

A roll of film is the central focus, partially unspooled. The background is a soft-focus composition of various green leaves and small dark berries, creating a natural and organic feel. A large, semi-transparent red shape overlaps the film roll, serving as a backdrop for the text.

Sustainability Report

2023

BLEHER FOLIEN-TECHNIK GMBH

Bleher Folientechnik GmbH is a modern family-owned company with approximately 40 employees and over 30 years of expertise in the handling of polyester films. Our products are utilized across a broad spectrum of industries.

FOUNDED IN

2009

Based in Ditzingen-Heimerdingen,
Baden-Wuerttemberg

40 EMPLOYEES



**9
NATIONALITIES**



**33%
WOMEN'S
SHARE**



**COMPANY
HEADQUARTERS
3.920 m²**

2022

Bleher goes green



11.000.000 EUR

Sales in 2023

850+

**CUSTOMERS
WORLDWIDE**

**60 +
SUPPLIERS**

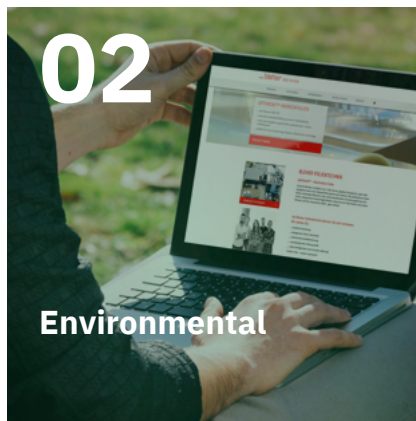
40+ 

**SUPPLIED
COUNTRIES**



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» Our aim is to contribute positively and consistently to sustainable development «



Hans Bleher

MANAGING DIRECTOR

With our optimont® films, we offer solutions that meet the highest performance and quality standards while demonstrating our commitment to sustainability.

Our vision is to strengthen our position as a leading sustainable supplier, both nationally and internationally. In the short term, we are focused on optimizing our production processes and minimizing our environmental impact. Over the next few years, we will expand our sustainable product offerings while continuously improving our environmental standards with upholding high ethical standards, especially in areas like human rights.

In the long term, we aim to evolve our business practices to make a lasting and meaningful contribution to sustainable development.

We are dedicated to delivering sustainable value for the economy, the environment, and society by maximizing positive impacts while minimizing adverse ones. Our actions are fully aligned with global sustainability initiatives, including the United Nations Sustainable Development Goals (SDGs).

In close collaboration with our suppliers, we focus on resource efficiency and eco-friendly production methods. This includes the use of sustainable raw materials and energy-efficient production processes.

Our aim is not only to continuously enhance the quality and efficiency of our films through innovative products and technologies, but also to actively improve the working and living conditions across our supply chain.

We are committed to promoting sustainable practices within our own operations and supporting our customers across various industries in integrating these practices into their business.

We are determined to make a positive contribution by reducing emissions, using eco-friendly materials, and fostering fair working conditions.

Macroeconomic, social, and political developments that significantly impact our strategic direction include new regulatory requirements, growing societal expectations for sustainable actions and the rapid advancement of technological innovations.

In order to effectively respond to these changes, we continuously adapt our strategies and develop innovative solutions.

We have made significant progress, including integrating sustainable materials into our product range and improving energy efficiency in our operations. We also calculated our carbon footprint for the initial time. Looking ahead, our goals for the coming years include further reducing CO₂ emissions, increasing the share of sustainable materials in our products and strengthening our social responsibility across the supply chain. These steps are crucial for our long-term success and for contributing to sustainable development.

We hope our sustainability report captures your interest and encourages you to share your suggestions to contribute to a more sustainable future. (GRI2-22)

Management Bleher Folientechnik GmbH

Hans Bleher



About Bleher Folientechnik GmbH

(GRI 2-6)

Bleher Folientechnik GmbH, based in Ditzingen-Heimerdingen, operates internationally in the field of polymer manufacturing, offering a wide range of services and product solutions in the film industry.

Our core expertise is in bi-axially oriented polyester films, and we are known for our high flexibility in meeting individual customer requirements. We do not produce the films ourselves; instead, we process purchased raw materials, which are then converted into rolls or sheets according to customer' specifications.

Our service includes:

- Consultancy and Development
- Customized Processing
- Cut-to-size
- Roll-to-roll Service
- Surface Treatment and Finishing
- Outsourced Converting

Bleher Folientechnik GmbH provides solutions to a wide range of commercial and public sector clients across various industries, including packaging, graphic and print, medical and pharmaceutical, electronics, automotive, as well as the textile and construction sectors.

Our production takes place at our headquarters in Ditzingen-Heimerdingen, Baden-Wuerttemberg. We focus on value creation within Germany.

The Company (GmbH) is led by Managing Director Mr. Hans Bleher (GRI 2-1). Further details about the management structure are described on page 9–10.

We deeply appreciate the trust our customers provide us with and are committed to exceed their expectations. Leveraging our experience, we focus on understanding our customers' needs and delivering solutions powered by the latest technological advancements, ensuring consistently high-quality results.



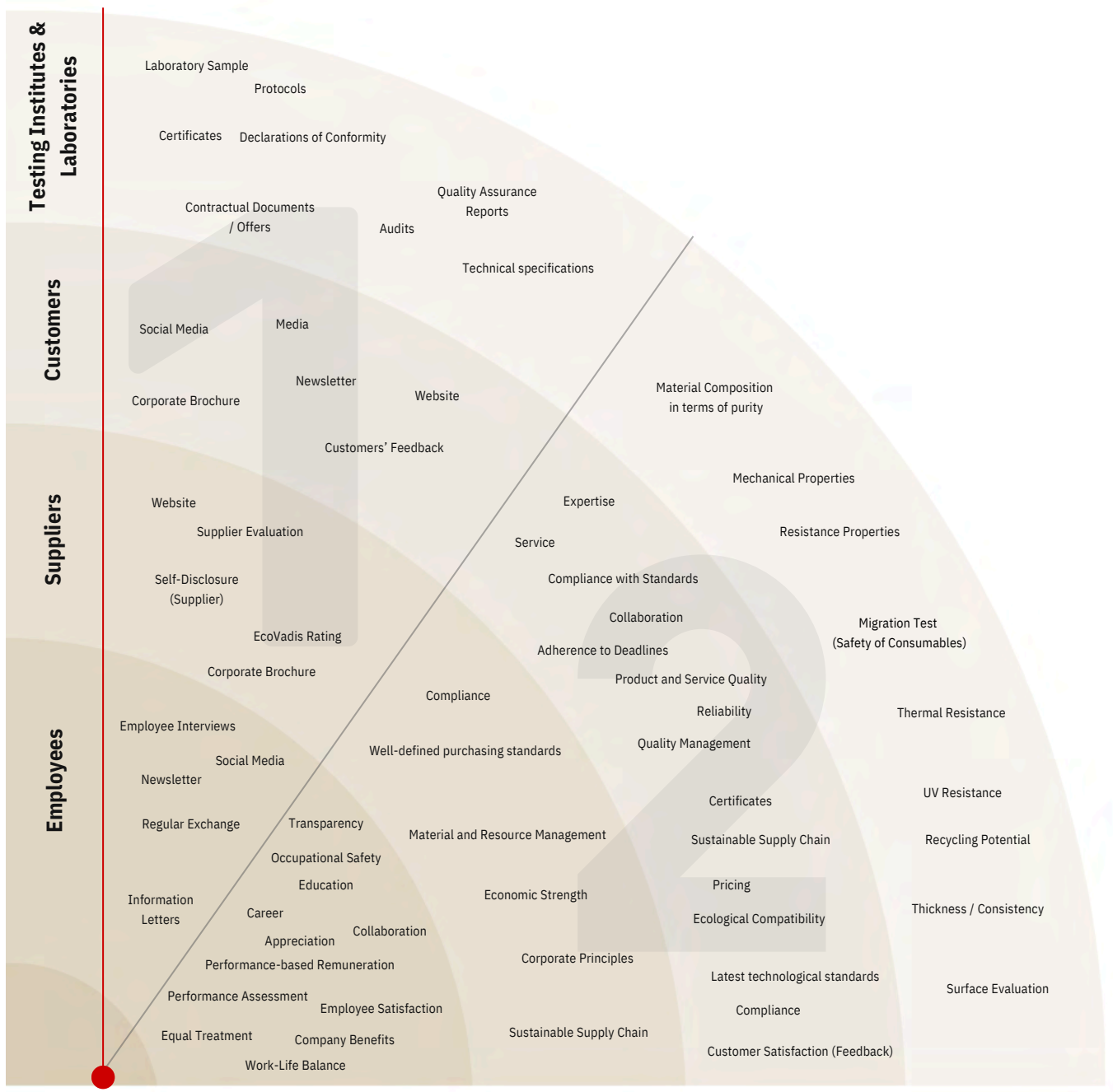
Our application examples are available under this QR code

Our Stakeholders

(GRI 2-29)

Bleher Folientechnik GmbH actively engages with stakeholders by addressing their interests, questions, and concerns. The company fosters open communication with different groups using a variety of communication formats to ensure meaningful dialogue. (See Illustration below)

Stakeholders are selected based on their relevance to the business. The key stakeholder groups we have identified are employees, suppliers, customers, as well as testing institutes / laboratories.



1) Communication formats 2) Concerns

Key Topics and Strategy

(GRI 3-1, 3-2)

In preparation for a certification in 2021, we established a process to define the content of our report. For this sustainability report, we drew on existing materials, incorporated the latest GRI standards and compiled the sustainability practices and approaches that are already embedded within our company. We also reviewed and refined the key topics, ensuring they align with the expectations of our stakeholders and with ratings such as EcoVadis.

We have organized the five topics into three key areas of action, which align with the principles of ESG (Governance, Environmental, Social).

Our fields of action according to ESG logic:

These focus areas shape the structure of our report and include additional ESG information beyond the five key topics, such as occupational safety, water management and waste.

The key topics outlined below are of particular relevance to us:

- Materials
- Resource Protection (especially Energy Consumption)
- Climate Protection
- Procurement and Supplier Evaluation
- Transport

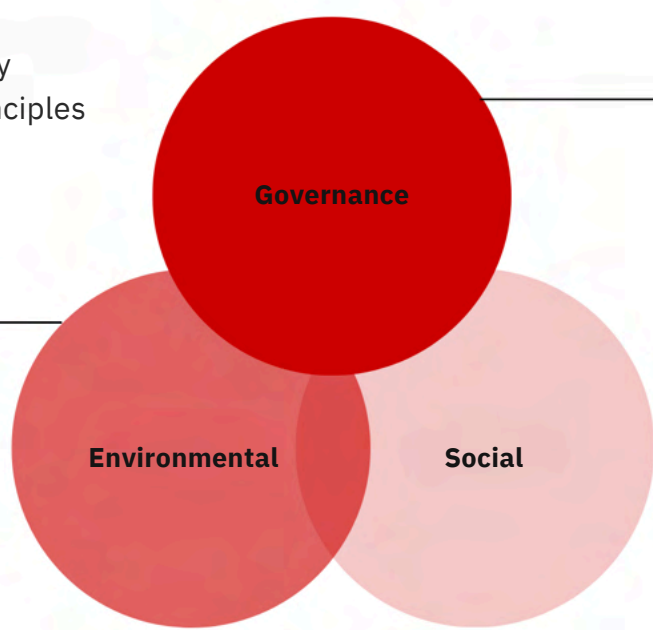
Our fields of action

The graph shows the fields of action that guide our sustainability strategy according to ESG principles



Environmental

Fostering sustainable practices, resource protection and minimizing environmental impacts through targeted environmental strategies



Governance

Effective corporate governance driven by resource efficiency and transparent processes to maintain economic stability



Social

Contribution to social responsibility made through fair working conditions and responsible practices



Environmental Policy

We set clear priorities and goals that go far beyond operational resource protection. Our commitment not only encompasses ecological responsibility for our products but also includes comprehensive measures for the safety and health of our employees.

We are committed to be a pioneer in the sustainable production of polyester films for various markets. As part of our sustainability strategy, we develop alternative products with minimal environmental impact in order to offer resource-conserving solutions and further reduce our ecological footprint.

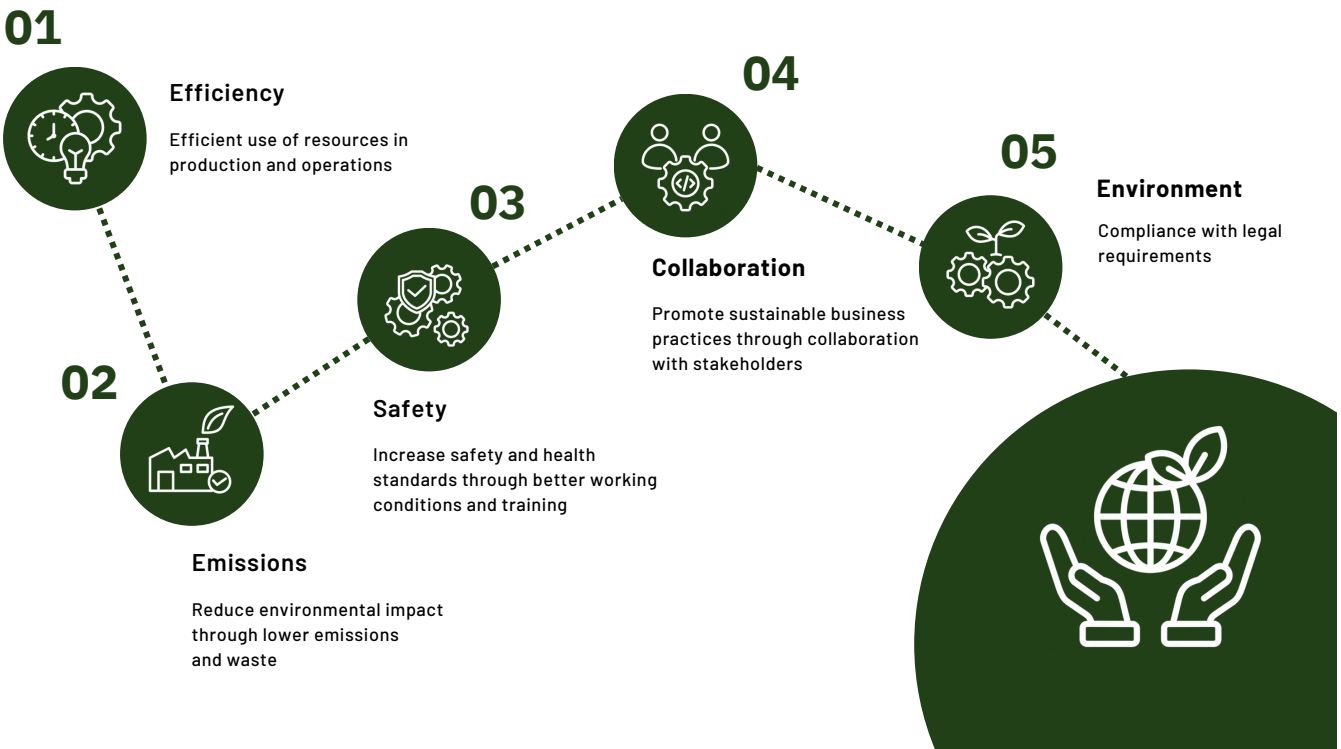
In our environmental policy, we have defined priorities and goals that go beyond operational resource protection, also establishing commitments related to products as well as the safety and health of employees: (GRI 2-23, 2-24, 2-25)

Bleher Folientechnik GmbH is dedicated to sustainability and strives to be a leading supplier of polyester films across various markets. In addition, we develop alternative products with minimal environmental impact and uphold the highest health and safety standards for both our employees and customers.



Our environmental policy [—————>](#)

Environmental Policy



- 01** Improving production and operational efficiency ensures the optimal use of resources such as electricity, water and raw materials.
- 02** Minimizing environmental impact by reducing emissions of industrial waste and wastewater.
- 03** Improving safety and health standards by continuously enhancing working conditions, minimizing workplace hazards and fostering awareness through the active involvement, participation as well as ongoing training of our employees in the production process.
- 04** Working with stakeholders to promote sustainable business practices.
- 05** We ensure compliance with legal obligations, as well as with environmental and sustainability regulations.



01

Governance

Taking Responsibility: Our Path to Sustainability



11mn

Sales



5x

Leadership
Areas



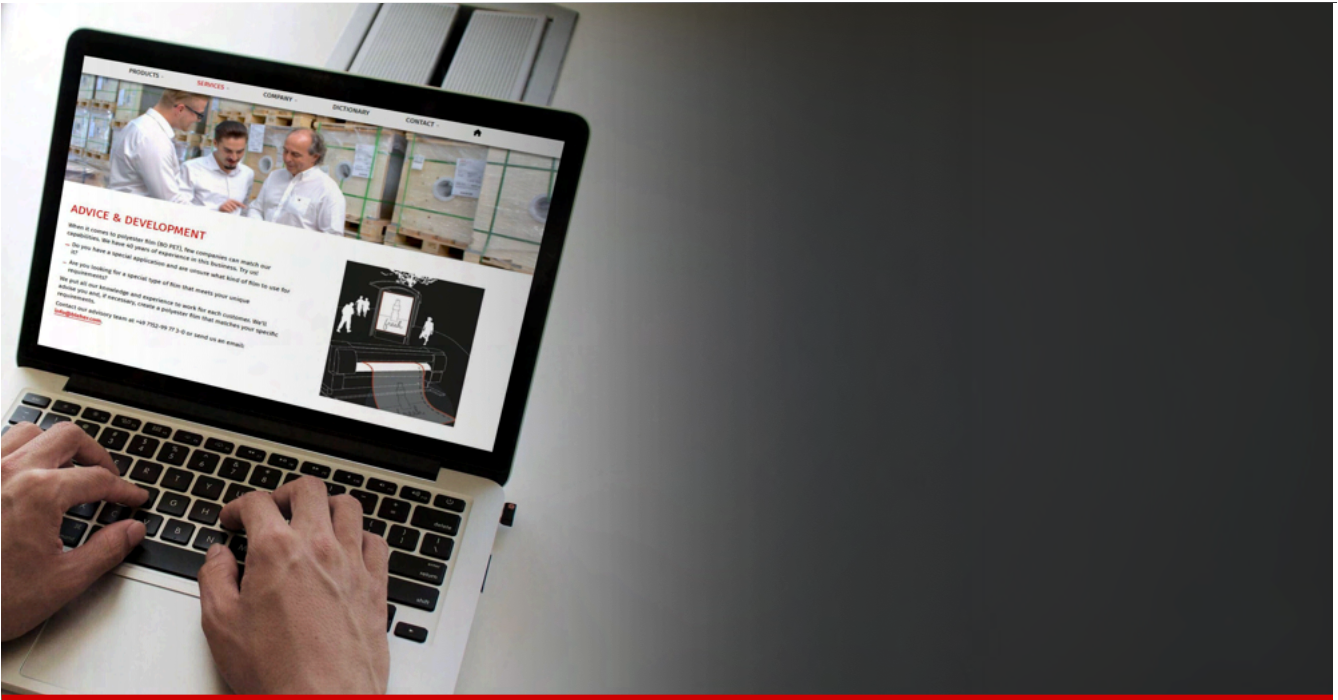
850x

Active
Customers

As a supplier of film products, we take responsibility for the quality and innovation of our products, as well as for the sustainable management of our business processes.

Our financial success is built on a balance of economic, environmental, and social factors. With a clear focus on transparency, ethical corporate governance, and long-term value creation, we are committed to sustainable growth.

Our aim is to meet our customers' expectations while fostering responsible practices across all areas. Through transparent governance and continuous adaptation, we ensure that we respond effectively to market changes and contribute to advancing sustainable development.



Management Structure

(GRI 2-9, 2-13)

The management is responsible for shaping the strategic direction of Bleher Folientechnik GmbH, considering economic, environmental, and social impacts. It oversees the operational implementation of the corporate strategy and manages the company both internally and externally, always in coordination with management and employees.

Due to the organizational structure, employees can submit suggestions and ideas either through team leaders or directly to the management.

The rights and responsibilities of the management are defined by the applicable legal regulations, ensuring that the managing director acts in compliance with all legal requirements.

The highest decision-making authority is the shareholders' assembly, which is composed of an equal number of shareholders. There is no supervisory board or committee within the shareholders' assembly.

The shareholders' assembly directly oversees the managing director and is responsible for reviewing strategic decisions and monitoring the implementation of the company's objectives, including those related to sustainable development.

Currently, the shareholders' assembly is not directly involved in sustainability reporting or in specific actions to further build knowledge on sustainable development. (GRI 2-11, 2-12, 2-14, 2-17)



An assistant is linked to the executive board by preparing relevant topics and regularly providing requested reports. Additionally, the management of key areas - such as key account management, accounting, administration, human resources, marketing, product management, logistics, procurement, as well as quality, sustainability and compliance, maintain direct communication with the executive board.

The team which is responsible for quality, sustainability, and compliance currently coordinates sustainability initiatives across departments, consolidating them in collaboration with the relevant interfaces for this report. The executive board reviews and approves the final report.

All authorizations related to economic, ecological, and social matters are delegated by the management to the relevant executives.

Employees assisting the management are given authority in specific areas to grant further permissions within the company and to make decisions on its behalf.

The management structure of Bleher Folientechnik GmbH is organized to give every employee the opportunity to confidentially raise personal concerns, including conflicts of interest, with the relevant superiors. Each employee is encouraged to develop both professionally and personally. This ensures continuity within the company and provides long-term, reliable points of contact for all customer needs.



Our Values

Honesty

Honest and open interaction between people creates trust and continuity.

Responsibility

The success of our company grows from the responsibility of each individual employee.

Individuality

We value each individual for their uniqueness, as everyone contributes to the strength of Bleher Folientechnik GmbH.

Partnership

We aim to serve our customers and business partners, meeting them on equal terms.

Environment

We believe in leaving the Earth in better shape than we found it.

Development

We are committed to unlocking the personal potential in each of us.

Inspiration

Through innovative thinking and action, we aim to be a source of inspiration for our customers, business partners and employees.

Enthusiasm

Each of us, along with the entire team, carries out our tasks with enthusiasm and dedication.



Our Commitment to Quality

Our integrated quality management system covers every facet of ensuring and documenting the exceptional quality of our services. Customer satisfaction is our foremost priority. To achieve this, we establish a solid foundation from the outset of our collaboration by conducting a thorough needs analysis. Based on this, we develop a service concept that is both resource- and cost-efficient, meticulously tailored to meet each client’s specific requirements.

Customer feedback is integral to the ongoing development and refinement of our services, gathered systematically through regular evaluations. Each work process is thoroughly reviewed to ensure quality and transparency. We are committed to offering a transparent and accurate account of our work, always putting the needs of our customers first to ensure the highest level of satisfaction. Currently, we are proud to have approximately 850 active customers.

Even though our products do not pose any risk to the health and safety of our customers, we work closely with testing institutes and laboratories to ensure that all relevant health and safety requirements are met and integrated as standard practice.

Films we source do not contain any substances listed on the “SVHC candidate list,” and as such, are not subject to the REACH regulation. Nevertheless, we provide REACH-compliant safety data sheets (SDS) to ensure our customers have all the necessary information regarding the safe use and handling of our products.

We adhere to current EU regulations —————>



We are a member of the IHK Region Stuttgart and the German-French Chamber of Industry and Commerce (DFIHK) based in Paris. We do not have any other memberships in associations or further interest groups. (GRI 2-28)

We comply with the current EU directives (POP) EU 2019/1021 and EU 2020/784, which impose strict requirements for the control and reduction of hazardous chemicals and persistent organic pollutants.

In addition, we ensure compliance with Regulation (EU) 10/2011, especially for products used in the food manufacturing industry. Our suppliers regularly test the films they produce for NIAS (Non-Intentionally Added Substances) and confirm that no PFAS (Per- and Polyfluorinated Alkyl Substances) are used.

Our integrated quality assurance system, based on the ISO 26000 guidelines (non-certifiable), ensures adherence to quality standards.



With our digital process management system, we create productive, efficient, and cost-effective workflows. Furthermore, we have established a systematic quality process that guarantees our customers the continuous optimization of our products and methods, focusing on ecology, economy and current standards.

ISO 26000 provides a structured approach to help organizations understand and fulfill their responsibilities across various areas.

By applying the guidelines and principles of ISO 26000, we ensure that our business activities are socially responsible and sustainable.



We focus on the following aspects of ISO 26000: (GRI 2-24, 2-25)

- Consumer concerns
- Transparency
- Labor practices
- Respect for human rights
- Commitment to international ethical standards
- Environment
- Organizational governance
- Respect for the rule of law
- Consideration of stakeholder interests
- Community engagement and development
- Reporting
- Fair business and operational practices
- Ethical conduct



Ethics and Compliance

(GRI 2-24, 2-25)

Bleher Folientechnik GmbH adheres to all applicable national and international laws, as well as social norms and standards, as outlined in our Code of Conduct. As a responsible company committed to social and environmental accountability, we perform regular internal and external audits, including those required for certifications such as DIN EN ISO 9001.

Our practices are also guided by various other international standards, such as:

- ISO 14001 (Environmental Management)
- ISO 26000 (Social Responsibility)
- ISO 45001 (Occupational Safety and Health) and ILO Guidelines for Occupational Safety and Health Management Systems
- ISO 50001 (Energy Management)

In 2023, we successfully renewed our certification according to ISO 9001. (GRI 2-25)



Our DIN EN ISO 9001:2015 certificate is available under this QR code



We have established several formal policies and processes:

(GRI 2-23, 2-25)

- A Code of Conduct for employees, which includes regulations on non-discrimination, human and labor rights, integrity, fair competition, as well as occupational health and safety, environmental protection and sustainability.
- A Compliance Policy for employees, focusing on gifts and anti-bribery measures.
- Our environmental policy, see also page 5-6 in the chapter Sustainability Management
- Fact sheets on occupational safety and hygiene regulations and requirements.
- All data is protected in accordance with legal requirements. We inform individuals about the nature and extent of the processing of personal data in compliance with the General Data Protection Regulation (GDPR).
- Code of Conduct for business partners and suppliers.

Procedures for Ethical Consultation and Raising Concerns

(GRI 2-26)

The collaboration of all employees at Bleher Folientechnik GmbH is based on a corporate leadership approach focused on tolerance, openness and intercultural understanding.

All employees are trained according to both internal company standards and internationally recognized guidelines (as outlined above), enabling them to apply these principles in their daily work.

A specific procedure has been established within the company for reporting concerns regarding unethical or illegal behavior, as well as integrity-related issues, in accordance with ISO 45001 processes. Currently, there is no formal complaints procedure. (GRI 2-24, 2-25)

Our transparent leadership structure minimizes the risk of corruption and promotes integrity.

Through our transparent decision-making and leadership structure, Bleher Folientechnik GmbH minimizes the risk of corruption, aiming for its complete prevention.

We have also anchored corresponding guidelines in our Code of Conduct. It applies equally to employees, managers and the management, is freely accessible to all employees and is also handed out personally to newly hired employees. (GRI 205-2)

(GRI 2-27)

0 Violations
LAWS AND REGULATIONS



All legal requirements were fully met, and as a result, there were no violations of laws or regulations during the reporting period. (GRI 2-27)

Each employee has the opportunity to raise personal concerns about conflicts of interest in day-to-day business confidentially with their supervisor. (GRI 2-26)

We fully exclude the risk of child labor, forced labor, or compulsory labor at our business location. Our zero-tolerance policy extends to the procurement of products and services from our business partners. Our purchasing terms explicitly forbid any form of child, forced, or compulsory labor. (GRI 408-1, 409-1)



Our Code of Conduct for business partners and suppliers is available under this QR code



Procurement Methods and Supplier Assessment

» By setting clear standards and
maintaining transparent processes,
we responsibly shape our supply chain «

Our Supply Chain

(GRI 2-6)

We purchase films and assemble them at our production facility for customers across various industries. In the 2023 EcoVadis rating, we achieved "Silver" status for our sustainability performance within the supply chain.

All procurement processes are managed and overseen by the purchasing department.

Our supplier selection process is based on criteria such as ethical working conditions, environmentally sustainable practices, product safety, and traceability. Our team is thoroughly trained in our procurement sustainability standards, enabling us to maintain consistent quality and implement responsible procurement processes across all operations.

We rely on a network of approximately 60 suppliers to source our materials, the majority of which we have long-established business relationships with. During the reporting period, we actively worked with a small group of suppliers, procuring a total of nearly 1,561 tonnes of material. Our active suppliers are located in Germany, the Netherlands, Belgium, France, Luxembourg, United Kingdom, Bahrain, China, India, and the United Arab Emirates (UAE). (GRI 301-1)

Our supplier process is designed to ensure that all suppliers meet our rigorous quality and environmental standards. By consistently applying this process, we ensure high levels of quality, compliance and sustainability throughout our supply chain.¹

Our standards for suppliers

Requirements for suppliers to uphold and consistently implement the sustainable corporate principles of Bleher Folientechnik GmbH
(GRI 2-24)

When selecting our suppliers, we pay attention to sustainable products and services. It is important to us that ecological and social factors are observed and met. To ensure this, we have set clear guidelines for our suppliers.

At Bleher Folientechnik GmbH, we prioritize sustainable procurement practices. In addition to focusing on quality, we also carefully consider the origin of materials when sourcing from external suppliers.



We are committed to:

- Reliability and performance
- Ethical behavior including compliance with applicable laws
- Compliance with human and labor rights - including exclusion of child and forced labor and any discrimination
- Fair working conditions, health and safety
- Environmental protection and eco-friendly resource management
- Traceability and ecological compatibility of materials

Our suppliers are dedicated to adhering to these guidelines. Additionally, we provide a code of conduct for business partners and suppliers, which covers the mentioned aspects along with other important areas such as data protection and information security.

¹ The supplier management process includes the following steps:
(GRI 2-24, 2-25, 308-1, 308-2, 414-1, 414-2)

Our supplier management process →

Our Supplier Management Process

10-Step Supplier Management Process



Environmental protection aspects are integrated into our regular supplier evaluations, with on-site audits being conducted as part of the process.

All new suppliers are assessed based on environmental and social criteria. Those who meet the required standards are then added to our database and verified as business partners.

(GRI 308-1, 308-2, 414-1, 414-2)

01

Declaration (Supplier)

For all new suppliers, we request a self-disclosure to gather essential information about the company, including its organizational structure, quality management systems, and relevant experience. This self-disclosure is also updated annually for existing suppliers to ensure the accuracy and relevance of all information.

02

Code of Conduct for business partners and suppliers

All suppliers are required to sign our Code of Conduct, committing them to adhere to ethical, social, environmental and legal standards, including human rights, labor standards, fair working conditions and environmental protection.

Step 3-10 →

03

Supplier Declaration (Conformity)

This includes compliance with legal environmental, safety and product protection regulations. The supplier declaration of conformity ensures that all relevant regulations in the areas of environment, safety and product protection are complied with.

04

Assessment of the supplier self-disclosure

Once the declaration, Code of Conduct, and Supplier Declaration of Conformity are provided, a comprehensive analysis is conducted to ensure that all standards regarding quality, legal requirements, and compliance are met.

05

Supplier Risk Assessment

Based on the information gathered, a risk assessment is conducted to identify and mitigate potential risks in the areas of quality, delivery, and legal compliance. A key component of our strategy is the use of a dual-supplier approach: for each product, we engage at least two suppliers to reduce dependencies and diversify the risk.

06

Potential analysis & process audit according to VDA 6.3

For automotive suppliers, we first conduct a potential analysis according to VDA 6.3 using the "VDA Analysis Tools 2.0" to assess their performance and improvement potential. This is followed by a process audit per VDA 6.3, ensuring the production processes meet automotive industry requirements.

 Automotive

07

Quality Assurance Agreement (QAA)

After the evaluation and risk assessment, a Quality Assurance Agreement (QAA) is established with the supplier, outlining quality requirements, responsibilities, and measures to ensure consistent product quality.

08

Supplier Visits

Direct contact: The management and the management system manager regularly visit suppliers. These visits enable us to get a detailed picture of the situation on site, observe work processes and discuss cooperation directly.

09

Supplier Evaluation Form

The supplier evaluation form is used to assess suppliers based on their actual deliveries and services, including criteria such as quality, price-performance ratio, delivery reliability, and service quality. It is also used annually for supplier evaluations in accordance with DIN EN ISO 9001 for active suppliers.

10

Annual Review

The annual review of supplier processes and documents ensures compliance with defined standards. It provides a comprehensive overview of the collaboration, highlighting opportunities for improvements. The goal is to maintain a stable, high-quality supplier relationship and optimize it for the long term, ensuring that future requirements are met and a sustainable business relationship is sustained.

02

Environmental



Taking responsibility: Actively shaping the future



10x

E-Charging
Stations



2x

Photovoltaics



74,5%

Recyclable
Materials

In today's world, where the effects of climate change and the importance of environmental protection are becoming ever more important, we recognize our responsibility as film supplier to act in an ecologically manner.

Sustainability is firmly anchored in our production processes – from the procurement of raw materials to the environmentally friendly disposal of our products.

Through innovative technologies and the continuous optimization of our manufacturing techniques, we reduce our energy consumption, minimize waste and focus on recycling. Our aim is to reduce the ecological impact of our activities while delivering high-quality and resource-efficient films.

Sustainability, for us, is not just about meeting legal obligations but also about proactively reducing our ecological footprint.

Environmental

(GRI 3-3)

Environmental (GRI 3-3)

We process jumbo rolls of film into customized products. This production process, which is primarily focused on cutting, does not require the use of water. (GRI 303-1)

From an ecological point of view, energy consumption and the associated CO₂ emissions are of central importance to us. To address this, we implement various initiatives, such as the use of renewable energy.

The transportation of materials to our facility and the delivery of finished goods to our customers are crucial for us. Additionally, the environmental impacts associated with our production, such as waste, employee commuting, and office supplies, are key areas of focus.

There were no violations of environmental regulations or laws during the reporting period. (GRI 2-27)

Energy Consumption (GRI 3-3)

Energy consumption data is assessed through our accounting system and regularly evaluated for potential optimization opportunities.

(GRI 302-1)

378 MWh



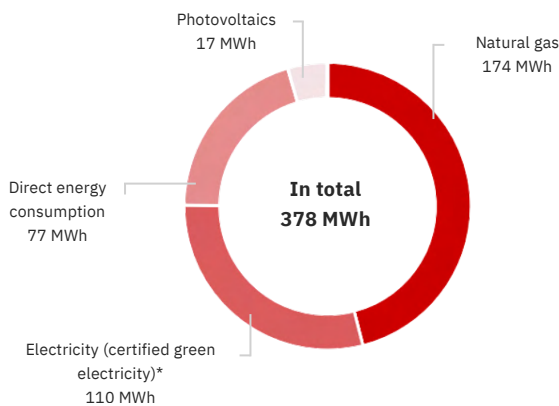
ENERGY CONSUMPTION IN TOTAL

Currently, energy consumption related to external business activities, such as those from suppliers, transportation, and other service providers, is not yet fully measured, which limits our ability to provide a detailed data breakdown. Similarly, the necessary parameters to calculate the energy intensity ratio are still being developed. (GRI 302-3, 302-4)

Energy consumption in the provision of our services has been identified as a major source of greenhouse gas emissions, primarily driven by electricity and heating usage. In response, we have implemented a range of targeted measures across the company and in our daily operations to reduce both. (GRI 3-3)

Energy Consumption by energy source 2023

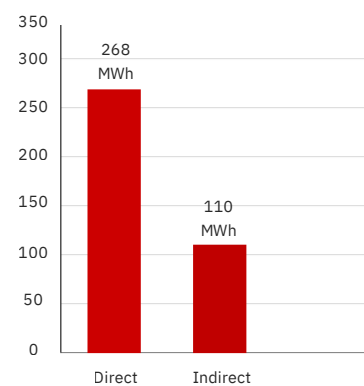
(GRI 302-1)



*Indirect energy consumption

Energy Consumption by energy source 2023

(GRI 302-1)



Climate Protection

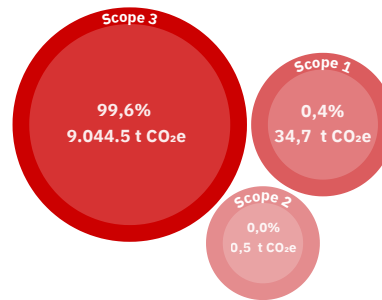
(GRI 3-3, 305-1, 305-2, 305-3, 305-4)

In 2023, we calculated our emissions for the first time. The greenhouse gas inventory was created with the help of an external service provider, following the Greenhouse Gas (GHG) Protocol. It includes the emissions we generate across Scope 1 (direct emissions from our operations), Scope 2 (indirect emissions from purchased energy), and Scope 3 (indirect emissions within our supply chain)¹.

In 2023, we emitted a total of almost 9,080 tons of CO₂e, which averages out to 3.8 tons of CO₂e for each ton of product sold.

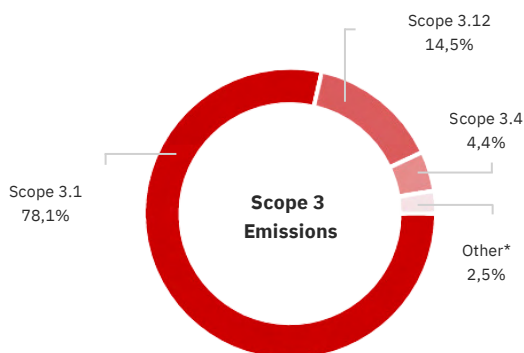
Scope 3 represents the largest share of our emissions, contributing 99.6%. The primary factors are the goods and services we purchase in the earlier stages of the supply chain (Scope 3.1), which account for 78.1%, and the disposal of the products we sell at the end of their life cycle in the later stages of the supply chain (Scope 3.12), which represents 14.5%.

Emissions 2023

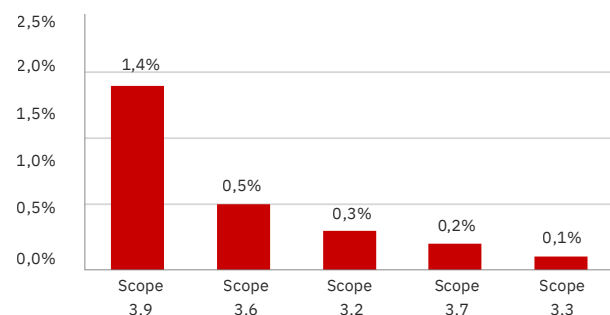


Scope	Emissions	Shares
Scope 1	34,7 t CO ₂ e	0,4%
Scope 2	0,5 t CO ₂ e	0%
Scope 3	9.044.5 t CO ₂ e	99,6%
Total	9.079,8 t CO₂e	100%

Scope 3 Emissions 2023



Scope 3 Emissions (Other)



*Other - Scope 3.9, 3.6, 3.2, 3.7, 3.3

¹ Relevant for our business are the Scope 3 categories 3.1, 3.2, 3.3, 3.4, 3.5, 3.6, 3.7, 3.9 and 3.12. Accordingly, Scope 3 categories 3.8, 3.10, 3.11, 3.13, 3.14 and 3.15 are not included. Scope 3.5 (waste) accounts for just under one tonne, a tiny proportion of our Scope 3 emissions, and is therefore not shown in the graph.

Materials
(GRI 3-3)

At Bleher Folientechnik GmbH, we are committed to delivering environmentally responsible products. Material selection is a key factor, as it directly impacts the environmental footprint of our products. We strive to ensure that our products not only meet the highest quality standards but also prioritize sustainability and resource efficiency.

We manufacture both finished and semi-finished products, with significant variations in material type, weight, and quantity depending on the product and its requirements. Our aim is to consistently use sustainable materials in both production and packaging, while reducing our environmental impact. (GRI 301-2)

Eco-friendly Materials
(GRI 301-2)

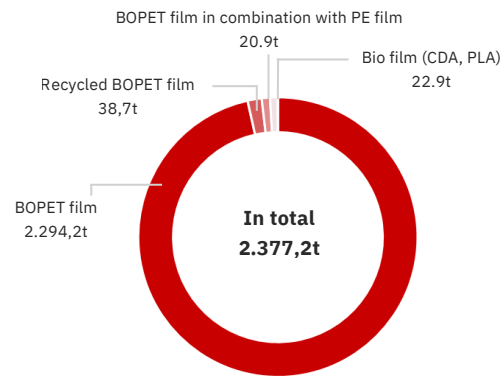
A great example is our R-PET film, which contains up to 90% post-recycled material. This film is usually produced through a chemical recycling process, enabling thicknesses of up to 175 µ. Additionally, it can be manufactured using mechanical recycling processes, achieving thicknesses of up to 50 µ. The material is made from used PET bottles, resulting in up to 60% less energy consumption compared to the production of conventional PET films.

Our uncoated PET film is fully recyclable according to regional regulations. The core layer is made from recycled polyester, which is sourced from production waste. This enables the recycled material content to reach up to 25%.

In addition, we provide two environmentally friendly, biodegradable films: CDA film made from cellulose diacetate and PLA film made from polylactic acid. CDA film can be produced with a thickness of up to 500 µ, while PLA film can reach up to 75 µ. Both films are compostable in accordance with the DIN CERTCO DIN EN 13432 standard.

Materials used 2023

(GRI 301-1)



Others: 0.5t



43,8t Recyclable Waste

The quantity we sell provides insight into the materials used. (GRI 301-1)

The proportion of recyclable materials compared to the total polyester film sold is 74.5%. (GRI 301-2)

Efficient recycling: 43.835 kg of film waste recycled into secondary raw materials for new products.

During the film cutting process, waste is generated as a byproduct, which is efficiently captured by our advanced extraction systems and stored in "big bags." In 2023, this amounted to 43.835 kg, representing 3% of the total material produced.

We sell this "recycled waste" entirely as secondary raw material. It is then processed by our customer into granules, which are used not only to produce new BOPET films but also in the textile industry to create clothing and other products. (GRI 306-1, 306-4)

**Transport
(GRI 3-3)**

Transportation is a key factor for us, as the materials we source from suppliers often cover long distances. Additionally, delivering finished products to our approximately 850 active customers contributes to our overall emissions. Transportation made up 5.8% of our total emissions in 2023, ranking as the third-largest contributor in our greenhouse gas inventory. This underscores its significance in our approach to environmental management.

To address this, we collaborate closely with a logistics service provider responsible for a significant share of our goods transport to customers. The provider is deeply committed to sustainability through proactive fleet maintenance and upgrades. Our aim is to implement sustainable transport solutions while actively promoting eco-friendly practices. This includes adopting green vehicle technologies, conducting regular maintenance and optimized planning to maximize logistics efficiency.

A large share of our purchased materials is transported by sea, providing a more efficient and eco-friendly alternative for international shipments compared to other transportation methods. In 2023, we imported over 50 sea containers from various international suppliers, with an average transport distance of approximately 8,500 kilometers per container.

On average, each container covers a distance of 550 kilometers from the destination port to our production facility. In total, the containers were transported over approximately 27,700 kilometers to reach our production site. Approximately 374,000 kilometers were covered by sea. Given that most of our materials are transported via this method, we benefit from the relatively low CO₂ emissions associated with sea transport. Sea freight is a more eco-friendly option for global freight, significantly lowering emissions per unit compared to other transportation methods. This supports our efforts to minimize the environmental impact of our logistics operations.

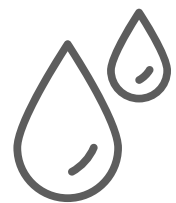
Water, Wastewater and Waste

Water is extracted in compliance with legal requirements, with consumption measured and billed through flow measurement systems. Water is not used in the production process, which eliminates the need for a dedicated water management policy. Consumption is limited to facilities such as sanitary areas and kitchens. (GRI 303-1)

(GRI 303-3)

330

Cubic meter (m³)



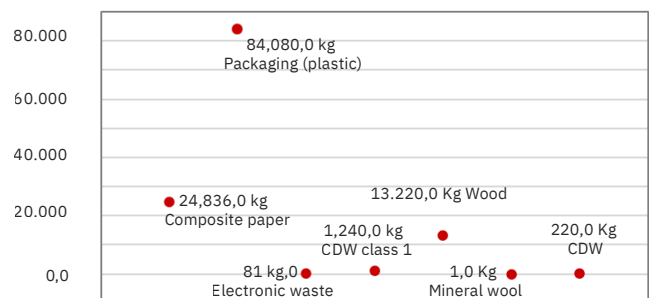
**WATER SUPPLY
(EXTERNAL)**

Since only domestic wastewater is generated, no additional treatment steps are necessary. After use, the water is directed to the local sewer system, where it is processed at the municipal wastewater treatment plant. (GRI 303-2, 303-4)

Waste is segregated and managed in accordance with a defined waste management strategy. It is either properly processed by certified disposal companies or sent for recycling, ensuring responsible handling throughout the disposal process. (GRI 306-4)

Waste breakdown by type 2023

(GRI 306-3)



Total amount of waste 123.678,0 kg

Selected Measures →

Selected Measures

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Energy Consumption</p>	<p>Description</p> <ul style="list-style-type: none"> • Energy consumption analysis based on internal monitoring of system efficiency. • Testing electrical appliances and utilizing energy-efficient devices. • Before purchasing any new electrical appliances, we check and compare the required devices and systems. • We invest solely in high-quality devices that offer the best energy efficiency and long-lasting performance. • By intentionally using LED lighting throughout the company, we reduce overall electricity consumption. • We turn off computers, printers and other devices when they are not in use.
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Greenhouse Gas Emissions</p>	<p>Description</p> <ul style="list-style-type: none"> • 2 PV systems with a total output of 68 KWp. • We cover 10% of our electricity consumption through our photovoltaic system. • Company vehicles are gradually being converted to e-mobility. • There are already 10 charging stations in our car parks. • We provide our employees with e-bikes and designated charging stations to encourage environmentally friendly commuting.
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Gas / Thermal Energy Demand</p>	<p>Description</p> <ul style="list-style-type: none"> • Precise control of room temperatures, heating processes, and heat-dependent operations. • Regular optimizations of processes, systems, and workflows are carried out to reduce gas consumption.
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Chemicals</p>	<p>Description</p> <ul style="list-style-type: none"> • When handling chemicals, we rigorously adhere to the strict requirements of the EU's REACH Regulation.

Selected Measures

Material	<p>Description</p> <ul style="list-style-type: none">• Our BOPET film has a classification of 1 in terms of reusability.• In addition, we offer our customers an environmentally friendly alternative to BOPET film whenever it is technically feasible and practical.• Our environmentally friendly products are made from PLA (polylactic acid) and CDA (cellulose triacetate), which are fully biodegradable.• If replacing BOPET is not technically feasible or appropriate, we offer PET films made from recycled PET bottles. This R-PET film significantly helps reduce the carbon footprint. (GRI 301-2)• Our transfer films for textile printing are Oeko-Tex certified.• Our outer packaging is made from reusable cardboard.• We ensure that our suppliers' pallets are manufactured for reuse, allowing us to return them to circulation instead of discarding them as waste.
Environmentally Friendly Vehicles	<p>Description</p> <ul style="list-style-type: none">• We collaborate with a logistics provider that exclusively uses Bluetec diesel vehicles. Bluetec is an exhaust gas treatment system that reduces emissions and particularly the formation of harmful nitrogen oxides.
Lighting systems	<p>Description</p> <ul style="list-style-type: none">• Timers and motion sensors are used for outdoor areas, corridors, and sections of the halls, helping us to avoid unnecessary lighting and to reduce energy consumption.
Others	<p>Description</p> <ul style="list-style-type: none">• In our operations, we ensure optimal machine utilization and minimize downtime.• Green roofing on our new warehouse.• Our machinery is regularly replaced with newer machines that are more energy efficient and modern.



03

Social

Taking Responsibility:

In alignment with people and environment

**40x**

Employees

**0,7%**

Lost workdays

**274h**

Education

As a company that is closely connected to customers, employees and our business partners, we take our social responsibility seriously. Our employees are at the heart of our success, which is why we attach great importance to their safety, satisfaction and continuous education.

We are also committed to fair and safe working conditions along the entire value chain and work closely with our business partners and suppliers to continuously improve social standards.

Our aim is to make a positive contribution. Social responsibility means not just an obligation to us, but also an opportunity to create long-term positive momentum.

Our Employees

As of December 31, 2023, the company employs 40 people, including both full-time and part-time staff. The size of the Bleher Folientechnik team remains stable, with no significant fluctuations due to seasonality or order volume. (GRI 2-7, 2-8)

We provide a limited breakdown by region, origin, age, and gender for employees and subordinate personnel, as further distinctions are not relevant to our day-to-day operations.

No incidents of discrimination were reported or identified during the reporting year. The management system includes defined measures to detect potential incidents, take immediate corrective actions, and enhance preventative efforts. (GRI 406-1)

All employees are subject to agreements that define their working conditions, which are based either on collective bargaining agreements with unions or on agreements with an internal employee representative body. (GRI 2-30)

The right to freedom of association and collective bargaining is respected at our business location (GRI 407-1). We ensure that all employees receive at least the minimum compensation outlined in the applicable collective agreements. (GRI 2-30)

At Bleher Folientechnik GmbH, remuneration is not determined based on gender, as this is not part of our corporate culture. (GRI 405-2)

Remuneration is based on objective criteria, particularly the employee's role and individual performance. Our employees consistently demonstrate exceptional commitment, motivation, and thoroughness in their work.

For employees, being compensated according to the collective agreement not only ensures that their work is fairly valued, but also provides financial stability.

This fosters long-term cooperation, higher engagement, careful work, and low absenteeism, with gender neutrality maintained throughout.



40

Employee at Bleher Folientechnik GmbH

3

Employees are part-time workers



5 OUT OF 10

Employees work in production

At Bleher Folientechnik GmbH, we embrace fairness and equality, which has established us as a respected employer and a valuable contributor to the region and beyond. Depending on the circumstances and economic conditions, we offer additional benefits such as holiday and Christmas bonuses.

As a general principle, we fill management positions with qualified and suitable candidates from the local or regional area around our production site. (GRI 202-2)

We consistently invest in the professional development of our managers through regular technical training, along with additional topics such as employee management, environmental and energy management, corporate ethics, and both safety and fire protection. Many members of our management team, as well as a large number of employees, have been with Bleher Folientechnik for over 20 years.

At Bleher Folientechnik, parental leave is managed in line with the Federal Parental Allowance and Parental Leave Act (BEEG).

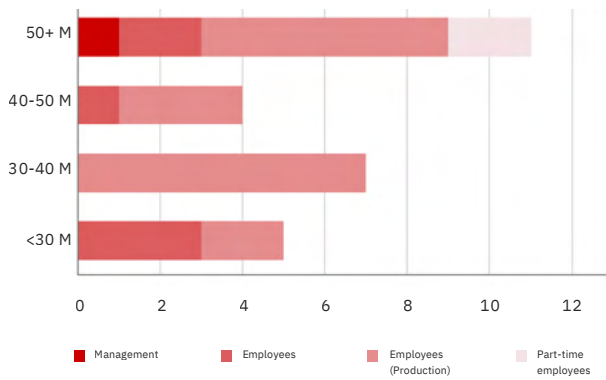
In 2023, no employees were on parental leave. (GRI 401-3)

Employee Key Figures

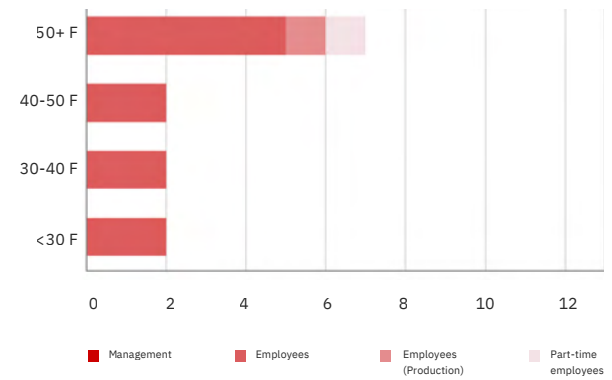
Employees by Age, Gender and Category in 2023

(GRI 2-7, 2-8)

Male



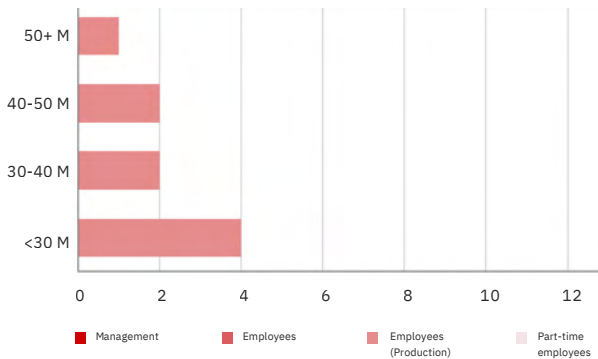
Female



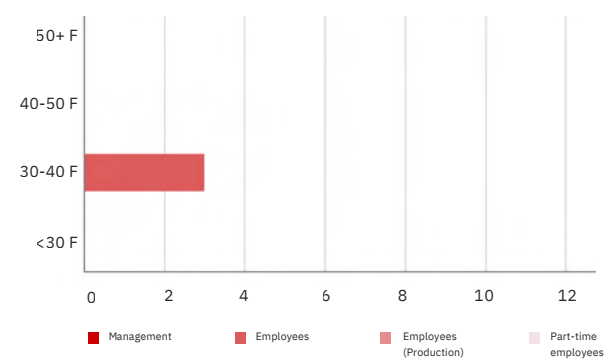
New Hires by Age, Gender and Category in 2023

(GRI 2-7, 2-8)

Male



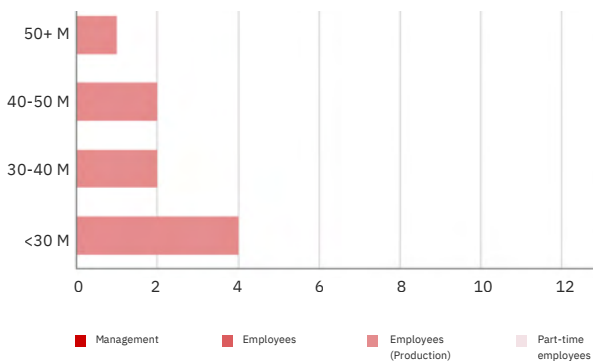
Female



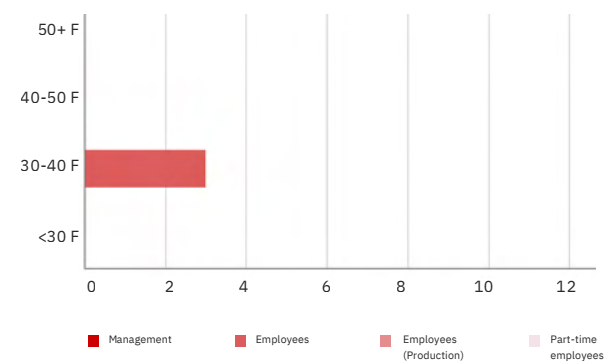
Employee Turnover by Age, Gender and Category in 2023

(GRI 401-1, 403-9, 403-10)

Male



Female



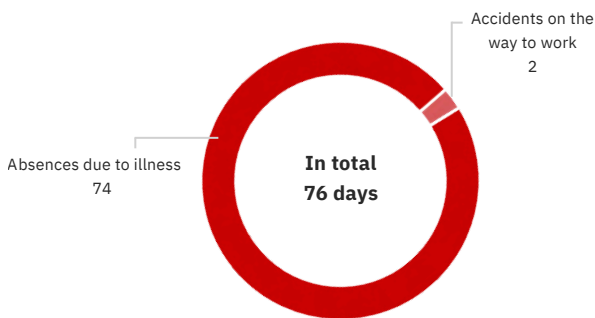
Occupational Safety and Health Protection

The occupational safety requirements are ensured by an external qualified occupational safety specialist. An employer/employee committee for occupational health and safety has been established, which meets regularly to discuss current issues and areas for improvement. This committee operates in accordance with ISO 45001 (occupational health and safety) and ILO guidelines for occupational health and safety management systems. All employees are covered by these measures, and we also provide ongoing training programs to ensure compliance and safety. (GRI 403-1, 403-4, 403-5, 403-8)

Bleher Folientechnik GmbH places a high priority on the health and well-being of its employees. The company actively promotes employee health through a range of measures aimed at preventing work-related illnesses and ensuring a safe and healthy working environment. (GRI 403-6)

Work-related accidents, commuting accidents and lost days 2023

(GRI 403-9, 403-10)



An average of 1.9 days of absence per employee

There were no work-related accidents in 2023

01

Motivation to reduce work-related stress

We are committed to reducing work-related stress and to foster a healthy work environment. Providing good and safe working conditions, along with effective employee well-being management, is a priority for us. To ensure this, we work with an external company doctor and a safety officer, who are dedicated to protecting the health of our employees. They play a key role in identifying and reducing risks, preventing work-related stress, and addressing potential hazards. Additionally, employees are offered the opportunity to participate in voluntary health checks to further promote their well-being.

02

Optimizing office workspaces for a healthy working environment

All employees in the administrative department work in bright, spacious offices that promote well-being. The offices are furnished with ergonomic desks and chairs, and all PCs and monitors are height-adjustable, tailored individually to each employee. This setup encourages correct posture throughout the workday. To ensure maximum comfort and efficiency, employees are provided with the optimal equipment and safety tools for their tasks. Additionally, dedicated social rooms are available for employees to relax and recharge.



Training and Education

Bleher Folientechnik GmbH is committed to nurturing the personal and professional growth of its employees, offering programs that promote knowledge sharing and continuous learning. We believe that ongoing training and development are essential for the company’s success. To support this, we provide a variety of opportunities for growth, including internal workshops, brainstorming sessions, team meetings, and company events. (GRI 404-2)

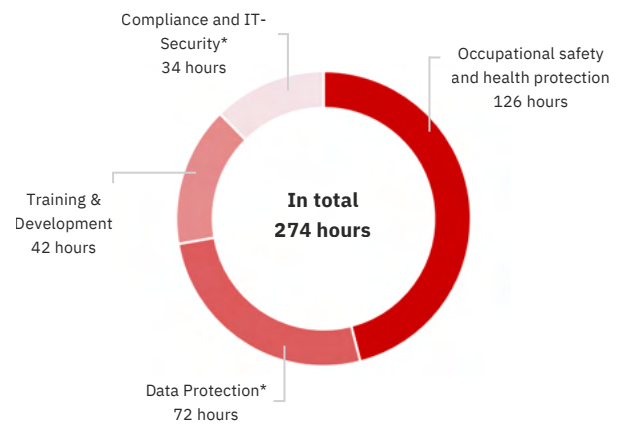
We place a strong emphasis on ongoing development throughout all areas of our company. By adopting a comprehensive approach and utilizing effective training methods, we ensure well-rounded professional growth. Regular team meetings facilitate the exchange of information and contribute to the overall progress of the company.

We offer every employee the opportunity for personal growth within the company, encouraging them to share their preferences regarding their role, career path, and any training or seminars they wish to pursue. (GRI 404-2)

We offer training and guidance to our employees to help them adopt more environmentally conscious and resource-efficient practices. The knowledge gained can be applied both in the workplace and in their personal routines.

Training and Education 2023

(GRI 403-5, 404-1)



An average of 6 hours 51 minutes per employee

*E-Learning

Employees share the knowledge they have gained about health and the environment with their teams. Additionally, they gladly impart new insights about environmentally friendly and resource-efficient behaviors to their private networks.

At least once a year, each employee is given an appraisal interview in which they receive an assessment of their performance and professional development. (GRI 404-3)




GRI

Content Index

GRI Content Index

This sustainability report was prepared with reference to the GRI Standards 2021 and the GRI 1: Fundamentals 2021 guidelines of the Global Reporting Initiative (GRI) and applies to the financial year 2023 (January 1 – December 31, 2023). GRI sector standards are not applicable.

The information provided corresponds to the most recent version of the German translation of the GRI Standards, which can be retrieved [here](#).



The following GRI disclosures have not been reported as there are currently no measures in place and/or no data is being collected: GRI 2-15, 2-16, 2-19, 2-20, 2-21, 201-2, 201-3, 205-1, 302-4, 302-5, 304-2, 304-4, 305-5, 305-6, 305-7, 306-5, 402-1, 403-7, 412-2, 416-1, 416-2, 417-1.

We have not disclosed the following GRI indicator, as it is not currently part of our reporting: GRI 201-1 .

The following GRI disclosures are not relevant to Bleher Folientechnik's business and have therefore not been reported: GRI 201-4, 202-1, 203-1, 203-2, 204-1, 301-3, 304-1, 304-3, 410-1, 411-1, 412-1, 412-3, 413-1.

GRI 2: General Disclosures 2021

GRI-Standard	Disclosures	Comment
1. The organization and its reporting practices		
GRI 2-1	Organizational details	About Bleher Folientechnik GmbH
GRI 2-2	Entities included in the organization's sustainability reporting	About the Report
GRI 2-3	Reporting period, frequency and contact point	About the Report
GRI 2-4	Restatements of information	About the Report
GRI 2-5	External assurance	About the Report
2. Activities and workers		
GRI 2-6	Activities, value chain and other business relationships	About the Report, Governance: Our commitment to Quality, Our Supply Chain
GRI 2-7	Employees	Social: Our Employees
GRI 2-8	Workers who are not employees	Social: Our Employees
3. Governance		
GRI 2-9	Governance structure and composition	Governance: Management Structure (merely Structure)
GRI 2-11	Chair of the highest governance body	No Chairperson
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Governance: Management Structure (Supervisory)
GRI 2-13	Delegation of responsibility for managing impacts	Governance: Management Structure
GRI 2-14	Role of the highest governance body in sustainability reporting	Governance: Management Structure
GRI 2-17	Collective knowledge of the highest governance body	Governance: Management Structure
GRI 2-18	Evaluation of the performance of the highest governance body	n/a

GRI-Standard	Disclosures	Comment
4. Strategy, policies and practices		
GRI 2-22	Statement on sustainable development strategy	Foreword
GRI 2-23	Policy commitments	Sustainability Management, Governance: Ethics and Compliance
GRI 2-24	Embedding policy commitments	Governance: Ethics and Compliance, Our Supply Chain
GRI 2-25	Processes to remediate negative impacts	Sustainability Management, Governance: Ethics and Compliance, Our Supply Chain
GRI 2-26	Mechanisms for seeking advice and raising concerns	Governance: Ethics and Compliance
GRI 2-27	Compliance with laws and regulations	Governance: Ethics and Compliance, Environmental
GRI 2-28	Membership associations	Sustainability Management
5. Stakeholder Engagement		
GRI 2-29	Approach to stakeholder engagement	Sustainability Management
GRI 2-30	Collective bargaining agreements	Social: Our Employees

GRI 3: Material Topics 2021

GRI-Standard	Disclosures	Comment
Material Topics		
GRI 3-1	Process to determine material topics	Sustainability Management
GRI 3-2	List of material topics	Sustainability Management

Governance

GRI-Standard	Disclosures	Comment
GRI 202: Market Presence 2016		
GRI 202-2	Proportion of senior management hired from the local community	Social: Our Employees
GRI 205: Anti-corruption 2016		
GRI 205-2	Communication and training about anti-corruption policies and procedures	Governance: Ethics and Compliance
GRI 205-3	Confirmed incidents of corruption and actions taken	No occurrences
GRI 206: Anti-competitive Behavior 2016		
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions

Environmental

GRI-Standard	Disclosures	Comment
GRI 301: Materials 2016		
GRI 3-3	Management of material topics	Environmental: Materials
GRI 301-1	Materials used by weight or volume	Governance: Our Supply Chain, Environmental: Materials
GRI 301-2	Recycled input materials used	Environmental: Materials (exemplary)
GRI 302: Energy 2016		
GRI 3-3	Management of material topics	Environmental: Energy Consumption
GRI 302-1	Energy consumption within the organization	Environmental: Energy Consumption
GRI 302-2	Energy consumption outside the organization	Environmental: Energy Consumption
GRI 302-3	Energy Intensity	Environmental: Energy Consumption
GRI 303: Water and Effluents 2018		
GRI 303-1	Interactions with water as a shared resource	Environmental: Water, Wastewater and Waste
GRI 303-2	Management of water discharge-related impacts	Environmental: Water, Wastewater and Waste
GRI 303-3	Water withdrawal	Environmental: Water, Wastewater and Waste
GRI 303-4	Water discharge	Environmental: Water, Wastewater and Waste
GRI 303-5	Water consumption	n/a
GRI 305: Emissions 2016		
GRI 3-3	Management of material topics	Environmental: Climate Action
GRI 305-1	Direct (Scope 1) GHG emissions	Environmental: Climate Action
GRI 305-2	Energy Indirect (Scope 2) GHG emissions	Environmental: Climate Action
GRI 305-3	Other indirect (Scope 3) GHG emissions	Environmental: Climate Action
GRI 305-4	GHG emissions intensity	Environmental: Climate Action

GRI-Standard	Disclosures	Comment
GRI 306: Effluents and Waste 2016		
GRI 306-1	Water discharge by quality and destination	Environmental: Water, Wastewater and Waste
GRI 306-2	Waste by type and disposal method	Environmental: Water, Wastewater and Waste
GRI 306-3	Significant spills	Environmental: Water, Wastewater and Waste
GRI 306-4	Transport of hazardous waste	Environmental: Water, Wastewater and Waste
GRI 308: Supplier Environmental Assessment 2016		
GRI 3-3	Management of material topics	Governance: Our Supply Chain
GRI 308-1	New suppliers that were screened using environmental criteria	Governance: Our Supply Chain
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	Governance: Our Supply Chain
Independent topic: Transport		
GRI 3-3	Management of material topics	Environmental: Transport
Material inbound transport		Environmental: Transport

Social

GRI-Standard	Disclosures	Comment
GRI 401: Employment 2016		
GRI 401-1	New employee hires and employee turnover	Social: Our Employees
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	No differences
GRI 401-3	Parental leave	Social: Our Employees
GRI 403: Occupational Health and Safety 2018		
GRI 403-1	Occupational health and safety management system	Social: Occupational Health and Safety Protection (exemplary)
GRI 403-2	Hazard identification, risk assessment and incident investigation	Social: Occupational Health and Safety Protection (exemplary)
GRI 403-3	Occupational health services	Social: Occupational Health and Safety Protection
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Social: Occupational Health and Safety Protection
GRI 403-5	Worker training on occupational health and safety	Social: Occupational Health and Safety Protection (exemplary)
GRI 403-6	Promotion of worker health	Social: Our Employees, Occupational Health and Safety Protection
GRI 403-8	Workers covered by an occupational health and safety management system	Social: Our Employees, Occupational Health and Safety Protection
GRI 403-9	Work-related injuries	Social: Our Employees, Occupational Health and Safety Protection
GRI 403-10	Work-related ill health	Social: Our Employees, Occupational Health and Safety Protection

GRI-Standard	Disclosures	Comment
GRI 404: Training and Education 2016		
GRI 404-1	Average hours of training per year per employee	Social: Our Employees
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Social: Our Employees
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Social: Our Employees
GRI 405: Diversity and Equal Opportunity		
GRI 405-1	Diversity of governance bodies and employees	Social: Our Employees
GRI 405-2	Ratio of basic salary and remuneration of women to men	Social: Our Employees
GRI 406: Non-discrimination 2016		
GRI 406-1	Incidents of discrimination and corrective actions taken	Social: Our Employees
GRI 407: Freedom of Association and Collective Bargaining 2016		
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Social: Our Employees
GRI 408: Child Labor 2016		
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Governance: Ethics and Compliance
GRI 409: Forced or Compulsory Labor 2016		
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Governance: Ethics and Compliance
GRI 414: Supplier Social Assessment 2016		
GRI 3-3	Management of material topics	Governance: Our Supply Chain
GRI 414-1	New suppliers that were screened using social criteria	Governance: Our Supply Chain
GRI 414-2	Negative social impacts in the supply chain and actions taken	Governance: Our Supply Chain

GRI-Standard	Disclosures	Comment
GRI 415: Public Policy		
GRI 415-1	Political contributions	No donations to political parties
GRI 417: Marketing and Labeling 2016		
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	No breaches identified
GRI 417-3	Incidents of non-compliance concerning marketing communications	No breaches identified
GRI 418: Customer Privacy 2016		
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No complaints reported

Closing Remarks¹

(GRI 2-2, 2-3, 2-4, 2-5)

This sustainability report was published on December 1, 2024, with an editorial deadline of October 31, 2024.

It has not been audited. This report covers the financial period from January 1, 2023 to December 31, 2023 and was prepared with reference to the GRI Standards 2021. This is Bleher Folientechnik's first sustainability report; we plan to report regularly in the future.

The report covers Bleher Folientechnik GmbH and thus corresponds to the scope of consolidation of the annual financial statements.

The scope of the report covers the economic, ecological and social impacts of the company. We focus on key aspects and also provide additional information and data. The reporting is based on internal company sources.

Statements regarding future company and market developments are based on the information and forecasts available at the time of the report's publication. To the best of our knowledge, the information, figures, and data presented are accurate. However, we do not assume liability for their completeness or correctness.

The contact person regarding the report and its contents is:

Mr. Norbert Sawodniok
(Category Manager + Quality Manager)
QMB of Bleher Folientechnik GmbH,
Norbert.Sawodniok@bleher.com

¹ For the sole purpose of improving readability, gender-specific spelling has been omitted. All personal designations in this report are therefore to be understood as gender-neutral.

Imprint

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