensure these principles are reflected in our decision-making processes. Our updated Code of Conduct reinforces a non-negotiable position against any form of discrimination or harassment based on gender, race, age or any other distinctive moral and physical characteristics. This applies to all processes, including hiring, employment practices, and stakeholder engagement. Our internal concern raising process allows the reporting of any discriminatory behaviour.

We have reinforced our commitment to this topic by signing the **Charta der Vielfalt** – Germany's largest employer initiative for promoting diversity in the workplace. This lays the groundwork for diversity management in our German entities, with plans to extend these practices across all our entities globally.

With people from 39 countries, our global workforce is diverse ethnically and culturally. Overall, more than 50% of our employees are women. Women make up 36% of top management positions and 13% of the Global Leadership Team.



Employee engagement

Our annual Voice of the Employee (VoE) survey provides us with insight into employee engagement. The results from these anonymous surveys allow managers and leadership to identify pressing issues and set priorities for the development and wellbeing of their teams.

The VoE surveys measure various aspects, including what a business can control (day-to-day experience, communications, work culture, wellbeing, etc.) and what it wants to achieve (productivity, commitment, etc.).

← These measurements are combined into the Employee Engagement Index, which serves as the key performance indicator for employee engagement and wellbeing.

Our 2023 survey indicated a stable and slightly improved performance with the Employee Engagement Index at 82 compared to 81 from the previous year.

Training and career development

Training and career development continue to be our priority. Annual performance reviews and appraisal discussions are instrumental in identifying each employee's training and development needs. These needs are then fulfilled through internal and external training.

Our internal e-learning hub hosts courses on various technical and professional topics. In addition, a dedicated hub is set up for compliance-related training. Our employees also enjoy access to the [UN Global Compact Academy](#) which offers live and on-demand sessions on various sustainability topics in multiple languages. In 2023, each employee received an average of 24 hours of training compared to 18 hours in 2022.

The annual employee performance review is also designed to support employees' career development. The review and appraisal discussions set individual targets often linked with a monetary component. In 2023, more than 95% of our employees had performance reviews and appraisal discussions. This process is conducted each year in the first quarter and the 5% gap exists mainly because of employees' movement, timing of joining the company, and absence due to, for example, parental leave.

Health and safety

Given the nature of our services, we prioritise occupational health and safety with a focus on mental health and workplace ergonomics. Our employees are covered by health and safety management systems put in place by our respective entities as per mandated local regulations and relevant standards, including ISO 45001.

In addition, our continuous monitoring helps us to design and implement tailored measures to address any actual or potential issues. In 2023, there were no reported incidents of employees being physically hurt at the workplace within our operations or work-related ill health within the Group. →

Effective risk management is central to our occupational health and safety strategy. We conduct regular risk assessments to identify potential health and safety issues and address them appropriately. Improvement measures include introducing preventive actions, providing targeted employee training, and enforcing safety protocols. Moreover, various health and safety-related initiatives are organised by entities, focusing on employee health and wellbeing.



Germany

In 2023, Landbell Group's Human Resources department based in Mainz offered two preventive measures to help improve colleagues' health.

One measure focused on preventing visual strain when working at a computer screen and the other gave employees the opportunity to participate in a two-day training course on communication and stress prevention.

In the first session on communication, the participants reflected on their own communication styles and received tips on transparency, appreciative language and how to give feedback.

The second part focused on stress prevention. The participants learnt that everyone reacts differently to stress, they reflected on their own stress response and came up with individual solutions to their everyday work stressors. To help them work more efficiently and protect their resources, they also learnt about different time management techniques.



United Kingdom

Landbell Group company, **ERP UK**, recently moved its employee assistance programme (EAP) to a new supplier. This move gives UK-based employees 24/7 access to a confidential helpline that can help them with a variety of issues, ranging from managing divorce and family issues to dealing with addiction or debt management. If appropriate, employees have access to up to 12 counselling sessions per employee per issue per year.

ERP UK also gives its employees access to **Wisdom**, a comprehensive wellbeing platform that offers a variety of content about wellbeing, including articles, podcasts and webinars. It also has breathing exercises, sleep stories and sleepscapes, yoga and exercise content, as well as a comprehensive library and healthy recipes.

Employee wellbeing event

ERP UK holds an annual staff summer event and this year's theme was wellbeing. The morning offered business content, with speakers from various parts of Landbell Group explaining more about what they do as an educational piece for their UK colleagues. The afternoon focused on wellbeing with an external provider organising team events and activities.



Muddy 5K

A group of eight ERP UK colleagues took part in an unusual five kilometre run for charity. The group ran and completed obstacles in a very muddy environment and raised over £1,500 for Cancer Research.



Business Ethics.

The governance and business practices of Landbell Group entities are guided by our Code of Conduct and Business Ethics policies. They apply to our employees, as well as to our business partners, including suppliers within the scope of our operations. Our commitment to responsible business conduct includes respect for human rights, fair treatment without discrimination, zero tolerance for unethical business practices, and responsible management of information.

← We conduct audits and assessments to uncover potential gaps and implement appropriate corrective actions. Our improvement measures are focused on promoting a culture of ethical awareness through targeted training, providing clear conduct guidelines, and enforcing strict compliance protocols. This promotes ethical behaviour and responsible decision-making across all levels of our organisation to achieve ethical excellence in everything we do.

Anti-corruption

Our anti-corruption actions aim at preventing different forms of illegal practices such as bribery, situations of conflict of interest, and related crimes such as money laundering and fraud. At the core of our anti-corruption programme is an effective and comprehensive risk management system.

Along with our Group Code of Conduct, internal guidelines establish the ground rules for our employees. In addition, Landbell Group employees follow mandatory training and are tested on the anti-corruption best practices that they must adopt. Our dedicated training platform shows that 98% of our employees are trained on the topic of anti-corruption.

Special attention is given to the operations and supply chains in countries that have low scores on Transparency International's [Corruption Perceptions Index](#). We identify teams dealing with high risk of corruption impacts and implement tailored preventive measures. These include training and awareness programmes for relevant team members. We have never registered any corruption cases involving our organisation.

→



Concern-raising and whistleblowing

Our concern-raising and whistleblowing systems are available for internal, as well as external stakeholders to report any incidents of corruption, including anti-competitive practices and anti-trust issues across our operations and our supply chain. Landbell Group employees can voice their concerns regarding the employment or business operations of our entities through the internal system. Employment-related concerns are raised through the line manager and/or Human Resources department.

Any concern related to impacts on environmental or human rights can be raised through the Sustainability Office.

Any actual or possible breach of law that is harmful to the public interest can be reported through a whistleblowing process which covers all entities of the Group. As an extra security measure, an external lawyer is assigned to receive and handle the whistleblowing alerts raised by workers. In 2023, no whistleblowing alerts were received through this process.

Responsible information management

Landbell Group is committed to safeguarding the confidentiality, integrity, and availability of all information within our care. Our approach to responsible information management is guided by relevant regulations and industry best practices. We implement robust data management systems and protocols to protect against unauthorised access, breaches, and data loss. Continuous monitoring and regular audits are conducted to identify potential vulnerabilities and enhance our security measures.

Effective information management is integrated into every aspect of our operations. We enforce strict access controls and promote a culture of awareness around the importance of data privacy. In Europe, we adhere to the [General Data Protection Regulation \(GDPR\)](#) to protect personal information. Entities located outside Europe implement privacy measures following relevant local regulations for collecting, processing, and storing personal data.

Regular employee training and robust data protection measures are integral to our commitment to maintaining the highest standards of privacy and security. Employees who have access to or control confidential or proprietary information are trained to take the appropriate and prescribed security precautions to prevent misuse and disclosure. In 2023, 94% of our employees completed the training and test on GDPR, data confidentiality, and IT security. There were no reported incidents of data breaches or information misuse during the reporting period.



Sustainable Procurement.

Landbell Group operates within a complex global supply chain in the transport and waste management sectors. Approximately 80% of our sales revenue is directed into these supply chains focusing on battery, electronic and packaging waste. Most of our environmental and socioeconomic impacts are along our supply chain. Sustainable procurement, therefore, is a critical component of our corporate sustainability initiative.

In 2023, most of our entities started an assessment process via a questionnaire to check energy, emissions and social topics in the broader supplier base. In addition to an audit, this annual check-up further improves supplier engagement and supply chain traceability. This assessment process was addressed to the top 60% of suppliers by volume per entity.

Furthermore, we reworked our General Terms and Conditions which now link directly to our new Supplier Code of Conduct. The latter was drafted to maintain Landbell Group's standards in its supplier base.

In accordance with the new Group Auditing guideline, one-third of the suppliers in question were screened during the last auditing cycle, which spans four years. This number excludes multiple audits at the same supplier.

Also, 80% of our supply chain managers received training on corruption risks and 22% on modern slavery to increase awareness and provide knowledge for assessing such risks.

Environmental performance

This year, we started accounting for our supply chain emissions. To capture the full impacts of our activities, we documented the GHG emissions resulting from our direct and indirect procurement. Direct procurement includes our waste management-related suppliers, whereas indirect procurement includes supplies, services, and materials that enable us to offer our services. By tracking these emissions, we will identify areas for improvement and collaborate with our business partners to enhance the environmental performance of our supply chain.



Socio-economic performance

In 2023, we allocated 94% of our procurement budget to local suppliers. This significant investment in local sourcing helps us build robust relationships and ensures that we contribute to the economic development of the regions where we operate. By engaging with local suppliers, we also ensure greater supply chain resilience and foster closer collaboration on sustainability initiatives. Our supply chain promotes suppliers which primarily or exclusively employ workers with special needs to provide a means of integration into society while preserving the quality of the environment.

We introduced our Supplier Code of Conduct to guide the dealings of our suppliers, consultants, contractors, and business partners with their stakeholders, including employees, authorities, customers, and the public. It includes the topics of business ethics, labour and human rights, and environmental protection. This type of supplier engagement allows us to ensure that operational activities at our suppliers are conducted in a safe way for the environment and for workers. It includes checking for personal protection equipment, safety measures, legal compliance, security, environmental impacts and risk of forced labour.



Stakeholder Engagement & Collaboration.

Landbell Group regularly engages with stakeholders and societal actors in the regions where the Group operates. We do not contribute to political campaigns favouring any party-specific agenda. Our engagement and collaboration are guided by our commitment to addressing our social and environmental impacts and supporting the transition to a more circular economy.

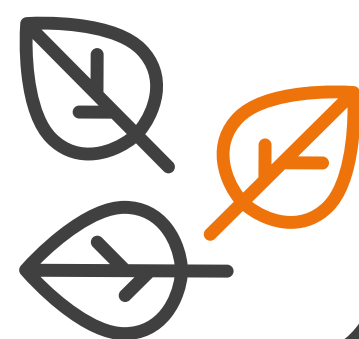
Awareness raising and advocacy

Landbell Group entities engage with local communities globally to improve local waste management practices and support other local initiatives.

ERP Ireland's **Batteries for Barretstown School Challenge** aims to create awareness of the importance of battery recycling, improve battery recycling, and raise much-needed funds for the children's charity in the process. Since

its launch in 2017, the programme has helped collect and recycle over 136 million portable batteries.

ERP UK also works with schools and retail shops to organise waste collection campaigns, competitions and other recycling events in the UK. Likewise, in Italy, **ERP Italia** organises awareness campaigns on waste management and circularity, focusing on kindergartens and elementary schools to promote circular economy culture.



Our open interactive webinar series **Landbell TALKS** educates actors in our industry, and the general public, on the latest developments in the circular economy worldwide. Launched in 2023, the webinar has developed as a platform to share our expertise not only with our clients but with anyone passionate about the topic. In recent episodes, our experts explored recycling packaging waste in Germany, the proposed EU Packaging Regulation and the Single-Use Plastics Directive. Other topics covered by the webinar series include the new Battery Regulation, EPR for textiles and EPR for packaging in Denmark and Austria.



We are part of the **"Mülltrennung wirkt"** initiative in Germany that campaigns for the correct sorting of packaging waste and promotes waste avoidance through reusable packaging. The initiative also raises awareness of the consequences of littering the environment, especially the oceans, and advocates a mindful handling of waste.



At Landbell Group, we consider promoting the importance of the circular economy as our fundamental mission. We are committed to broadening the knowledge base of all stakeholders interested in shaping a more sustainable future. Our **position papers** and comments on regulatory developments are published on our website.

As part of our awareness and advocacy programme, we also engage in pro-bono efforts, including offering lectures to university students. Recent lectures were held at the University of Sfax (Tunisia) and the University of Rostock (Germany) on EPR and circular economy.



Research and innovation

Landbell Group company, **ERP Italia Servizi** specialises in managing all types of waste and providing customers with complex collection and recycling solutions for streams such as PV panels and textiles.

The company's work is supported by its own research & development (R&D) team.

Since the start of the year, ERP Italia Servizi is engaged in three significant, European Union funded projects to improve battery recycling.

Here is an overview of the three projects:



ERP Italia Servizi is coordinating this 36-month project, which involves 14 partners from six EU member states. The aim of the project is to develop safe and high value-added recycling technologies for the disassembly, sorting and reuse of batteries and devices with embedded batteries.



BATMASS

EU circular BATTERY valley for second life, recycling, and re-manufacturing of materials and black MASS

ERP Italia Servizi is also one of the main supporters of this 30-month project, which involves 16 partners. For more information, please see **Establishing an EU Circular Battery Valley**.



This 36-month project involves 14 partners and aims to develop new recycling technologies that can be extended to lithium iron phosphate batteries and post-lithium batteries, such as sodium-ion and solid-state batteries. The overall aim is to promote a closed-loop approach that can reduce battery waste to landfill.

ERP Italia Servizi invests in R&D to boost the circular economy and improve the solutions that it offers customers.



Value chain collaboration

Landbell Group and **CARBIOS** announced an **agreement** to develop and implement solutions for the sorting, preparation and enzymatic recycling of post-consumer PET waste.

The two companies are combining their expertise and innovation to significantly increase PET recycling from packaging and textile waste.

CARBIOS is a pioneer in the development and industrialisation of biological technologies to reinvent the life cycle of plastic and textiles.

With its highly selective enzyme, less sorting and washing are required compared to current recycling technologies, offering future savings in energy and water use.

The partnership will leverage Landbell Group's expertise and network in the sourcing of PET packaging and textile waste which will be prepared for biorecycling – and will contribute 15,000 tonnes per year of PET flakes to CARBIOS' sourcing roadmap for its first commercial plant.

Through this partnership, Landbell Group will also ensure that problematic PET fractions such as multilayered, coloured and opaque trays from packaging waste and polyester textile waste are redirected towards recycling.



Uwe Ehteler, COO of Landbell Group and Emmanuel Ladent, CEO of CARBIOS



Awareness campaigns

Every year, **ERP Poland** organises educational campaigns on behalf of its customers to raise awareness and knowledge about the need to recycle.

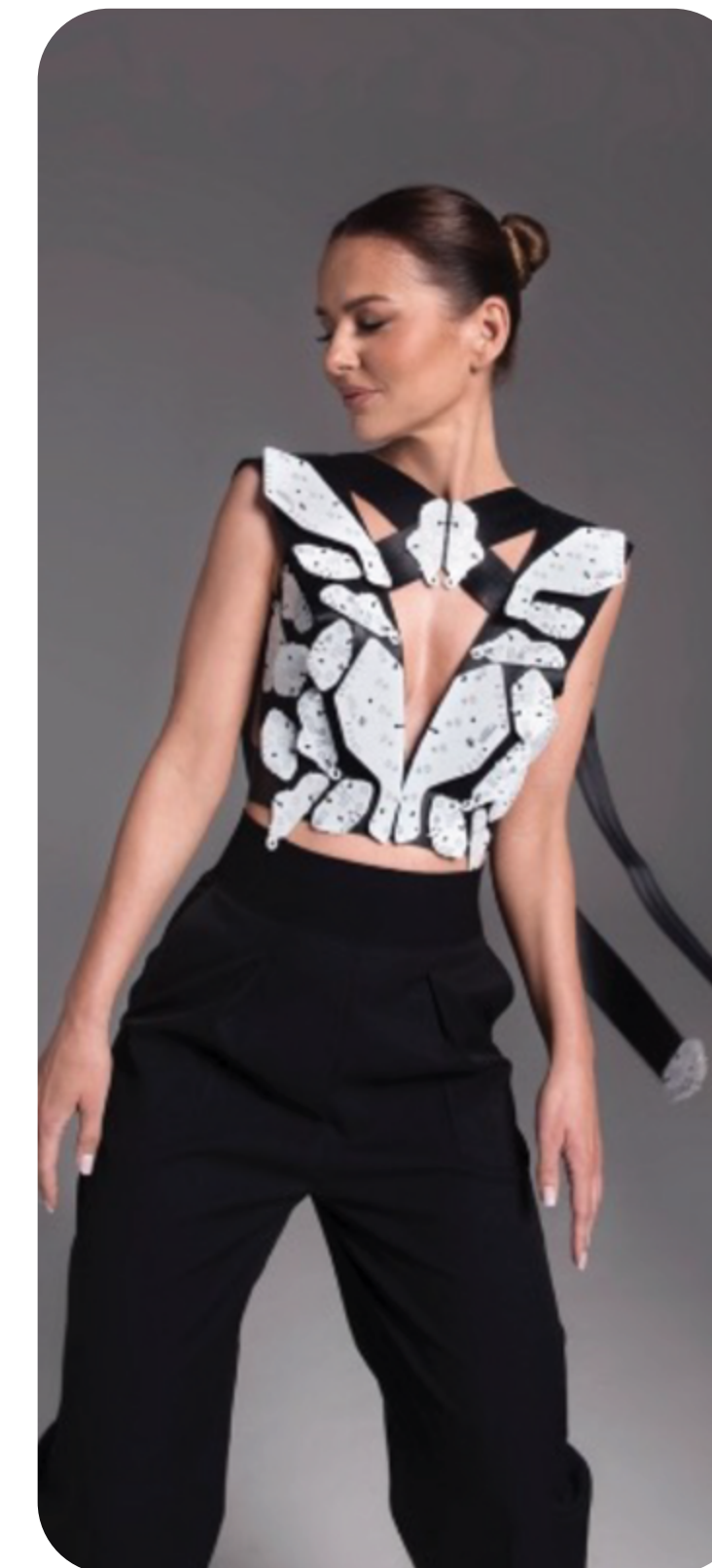
One of the most visible and eye-catching projects is Fashion for Recycling – “Moda na Recykling” in Polish – which celebrated its fourth edition in 2023.

The aim of the campaign is to give electronic waste a second life and to show how it can be used to create beautiful fashion. The campaign teaches children how to segregate e-waste, where it can be treated or reused, and which elements can be recovered and used again.

As part of the campaign, the ERP Poland team visited several cities in Poland with the fashion designer, Anna Kubisz. At workshops, Anna and the team encouraged the children and teenagers to be creative and make wonderful costumes, clothing items, gadgets and accessories from e-waste.

During the grand finale fashion show, which took place in September 2023, the beautiful costumes were worn by models and celebrities. Many guests, including industry representatives, famous personalities, journalists, and the children and teenagers, attended the show, which was widely reported in the press, television and on the internet.

The fifth edition of the project is now underway!



Green Alley Award

The tenth edition of the **Green Alley Award** celebrated a decade of investment, innovation and nurturing young startups. This edition had over 339 applications from across Europe, 50% more than the previous year. The most applications came from Germany, followed by the UK, Italy and Spain.

The startups showcased a diverse range of solutions, with more than 120 ideas focusing on waste prevention and over 100 each on digital solutions and recycling. Many ideas focused on batteries, electronics, packaging and textiles, with critical raw materials also in the mix.

The voting phase narrowed the field down to 20 startups, each presenting strong solutions, innovative business ideas, and dedicated teams committed to the circular economy.

Since its inception in 2014, the Green Alley Award has reviewed almost 2,000 innovative new ideas, which startups have submitted for the chance to win the €25,000 prize. The award has also given over one million euros in funding.

In April, the six finalists chosen to take part in the 2024 final presented their projects and displayed their products in an exhibition area. This was more than just a showcase of recycling solutions: it became a celebration of innovation, collaboration and sustainability!

Following the live pitches to the jury, the UK-based **PulpaTronics** emerged as the 2024 winner. They have developed a paper-based RFID tag, without metal or silicon components, which aims to drastically reduce e-waste from these single-use items.





Other recent winners include **S.Lab** from Ukraine, and **Voltfang** and **traceless materials** from Germany. These companies are now well-established in their respective markets with their pioneering solutions for reducing packaging and battery waste.



Sustainable Development Goals.

Landbell Group's sustainability agenda integrates several sustainable development goals (SDGs) into its operations.

We follow the guidelines provided by [Business Reporting on the SDGs](#) jointly published by the GRI and UN Global Compact. We used the principled prioritisation process to assess negative impacts and identify areas where we can contribute through our products and services. We then defined our SDG-related report content based on these priorities corresponding to the SDG targets and indicators.

SDGs	Targets	Indicators
8 DECENT WORK AND ECONOMIC GROWTH 	Target 8.4. Improve resource efficiency	714,000 tonnes of materials recycled
	Target 8.8. Protect labour rights and promote safe work environments	0 recorded work-related accidents or ill health
11 SUSTAINABLE CITIES AND COMMUNITIES 	Target 11.6. Reduce the adverse environmental impact of waste	944,000 tonnes of waste collected and treated
	Target 11.C. Support least developed countries in building sustainable local infrastructure	5 least developed countries supported
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Target 12.4. Environmentally sound management of chemicals	120,000 tonnes of hazardous waste collected and treated
	Target 12.5. Reduce, reuse, and recycle waste	714,000 tonnes of materials recycled
	Target 12.6. Adopt sustainable practices and sustainability reporting	Sustainability strategy and reporting since 2022
	Target 12.A. Support developing countries to strengthen their sustainable consumption and production capacities	28 developing countries supported on EPR-based waste management systems
13 CLIMATE ACTION 	Target 13.2. Integrate climate change measures into corporate policies and actions	100% renewable energy & electric mobility policy commitment
	Target 13.3. Raise awareness and capacity on climate change issues	100% management covered by awareness sessions on climate action



Recognitions & Participations.



We were awarded a silver medal in recognition of our efforts by **EcoVadis** in 2023. Moving forward, we aspire to elevate our performance by focusing on key areas outlined in the EcoVadis assessment.

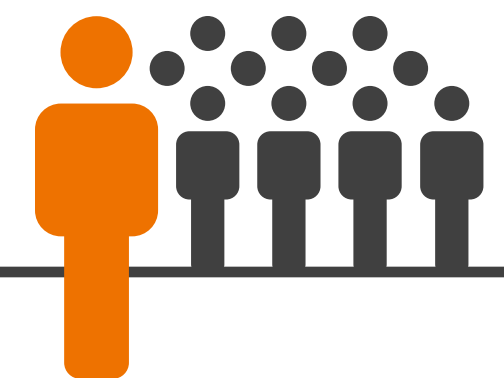


Landbell Group is a participant of the UN Global Compact. We are guided by the 10 universally accepted principles in the areas of human rights, labour, environment, and anti-corruption.

We have submitted our first **Communication on Progress** this year with our renewed commitment to the Ten Principles of the Compact.



Landbell AG is a signatory of the voluntary German corporate diversity initiative, **Charta der Vielfalt**. We use the diversity management framework of the Charta to foster an inclusive company culture.



Outlook.

We are advancing our sustainability commitments through Group-wide policies and actions across key topics of environment, human capital, business ethics, procurement, and stakeholder engagement.

Aligned with our sustainability goals, we have already implemented some improvement actions.

← **Environment:** We established a baseline for energy consumption and emissions and identified improvement areas. We also enhanced waste and material traceability and transparency through accurate and granular data.

Human Capital: We initiated employee health and wellbeing programmes. We are taking a systematic approach to address diversity and inclusion by joining the diversity initiative, [Charta der Vielfalt](#).

Business Ethics: We revamped our risk management and business continuity mechanisms. We introduced a fully anonymous concern-raising mechanism open to all stakeholders to address grievances and remediate negative impacts.

Sustainable Procurement: We adopted a procurement framework that facilitates systematic engagement with our suppliers. We have appointed a Sustainable Procurement Lead to oversee supply chain due diligence, supplier engagement and coordination of improvement actions.

Stakeholder Engagement: We continue to enhance our engagement plan to foster an open dialogue with our stakeholders. A structured engagement strategy enhances our materiality assessment and allows transparent reporting on our sustainability performance.

Looking ahead, we focus on addressing our sustainability and strategic priorities with more actions on these sustainability topics.

We will prepare our sustainability disclosures following the [European Sustainability Reporting Standards \(ESRS\)](#) next year. This will allow us to comply with mandatory reporting as per the ESRS requirements of comprehensive and consistent disclosure in the following years.

Overall, Landbell Group's outlook is one of proactive growth, collaborative innovation, and a deepened commitment to sustainability. We aim to create long-term value for our stakeholders while addressing our material impacts.



Appendix

Reporting Perimeter

The scope of this report for 2023 is largely aligned with Landbell Group's consolidated financial statements. Some minor deviations should be noted, such as subholdings or minor service affiliates that are excluded due to their lack of substantial activity, impact, or stakeholder contact. This approach ensures that the sustainability report provides a comprehensive and accurate representation of the Group's sustainability performance while maintaining consistency with our financial reporting framework.

Affiliates in which Landbell Group holds only minority shareholdings or control are either excluded from the sustainability report or included voluntarily subject to their decision. When included in this report, entities with minor shareholdings have been treated as fully owned or long-owned companies. These entities have been equally involved in material or general disclosures.

We have not included mergers, acquisitions, and disposals of entities or parts of entities that occurred in 2023.

Entity name	Country	Ownership
Consorzio ERP Italia	Italy	Majority Shareholding
DS Entsorgungs u. DL-GmbH	Germany	Fully Owned
ERP Denmark ApS	Denmark	Fully Owned
ERP Deutschland GmbH	Germany	Fully Owned
ERP España SL	Spain	Fully Owned
ERP Finland Services Oy	Finland	Fully Owned
ERP Ireland Ltd. (WEEE)	Ireland	Fully Owned
ERP Italia Servizi SRL	Italy	Fully Owned
ERP Norway AS	Norway	Fully Owned
ERP UK Limited	UK	Fully Owned
ERP WEEE Polska SA	Poland	Fully Owned
ERP Austria GmbH	Austria	Fully Owned
ERP Brazil Serviços de Gestão de Consultoria	Brazil	Fully Owned
ERP Portugal Associação Gestora de Resíduos	Portugal	Independent Association
ERP RAEE SL	Spain	Fully Owned
H2 Compliance Inc.	USA	Fully Owned
H2 Compliance Canada Inc.	Canada	Fully Owned
HH Compliance Limited	Ireland	Fully Owned
Integral Waste Solutions SL	Spain	Fully Owned
Landbell AG	Germany	Fully Owned
Landbell GFS India Private Limited	India	Joint Venture
Landbell GmbH	Germany	Fully Owned
Landbell Software SA	Portugal	Fully Owned
Novo Verde S.A.	Portugal	Minority Shareholding
topengi sp. z o.o.	Poland	Fully Owned
Waste Trends Lda.	Portugal	Fully Owned

Memberships

Landbell Group's entity name	Industry association, other membership associations and national or international advocacy organisations
Consorzio ERP Italia	<p>Associazione Italia Commercio Estero</p> <p>Centro di Coordinamento RAEE</p> <p>Centro di Coordinamento Nazionale Pile e Accumulatori</p> <p>Associazione Fabbrica Intelligente</p> <p>Battery European Partnership Assoc.</p> <p>Anima Confindustria Meccanica</p> <p>Assolombarda</p> <p>Netcomm Forum</p> <p>Confcommercio-Imprese per l'Italia</p> <p>OPTIME - Osservatorio Permanente per la Tutela in Italia del Mercato dell'Elettronica</p>
ERP Austria	<p>Deutsche Handelskammer in Österreich</p> <p>Österreichischer Wasser- und Abfallwirtschaftsverband</p> <p>Verband Österreichischer Entsorgungsbetriebe</p> <p>Wirtschaftskammer Österreich</p>
ERP Denmark	Danish Industry Association
ERP Finland	Tuottajayhteisöjen neuvottelukunta
ERP Ireland	<p>CIRCULÉIRE</p> <p>Chambers Ireland</p> <p>The Hardware Association Ireland</p> <p>Retail Excellence Ireland</p> <p>White Goods Association</p>
ERP Norway	<p>Avfall Norge</p> <p>Norsk Industri</p>
ERP Portugal	<p>MAAT</p> <p>Associação Bandeira Azul da Europa</p> <p>Sailers for the Sea</p> <p>Associação Smart Waste</p> <p>Associação Portuguesa de Empresas de Distribuição</p> <p>Fluxos</p> <p>LIPOR</p>

Landbell Group's entity name	Industry association, other membership associations and national or international advocacy organisations
ERP UK	<p>WEEE Scheme Forum</p> <p>Packaging Scheme Forum</p> <p>Industry Council for Electronic Equipment Recycling</p>
H2 Compliance (Ireland)	<p>Only Representative Organisation</p> <p>British Coatings Foundation</p> <p>REACH Ready</p> <p>Chemical Industry Association</p>
H2 Compliance (USA)	<p>Product Stewardship Council</p> <p>Society of Chemical Hazard and Communication</p>
Landbell AG	<p>Allianz Verpackung und Umwelt e. V.</p> <p>Bundesverband der Deutschen Entsorgungs-, Wasser- und Rohstoffwirtschaft e.V.</p> <p>Verband kommunaler Abfallwirtschaft und Stadtreinigung/Verband kommunale Unternehmen – Abteilung Abfallwirtschaft und Stadtsauberkeit</p> <p>Markenverband</p> <p>Bundesverband Sekundärrohstoffe und Entsorgung</p> <p>Gemeinsame Stelle</p> <p>Prevent Waste Alliance</p> <p>RETech-German Recycling Technologies and Waste Management Partnership e.V.</p>
Novo Verde	<p>MAAT</p> <p>Associação Bandeira Azul da Europa</p> <p>Sailers for the Sea</p> <p>Associação Smart Waste</p> <p>Associação Portuguesa de Empresas de Distribuição</p> <p>Fluxos</p> <p>LIPOR</p> <p>Pacto Português para os Plásticos</p> <p>Plataforma Vidro+</p>

GRI Content Index

Statement of use Landbell Group has reported the information cited in this GRI content index for the period Jan-Dec 2023 with reference to the GRI Standards.

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