



CSR Report

2024

Content

1	Our commitment	9
2	Ethics	10
3	Human Rights	11
4	Industrial Safety	13
5	The Environment	15
6	Closing Statement	19

Dear Readers,

Elm-plastic GmbH is a global acting manufacturer of plastic medical devices and primary packaging solutions. Located in the heart of Europe in Germany with proximity to France and BeNeLux we proudly position ourselves as a leading company with our services and engagement to sustainability.

In 2024, we have significantly advanced our integrated management system, focusing on sustainability and continuous improvement. Throughout the year, over 170 management system documents were revised or newly introduced, reflecting our commitment to enhancing processes and meeting our objectives. Most of the goals set for the year have been successfully achieved, underscoring our dedication to sustainable practices.

This report serves as a comprehensive assessment of the suitability, adequacy, and effectiveness of our management system, while outlining actionable steps to ensure continual development and alignment with sustainability principles.

1 Our commitment

elm-plastic GmbH is member of the UN Global Compact since November 2012. We support the 10 principles of the Global Compact in accordance with our own value statements.



The best possible health as well as the safety of our employees, optimal environmental protection, the highest quality of work, business ethics and a fair interaction with our business partners are our management's express responsibility and constant endeavor. We have further adjusted our corporate policy hereto and communicated this to all levels of our company.



Sascha Möhs
DIPL.-ING. (FH)
MANAGING DIRECTOR



Birgit Lonien-Habscheid
BUSINESS ADMINISTRATOR
MANAGING DIRECTOR

21.03.2025

Birgit Lonien-Habscheid

Sascha Möhs

2 Ethics

In 2024, as in previous years, no violations of our ethical business practices were reported. Additionally, no reports were received through the whistleblower protection channels. Our ethical guidelines on fair business practices, anti-corruption and bribery, as well as data and information security, are outlined in the corporate policy and management objectives for 2025, and are reinforced through dedicated training and awareness initiatives.

Our ethical guidelines apply without exception to all employees of the company, but also to business partners and suppliers and their employees.

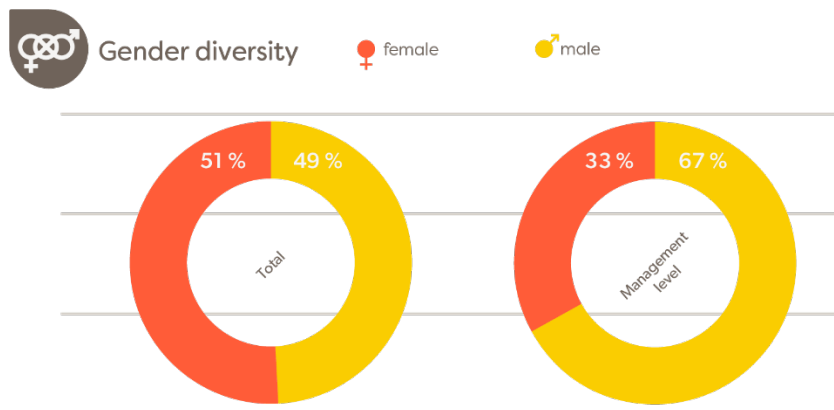
The training, documentation and full application of the principles are subject to a continuous review process and further development.

Performance is assessed using ESG KPIs for the environment, social affairs and governance, among other factors, with regular reviews conducted by the management team.

3 Human Rights

At elm-plastic GmbH, our commitment to human rights and diversity is fundamental to our corporate values. We believe that every individual deserves dignity, fairness, and equal opportunities, regardless of their background, identity, or circumstances. Through adherence to anti-discrimination laws and proactive policies, we foster an inclusive environment where diverse perspectives are valued and celebrated. This unwavering dedication extends not only to our employees but also to our partners and suppliers, ensuring ethical and equitable practices throughout our entire network.

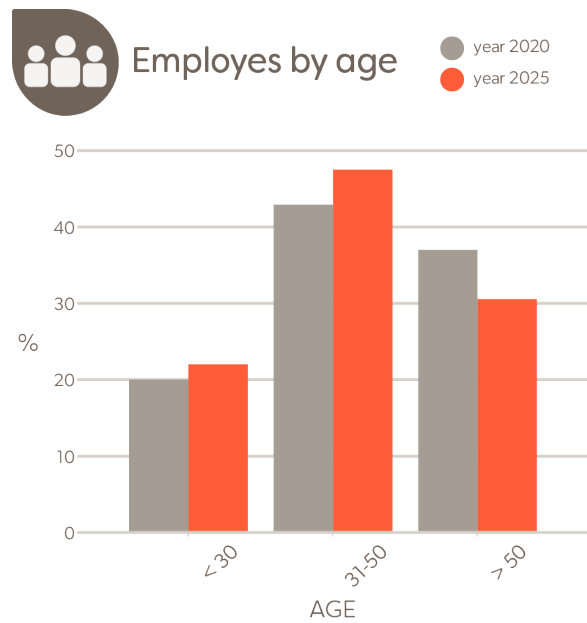
To date, there has been no case of any human rights violation at elmplastic. In the event of a complaint regarding human rights violation, the direct supervisor and management serve as points of contact to the employee. Furthermore, we have implemented the requirements of the German Whistleblower Protection Act to establish a neutral communication channel for reporting.



Equal opportunities are a fundamental standard at elm-plastic. Women and men are provided with full equality of rights and opportunities. We do not tolerate any form of gender-based violence. It is also essential to achieve equal opportunities in access to employment and to opportunities of leadership and decision-making at all levels. elm-plastic has achieved a 33% representation of women even at management level.

Human Rights

The age distribution of our employees shows that older people can also find a place within our organization.



4 Industrial Safety

Employee health and safety are our top priority. We strictly follow work-safety regulations to avoid any harm to employees. Our systematic approach is underlined by a certified occupational health and safety management system according to ISO 45001 standards.

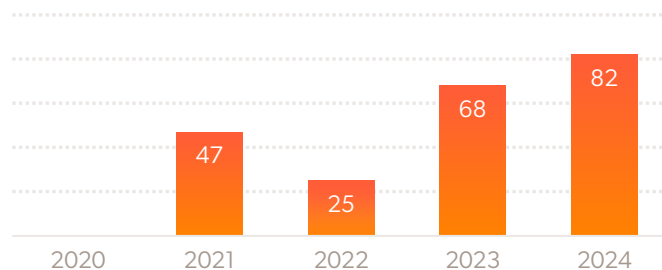
Our industrial safety and environment committee meets four times a year to assess potential risks and implement corrective and preventive measures. Employee work-safety training is conducted, and necessary work clothing, safety clothing, and gear (safety shoes, gloves, protective glasses, hearing protection) are provided.

The plant location undergoes regular work-safety inspections by external panels, including safety specialists, occupational health physicians, the liability insurance association, and trade supervision. Elm-plastic has appointed an own designated representative for work-safety, and in 2024, one additional safety specialist, summarizing into five safety specialists. An occupational health physician carries out preventive medical examinations regularly and addresses the health concerns of employees.

Within our work-safety management system, we document all accidents and analyze the data for improvements. Unfortunately, in 2024, we recorded four workplace accidents. As a result, the Lost Day Rate (LDR) increased. Although the accidents were not serious, they did lead to considerable absence. These incidents were thoroughly investigated, and we adapted our awareness training accordingly. For 2025, the goal of zero accidents remains firmly in place.



Lost Day Rate (LDR)



We now offer all employees the opportunity to consult with the company doctor. During these consultations, employees can:

- discuss health matters that do not necessarily need to be addressed with their general practitioner,
- talk about health issues related to their work,
- seek medical advice,
- request a second opinion on a health-related issue.

5 The Environment

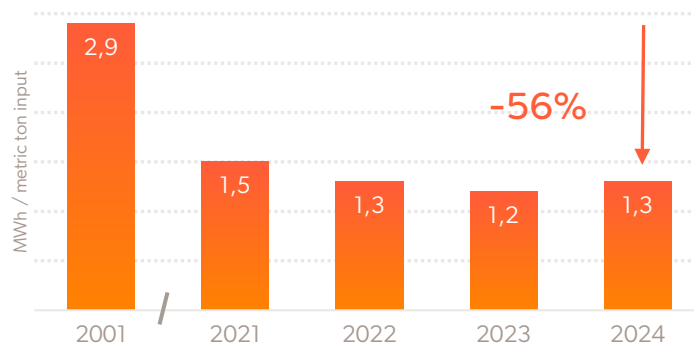
Since 2002 we have operated a certified environmental management system in accordance to ISO 14001 and EMAS. With over more than 20 years of experience, we have demnstrated sustained success in our commitment for environmental protection and sustainability.

5.1 Specific Electric Energy Consumption

As a company with high energy consumption, we have focused on reducing our electric energy use. In 2024, we maintained a specific energy consumption of 1.3 kWh/kg, down from 2.9 kWh/kg in 2001. The slight increase in 2024 is due to lower utilization. This represents a reduction of nearly 56%.

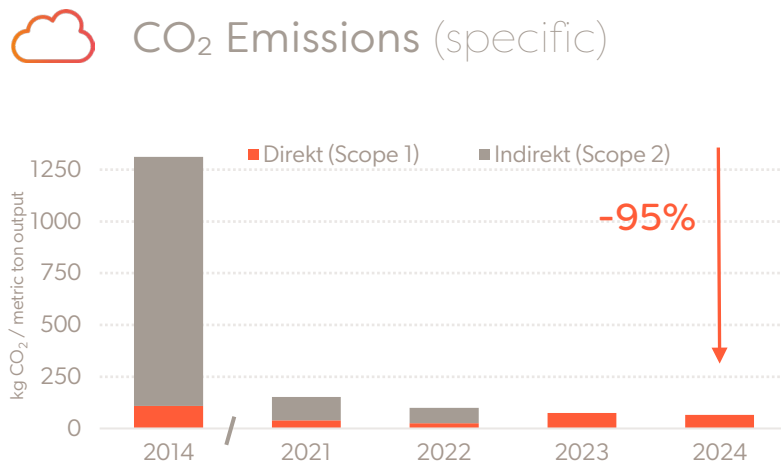


Electr. Energy Consumption (specific)



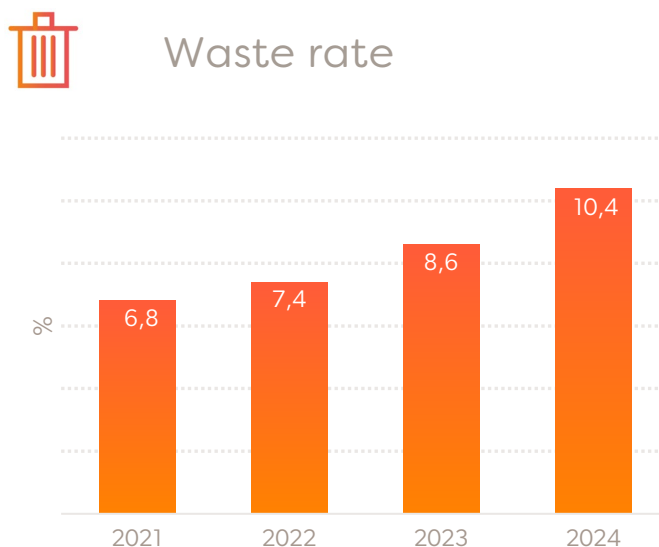
5.2 Green House Gases

Since the beginning of 2018 we were able to switch our electricity supply to 100% renewable sources which leads to a significant reduction of emitted greenhouse gases. The graph below shows the emissions of CO₂ per metric ton of input plastic material.



5.3 Waste Rate

Our goal to reduce the waste rate could not be achieved. On the contrary, there was a deterioration from 8.6% to 10.4%. Part of the increase can be explained by increased testing efforts for mold acceptance tests in year 2024. In 2025, we must focus more specifically on this issue and have our technical departments actively counteract it.

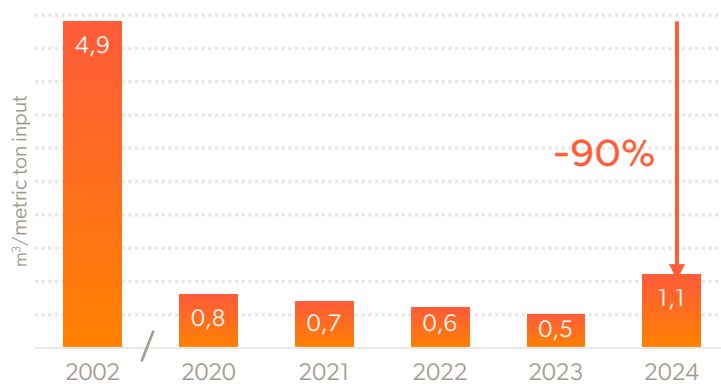


5.4 Specific Water Consumption

Thanks to the conversion of our cooling systems to closed circuits, specific water consumption has been significantly reduced in the past. Although there was a temporary increase in consumption in 2024 due to construction works on site, we see this as motivation to further optimize our systems and develop more sustainable solutions.



Specific Water Consumption



5.5 E-Mobility

As early as November 2021, we acquired a battery-electric company vehicle (BEV). Two more vehicles followed in 2023, allowing us to continue reducing the CO₂ emissions of our fleet in the future. The mid-term goal is clearly to transition to 100% BEVs. Additionally, we have installed 5 chargers in our parking lots.

5.6 New Administration Building

In the summer of 2024, it finally happened: we were able to move into the new administrative building. The new building offers ample space and is equipped with ergonomic office workstations. The offices are bright and welcoming, featuring height-adjustable desks. The sanitary facilities are also modern and up-to-date.



Furthermore, the new building is significantly more energy-efficient compared to the old one, thanks to modern insulation materials and state-of-the-art energy-saving technologies. This advancement aligns with our commitment to sustainability and reducing the environmental footprint of our operations.

5.7 Sourcing and Supply Chain

In 2024, management initiated a Scope 3 performance evaluation of our suppliers to assess their commitment to sustainability. The objective is to monitor and understand emissions within our value chain and to encourage our partners to advance their sustainability efforts. This initiative aligns with the pharmaceutical industry's efforts under the United Nations Race to Zero campaign.

Our goals are founded on three core pillars:

- **Preserving the environment** by reducing the overall supply chain footprint and ensuring compliance with regulatory requirements
- **Minimizing material and energy consumption** through process optimization in manufacturing
- **Promoting the potential use of bio-based materials** in production, packaging and energy as value-added services to our healthcare and pharmaceutical customers

We closely monitor and review our current achievements in product development, manufacturing, and supply services alongside our key suppliers to collaboratively progress towards a more sustainable future.

6 Closing Statement

In 2024, elm-plastic made significant progress in sustainability and continuous improvement. Our unwavering commitment to transparent processes and goal achievement is evident and integrated throughout the organization.

Our sustainability efforts have yielded measurable success and are reflected in all our activities aimed at building a more sustainable future.

For further information, please contact the general management of elm-plastic GmbH.