

# SUSTAINABILITY REPORT



HEINZ-GLAS GmbH & Co. KGaA  
Glashüttenplatz 1-7  
96355 Kleintettau | Germany

Phone: +49 9269 77-0  
Fax: +49 269 77-333  
[www.heinz-glas.com](http://www.heinz-glas.com)

Editing department Thomas Eidloth | Sophie Detsch  
Design and Layout Cassandra Mund  
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ADDICTED TO GLASS





# URKUNDE



Hiermit wird das neue Mitglied des Vereins „Klimaschutz-Unternehmen.“  
Die Klimaschutz- und Energieeffizienzgruppe der Deutschen Wirtschaft e.V.\*

## HEINZ-GLAS GmbH & Co. KGaA

für herausragende Klimaschutz- und Energieeffizienzleistungen ausgezeichnet und zur Aufnahme in den Verein der Klimaschutz-Unternehmen beglückwünscht.

Die Mitglieder des Vereins haben sich freiwillig zu messbaren und ambitionierten Zielen bei Klimaschutz und Energieeffizienz verpflichtet und bereits herausragende Leistungen betrieblicher Energieeffizienz bei Produkten, Dienstleistungen und Produktion erbracht. Als Vorbilder verringern sie die CO<sub>2</sub>-Emissionen und motivieren andere Unternehmen, ihre Klimaschutz- und Energieeffizienzleistungen zu verbessern.

Voraussetzung für die Mitgliedschaft im Verein der Klimaschutz-Unternehmen ist eine positive Entscheidung des Vereinsbeirats, in dem auch die Initiatoren vertreten sind. Die Entscheidung des Beirats wird auf Grundlage einer intensiven Prüfung und externen Begutachtung der Leistungen des Unternehmens in den Bereichen Klimaschutz und Energieeffizienz getroffen.

Berlin, den 13.09.2018

Für den Beirat: Die Initiatoren

Für den Vorstand:

  
Peter Altmeppen  
Bundesminister für Wirtschaft  
und Energie

  
Svenja Schulze  
Bundesministerin für  
Umwelt, Naturschutz und  
nukleare Sicherheit

  
Dr. Eric Schwelb  
Präsident des Deutschen  
Industrie- und  
Handwerksbundesverbands

  
Dipl.-Phys. Jan Eschke  
Vorsitzende



# FOREWORD

Two years have passed since we issued our most recent sustainability report. Two years in which a great deal has happened. 730 days over which 3,200 people from 40 countries have continued to drive HEINZ-GLAS forward. Just as we have for the last 396 years, our intention is to establish and maintain our values in a sustainable way. Some of our goals have been accomplished, but we have also encountered obstacles that have forced us to come up with new ideas. That applies not only to our clients and employees, but also to the various regions in which our company branches are located.

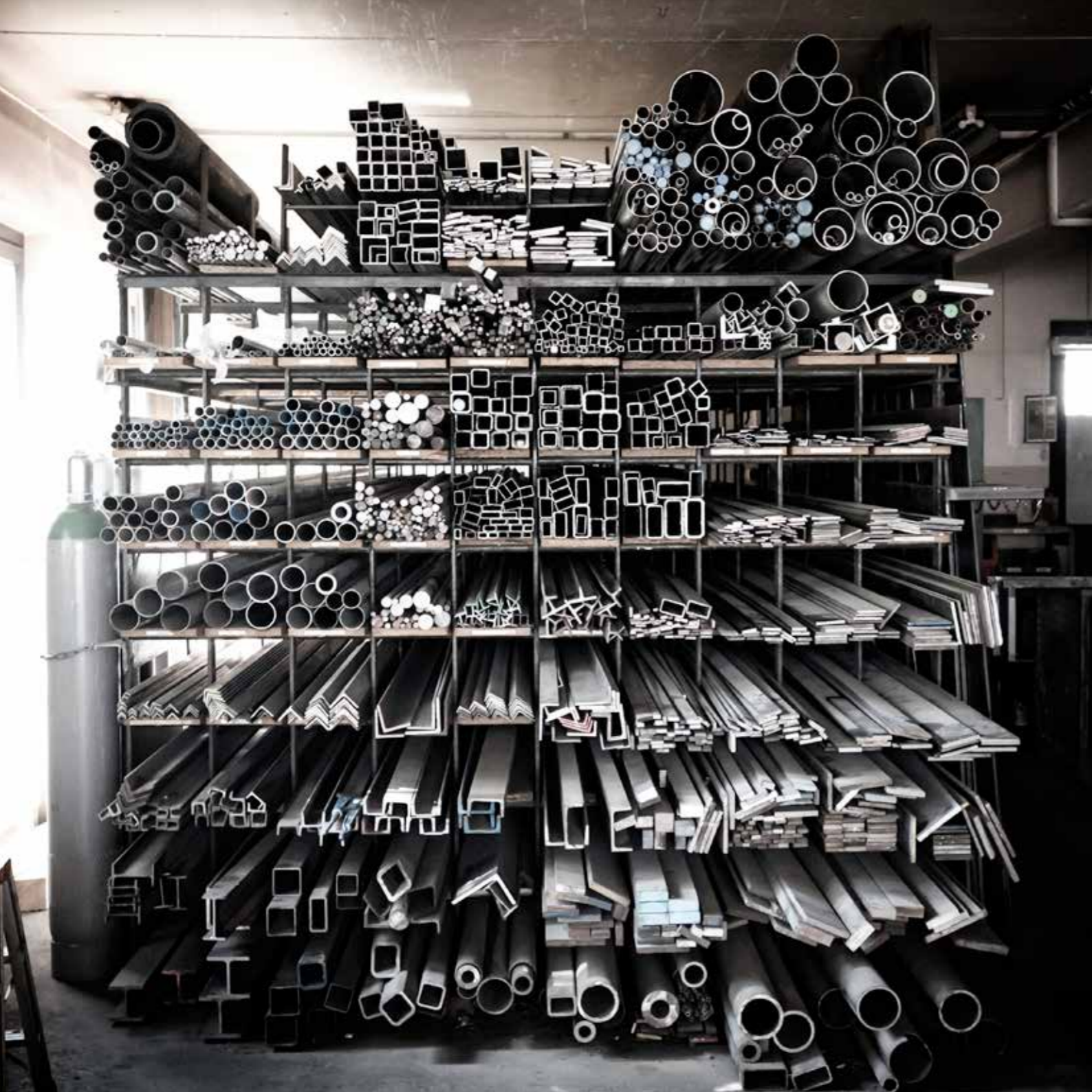
Over the following pages, we ask that you accompany us through the past 104 weeks. The text is clearly structured and organized according to the four pillars of our sustainability strategy. The focus is on facts, figures and data.

*„Every day, far too many people tell me what types of behavior are unacceptable and why. Even if I achieve only 10% of my objectives today, it still means that I'm 10 times more effective than I was yesterday“*

*Thomas Eidloth, Manager of Global Sustainability*







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# THE COMPANY

3.200

employees, at 17 locations in 13 countries, all have the same goal – we want to get better and better.

Ingenious when it comes to glass processing. Innovative in all aspects of our work. HEINZ-GLAS turns the desires of our international customers in the perfume and cosmetics industry into reality. From glass production to decoration to caps and closures. What drives us are our high quality standards – and that's been true for 400 years now.

*Kleintettau / Spechtsbrunn / Piesau/  
Teuschnitz / Langenau | D*

*Moskau | RU*

*London | UK*

*Paris | FR*

*Zürich | CH*

*Barcelona | ES*

*Dzialdowo | PL*

*Hranice | CZ*

*Hongkong | CHN*

*Mumbai | IND*

*New York | USA*

*São Paulo | BRA*

*Lima | PER*






# OUR COMPANY PHILOSOPHY

## *We are ADDICTED TO GLASS.*

With nearly 500 years of glassmaking tradition in the family and an almost 400-year-old company, HEINZ-GLAS shows how history becomes the future. Today, the HEINZ-GLAS Group is one of the leading manufacturers of glass bottles and jars for the perfume and cosmetics industry. This portfolio is also further enhanced by our extensive range of plastic stoppers and containers from HEINZ-PLASTICS. Our entrepreneurial vision was the key to our success on the international packaging market. Within a network comprising multiple German locations as well as other sites worldwide, we develop, produce and refine "Complete Packaging" solutions, which are then distributed via company-owned overseas subsidiaries or agencies – all from a single source and using

fully automated production processes. We think and act "with generations in mind," which includes careful investments and a conscious handling of resources to maintain our family business in the long term.



*„If you seriously want to achieve something, you'll find a way to reach your goal together with HEINZ-GLAS. I am proud to be part of this team“*

*Michael Hopfe, Kaltendtechniker | HEINZ-GLAS Piesau*



# OUR VALUES

*The foundation on which we build to achieve our mission.*

We pull together as a team and contribute to the success of the company. Our values promote this feeling of cohesion and belonging and are lived out and borne by all employees. Sustainability is written into our DNA and we have firmly anchored it in our values.

HISTORIE

*History* – we know where we come from. And stay down to earth!

EXZELLENZ

*Excellence* – we work hard in order to become better, as a team and for our clients!

INNOVATION

*Innovation* – we materialize unique ideas to fulfill our clients' dreams!

NACHHALTIGKEIT

*Sustainability* – we think and act in generations. Since 1622!

ZUKUNFT

*Future* – we preserve our origin and shape our future!



# VALUE CHAIN





# OUR GUIDING VISION

*For all companies in the HEINZ-GLAS Group around the world.*

**Vision** - We are the globally preferred point of contact for our customers in the development, manufacturing and decoration of high-quality glass and plastic packaging, as well as the most sustainable company in our branch of the industry. We are a team of top performers at all levels.

**Mission** - In order to achieve our vision, we offer our customers fast, tailored solutions for glass and plastic packaging, and are well-versed in their needs. We apply our quality standards to every level of the work we do, and put people first by treating them with respect. We use modern technology in our work. We actively take responsibility for our environment and all our activities are legally compliant. We continue our company's tradition without sacrificing progress.

# SUSTAINABILITY STRATEGY

*It is our goal to become and remain the most sustainable company in our industry. Our thinking and actions are based on the three pillars of sustainability. Since people are our main focus, this area in particular has been divided into two sub-areas.*

**Society and social commitment** – Society and social commitment

**Culture and life** – We actively support our regions and help make them more livable.

**Ecology** – We avoid unnecessarily wasting resources to protect and conserve the environment.

**Economy** – Handling the resource of money responsibly is the foundation for maintaining our company's independence.



# SOCIETY AND SOCIAL COMMITMENT

## *Putting people first.*


Here at HEINZ-GLAS, we believe that employees are an essential and valuable resource, as well as a decisive competitive advantage.

“Employees generate costs that need to be minimized.”

This attitude is still very prevalent today. But in the end, computers or other technical equipment are never what achieves an objective. It takes people to transform concepts and ideas into reality. It takes people to build up a body of knowledge, experience and skills and pass it on to others.

We don't care where a person comes from.

The most important thing is where they want to go. Because employees are capable of anything: As long as we provide them with training, tools, and – above all – confidence in their abilities!



*„The most important issue to me is the integration of refugees and immigrants from other countries into our society. Whether this takes place within companies, sports clubs or schools – it is to our benefit in terms of sustainability.”*

*Adem Elkol, deputy chair of the Works Council | HEINZ-GLAS Kleintettau*



# RESPECT

*There is no tolerance for racism at our company.*

We value each and every employee as an individual. Our appreciation goes far beyond the economic benefits for the company. We treat our employees and business partners with fairness and tolerance. All types of discrimination, sexual harassment or personal attacks contradict our corporate principles and will not be tolerated. The diversity and uniqueness of our employees are the driving force behind the performance and innovation of the HEINZ-GLAS Group.

## **Occupational health and safety**

It is very important to us that our employees are healthy and have a proper work-life balance. This has been demonstrated by numerous initiatives stemming from HEINZ-GLAS's Health Management:

- Health courses and sporting events
- Ergonomic workstations and provision of resources and aids
- Collaborations with health insurance companies
- Benefits at regional health partners
- Free health check-ups
- Mobile massages
- Occupational disability insurance and a company pension
- EHS (Environment, Health, Safety) as an administrative unit to ensure improved workplace safety

We provide our employees with a comprehensive set of health services such as yoga in the Tropical Greenhouse and ergonomic workstations, e.g. with adjustable desks and risers. Courses on quitting smoking, back and posture classes, vaccinations, international soccer tournaments, Health Days and much more round off this program.

## **Employee suggestions**

We want to get better and better! Our employees can make a lasting contribution to process optimization through the company's employee suggestion process (BVW). Good ideas are rewarded! Many cost savings and improvements have already been achieved due to the responsible thinking and actions of our employees.

## **Our investment in the future - training and further education**

HEINZ-GLAS places great importance on the sound training and further education of junior employees. Nine technical and five commercial apprenticeships as well as various dual courses of study offer a wide range of perspectives and opportunities. Our instructors and specialists pass on their knowledge and skills from generation to generation. The aim is to train the next generation and to employ them here. Investments are also being made in training and further education and follow the motto that "Those who stop learning, stop improving". We therefore offer a wide range of training opportunities in the fields of professional expertise, leadership skills, and language and social skills.

## **Family-friendly workplace**

We help our employees to optimally combine work and family life and do so in a personalized manner. The project team "Flexible Working" (Flexibles Arbeiten) creates the framework conditions necessary to provide every employee with the greatest possible freedom in their area. The models range from part-time work to mobile work. With our cooperative partner in the Bavarian Red Cross, LQG ("Quality of Life for Generations"), we offer personalized counseling and care solutions for everyone from toddlers to the elderly.




# KEY FIGURES SOCIETY SOCIAL

 **only 3**  
*accidents occur for every 200,000 work hours*

 **3.200**  
*jobs worldwide*

 **60** trainees  
*at all German locations in 2018*

 **40** nationalities  
*can be found amongst our employees at the 17 HEINZ-GLAS locations*

 **2** Mobile trainee vehicles  
*for our youngest employees*

 **400.000** €  
*annual investment in training and advanced training*

 **100%**  
*of our employees have pledged to comply with our Code of Conduct and Compliance Guidelines*

# CULTURE AND LIFE

## *Commitment to the region.*

If the people at HEINZ-GLAS are the branches that bear the fruit, the regions in which we are located are our roots, our fields and soil. They provide our employees and ourselves stability and a home; shape our culture and our lives. With 17 locations in 13 countries, we are responsible for 17 completely different regions, cultures and habitats.



*For me, our research in the Tropical Greenhouse is immensely important because of the fact that in Europe, and perhaps even worldwide, there is plenty of industrial waste heat available. Sustainable food production affects all of us, not only in the ecological sense but also in terms of society and social policy, and I hope that in the coming years we will be able to inspire others to follow our lead with this idea.”*

*Martina Seitz, employee | Tropical Greenhouse at Rennsteig*





### **The Tropical Greenhouse is heated with residual heat from our production**

Subtropical and tropical fruits in organic quality as well as edible fish are produced in Kleintettau in Upper Franconia, a region with a rather harsh climate. Under the name Klein-Eden, a greenhouse complex with an area of approximately 3,500 m<sup>2</sup> was developed here in January 2011. It served as an initial reference project for the energy-efficient utilization of industrial waste heat in the low temperature range. Even though not all of the research results are available yet, the project has already demonstrated that tropical crops and edible fish can be produced under sustainable economic conditions. Long transport routes with high pollutant emissions are eliminated.

Of course, the “Tropenhaus am Rennsteig” is also a magnet for visitors in the Rennsteig region. Where else could you get this close to the tropics without getting on a plane? Since 2018, there has also been a special exhibition on reptiles, amphibians and insects in addition to the plants.

In keeping with the motto of “Experience animals up close,” visitors are also able to touch the animals during guided tours. In

this way, we not only learn a lot about the flora of the tropics, but also about the animal world and the problems that are encountered as a result of our consumption.

### **The European Glass Bottle Museum, housed in the administrative building at our Kleintettau site**

Opened in 2008 and supported by the Glasbewahrerverein e.V., the European Glass Bottle Museum tells the story of glassmaking in the Frankenwald (Franconian Forest). The bottle exhibition by Beatrice Frankl, a passionate private collector, displays treasures of the cosmetics and perfume sector from different decades. The history and craftsmanship of the art of glassmaking can be experienced first-hand through a journey into the past during a glassmaking demonstration.

### **Highland cattle breeding, part of the HEINZ-GLAS Group**

The Schottische Hochlandrinderzucht Frankenwald GmbH (Scottish Highland cattle breeding program) was founded in the Upper Franconian Forest, and the first cattle were brought

to the region in 1979 to fight the threatening encroachment of vegetation and the desertification of the fields. Currently, about 155 Highland cattle graze on 130 hectares of land around Kleintettau.

### **Poland**

In 2018, we focused on investments in state-of-the-art technology in Działdowo, Poland. But this doesn't mean we neglect our local community. We therefore joined the LABOR training program in September 2018. Students at all levels have the opportunity to visit the factory in Poland. To this end, programs have been set up based on age groups and needs to familiarize students with technology and point out prospects for the future. Last Christmas, we took part in the “Noble Christmas Package” organized in Poland. Here, donations are collected to provide families in need with urgently needed items. Moreover, the planned budget for Christmas gifts for customers and business partners was instead donated to a training and rehabilitation center for mentally disabled individuals.

### **Peru**

HEINZ-GLAS Peru launched the “Christmas Event” in 2016. Our employees gave presents to children from the poor regions of Lima and joined a joint celebration with them and their families.

By supporting the “Aldeas Infantiles” organization, we are making an effort to help to protect children from endangered population groups. These children are often orphans and victims of terrorism or family abuse. To provide the children with a new family, they live in small groups together with a foster mother in central Lima. The residential complex now has eight houses in which the children can grow up safely. The natural disaster El Niño occurred in Lima in 2017. The phenomenon caused a lot of damage to the country, including to the aid center of the “Aldeas Infantiles” organization. We were able to help rebuild the damaged houses quickly with a donation.



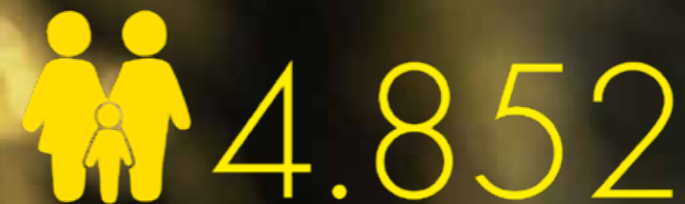




# KEY FIGURES CULTURE AND LIFE



Highland cattle graze on 150 hectares of land around Kleintettau



visitors to the European Glass Bottle Museum in Kleintettau in 2018



in one place in a region



and 40 animal species live in the Tropical Greenhouse at Rennsteig



20

families with their children took part in the HEINZ-GLAS Peru Christmas Event



took part in the "Kinder-Uni" (children's university) in 2018, which is supported by HEINZ-GLAS





# ECOLOGY

## *Conscious use of resources.*

Although the term “ecology” originally denoted the relationships between living things and between them and their environment, today our definition of the term has expanded to include the overall environmental situation. The adjective “ecological” is now only used to refer to an attitude or action that handles environmental resources with care.

What use is this type of “ecologically friendly” attitude if it cannot communicate a clear, easy-to-understand definition? That’s why we here at HEINZ-GLAS are particularly invested in communicating our sense of ecological responsibility in a comprehensible way.

And that’s why we stand with WWF Germany in promoting climate conservation efforts and sustainable economic growth.



*„My goal is to change things sustainability, in terms of both ecology and technology. In my work here at HEINZ-GLAS, I am in a position to achieve this goal together with my colleagues. Knowing that this is a place where I work with people who value the environment and nature conservation always brings a smile to my face when I come to work in the morning“*

*Sophie Detsch, Team Sustainability | HEINZ-GLAS Kleintettau*



### **Our footprints are getting smaller and smaller**

A temperature of around 1,600 °C is required to melt glass: At this temperature, the batch begins to liquefy slowly before it is purified and cooled down again to the desired shaping temperature. We can't change this fact. But what we can certainly change is how we use resources. We have already taken this step at HEINZ-GLAS. We have invested in highly efficient electric melting furnaces instead of the fossil gas-fired gas melting furnaces that are common in our industry. We operate these furnaces with green electricity. We obtain certified CO<sub>2</sub>-free electricity from renewable energy, which is fed into the grid in Norway. With 1 kWh of CO<sub>2</sub>-free green electricity, we can thus replace 2 kWh of fossil natural gas! Our objective: By 2022, we aim to reduce our carbon footprint at our sites around the world by 30% compared with 2012. This does not mean, however, that we will remain inactive at our international locations. Quite the contrary. Our gas melting furnaces in Poland and Peru are already supported by an electric booster.

### **We turn waste into products ourselves**

Glass is never lost. Especially not with us. We simply re-melt cullet and fragments and return them to the material cycle. Without sacrificing quality. In addition, we also use post-consumer recycled (PCR) glass. This ensures that PCR glass is also transformed into first-class bottles from Heinz-Glas. But these are not the only examples of how we turn waste products back into premium products. We also use the lime that is a waste product of regional water treatment in our production. We replace up to 3,000 tons per year this way. This reduces our consumption of raw materials and saves us and the environment long transport distances. What else? We reduce everything that we do not recycle or reprocess ourselves: from film consumption to paper and packaging material. In the end, we directly recycle 91% of all waste generated in our German plants.

### **We simply avoid excess**

Water is the element of life – and glass production would be inconceivable without it. But that didn't stop us from going for it anyway. We have thus succeeded in significantly reducing our water consumption, namely when it comes to acid etching. But even where a further reduction in water consumption does not yet seem possible, we are already thinking about concrete models for sustained use. We're staying on the ball. However, we consciously and specifically use more water in the production of water-based inks and lacquers. These are developed in our in-house center of excellence, which we founded specifically for this purpose in 2013. On the other hand, we can now develop lacquers that are even better tailored to our requirements and advance important goals such as the further reduction of organic compounds – what are known as VOCs.

### **This might be the only time we actually want “the grass to grow over it”**

Generally speaking, someone “letting the grass grow over something” has something to hide. Not us. Quite the contrary. We have even found a partner and confidant for our company's own plant-based water treatment plant (constructed wetland). We have set up a research project in cooperation with the Materials Research and Testing Institute at the Bauhaus-Universität Weimar in which microorganisms are ultimately responsible for clarifying and purifying our wastewater. We have thus integrated nature itself into our sustainability processes. In addition to this ambitious research project, a water treatment plant realized together with the community of Tettau and a neighboring plant is responsible for recycling our industrial water. All the chemicals contained in it that are indispensable for glass finishing are filtered out in a smart cleaning process – thoroughly and without any residues – and then disposed of correctly.



# KEY FIGURES ECOLOGY



recycling rate at Kleintettau, Piesau and Spechtsbrunn



50.000t CO<sub>2</sub>/year

we have saved this much CO<sub>2</sub> per year since 2012



0,41g CO<sub>2</sub>

0.41 g CO<sub>2</sub>  
The amount of CO<sub>2</sub> we produce per gross gram of glass produced in Kleintettau  
Piesau: 0.68g CO<sub>2</sub> / g glass  
Lima: 1.51 g CO<sub>2</sub> / g glass



We recycle 100% of all shards from our glass production. Both internally and externally



16%

less water is quite a lot if it is not consumed. This is how much we save every year through careful dosing in our acid etching process



90%

local purchasing



1,2 m<sup>3</sup>

of water is used per metric ton of glass at our sites around the world



72 m<sup>3</sup>

This is the size of our plant-based water treatment plant (constructed wetland). It successively removes all pollutants from the wastewater produced during production



# ECOLOGY – ENERGY

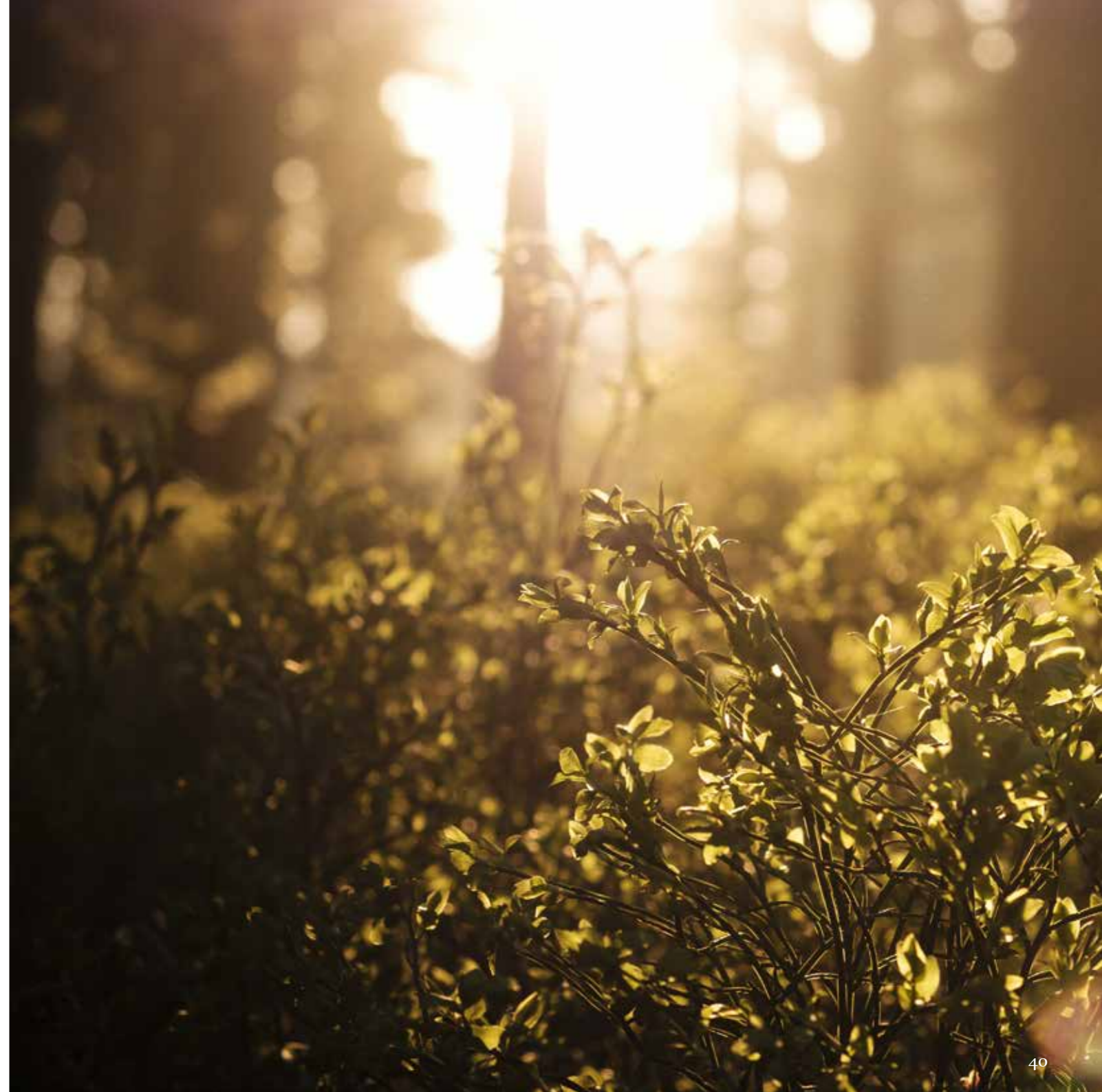
*Conscientious use of energy.*

**We store up sunshine all year long – this saves us plenty of energy**

As the saying goes, there are four seasons in Kleintettau: June, July, August and winter. Simply put: The climate is harsh. The same can also be said about the people: They are hard, but warm. And above all, very imaginative. Maybe it's because we take advantage of every moment the sun shines. It has also been used to generate energy since 2016. This year, we installed a photovoltaic system on the roof of our production and storage building that delivers a peak output of up to 374 kWp – and a yield of 250,000 kWh per year. Electricity that naturally flows completely into our own production. By the way, we use photovoltaics not only in Kleintettau, but now also at our location in Linden, New Jersey, USA.

**Our energy goes directly to “paradise”**

Many don't even know where to put their energy. We do. We don't just put it into our production processes. We of course also use our waste heat. One way we do this is by using it for heating the buildings and for hot water preparation. And we also make sure that it benefits the “Tropenhaus am Rennsteig” (Tropical Greenhouse at Rennsteig). The “Tropenhaus am Rennsteig” was created in 2011 as a reference project for the energy-efficient use of waste heat in the low-temperature range, and has become a magnet for the public since it opened in 2014.





# KEY FIGURES ECOLOGY



14

charging stations at German locations for electric and hybrid cars, vehicles in our own fleet, employees and guests



963.613 kWh

In-house energy production in 2018



100% Co<sub>2</sub>-free electricity

At all German locations  
Our objective: Emissions-free electricity at all our locations worldwide



3

energy-efficiency networks with which we collaborate: Rennsteigenergie, Hochfranken and Klimaschutzunternehmen e.V.



374 kWp

Amount of solar energy installed in 2018



1.400 MWh

of waste heat was supplied to the Tropical Greenhouse by our production in Kleintettau in 2017



3 electric melting furnaces

and hybrid furnaces with state-of-the-art electro-boosting technology



# ECONOMY

*We think and act with generations in mind.*

Over the past 250 years, the predominant concern of our economic attitudes and activities was on increasing profits and the production of goods to the greatest extent possible. With the rise of globalization, the negative consequences of this approach have and continue to become ever more apparent. Climate change, overexploitation of natural resources, poverty and unequal distribution are the main challenges involved in the necessary transition from short-term to long-term economic thinking. These effects can be translated more or less precisely into costs. We would have to use at least 20% + x of our monthly profit if we continue to carry out damage control alone.

“Long-term economic thinking” is not a new concept for HEINZ-GLAS!

How else would we be able to look back on 396 years of our company’s history, 144,450 days of family ownership, and constant

development into an internationally active company? Long-term planning, regular and above-average investments in technology, and conscientious handling of money as a resource are essential at HEINZ-GLAS.

*„My intention is to support my colleagues at HEINZ-GLAS by preparing and rationalizing economic figures and numbers. If I can make the decision-making process easier through my work, then I’ve achieved my goal.”*

*André Clarner, Controlling | HEINZ-GLAS Kleintettau*



# KEY FIGURES ECONOMY



22%

was our rate of investment in 2018.  
On average, we have invested 12.7% annually over the past 10 years



310 Mio €

in sales in 2018



41 - fold

increase in sales since 1960



919

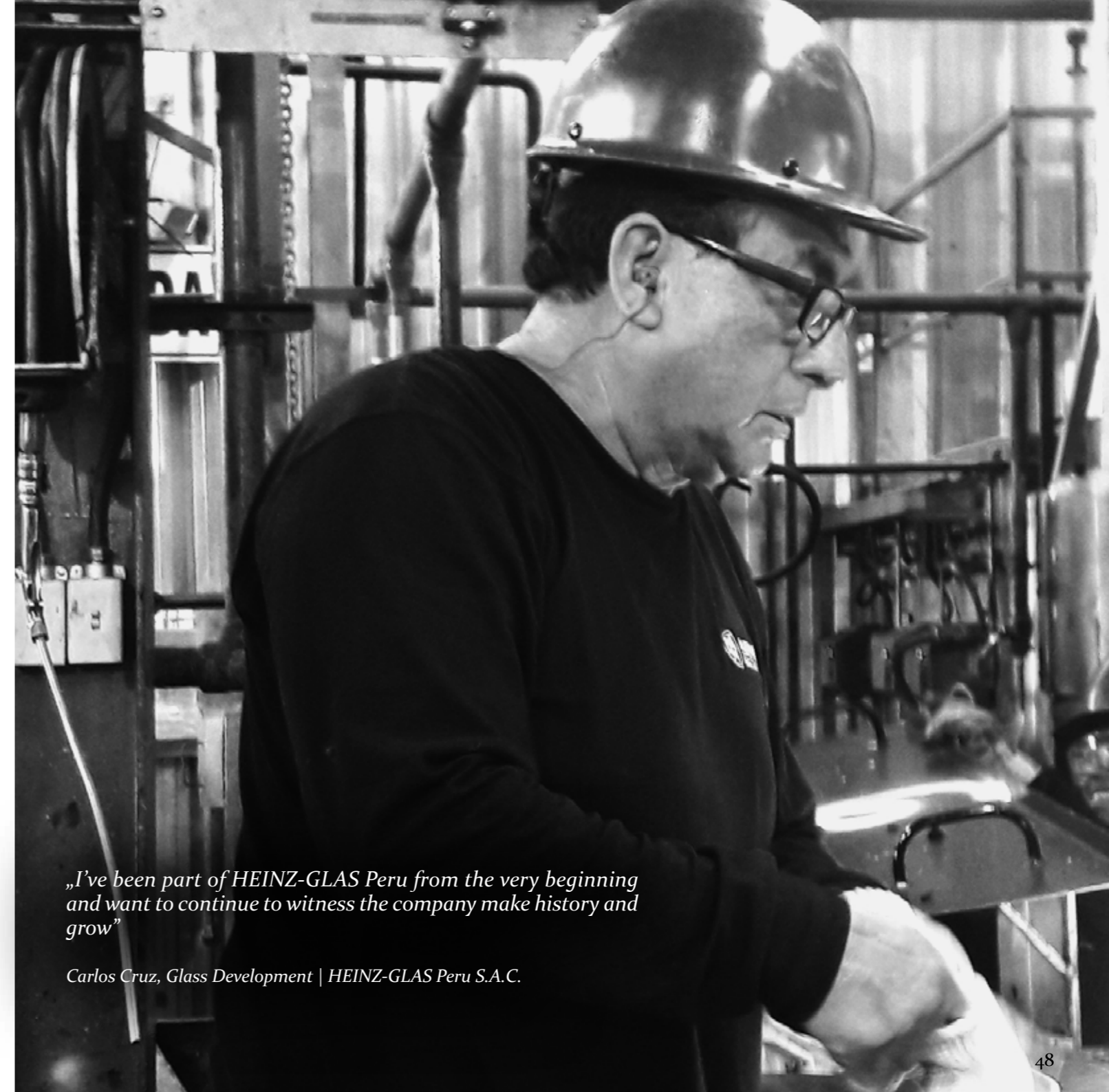


# ECOLOGICAL SOLUTIONS FROM HEINZ-GLAS

## *Environment and social sustainability.*

According to an economically oriented definition, sustainability means “not simply making profits that then flow into environmental and social projects, but instead structuring the profit-making process itself in an environmentally and socially acceptable way.” For us, this is not just a definition – we consider it to be an obligation! Life cycle analyses provide us with a clear view of our value chain, which enables us to identify fields of action and define objectives. We do not accept compromises when it comes to objectives and achievement.

MULTI GEN GLASS and MULTI GEN PLUS GLASS are two of our objectives here.

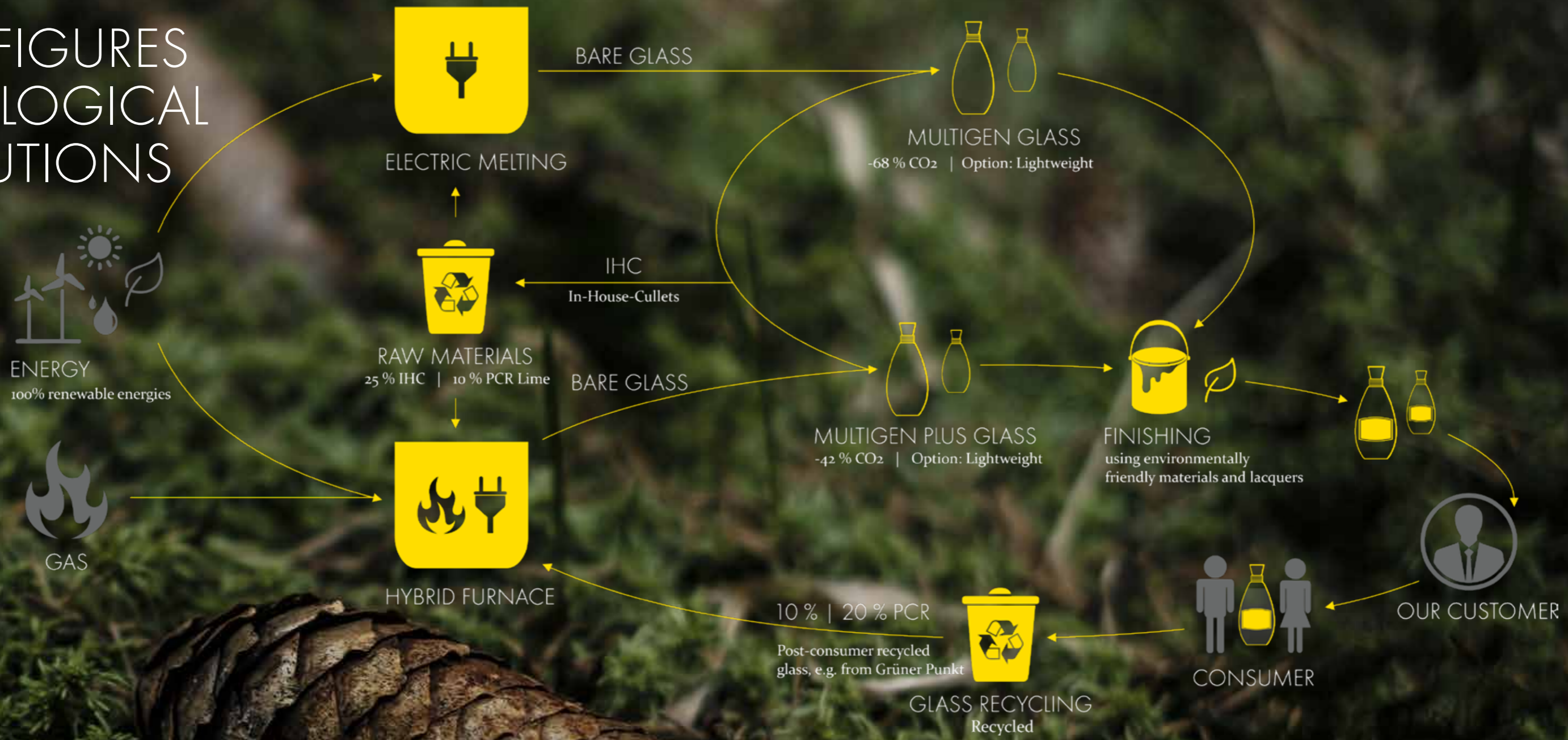


*„I’ve been part of HEINZ-GLAS Peru from the very beginning and want to continue to witness the company make history and grow”*

*Carlos Cruz, Glass Development | HEINZ-GLAS Peru S.A.C.*



# KEY FIGURES ECOLOGICAL SOLUTIONS






# CODE OF CONDUCT

## *Ethics policy.*

Our Code of Conduct governs the principles of lawful action and applies uniformly to all employees, owners, and supervisory bodies of our corporate group. Acceptance by our suppliers and business partners is the basis for cooperation.



*„For us, compliance is nothing new. Following internal rules of conduct and behavior, as well as complying with legal requirements, is a matter of course for us. Together, we act in a responsible and legally compliant manner in order to ensure the HEINZ Group’s long-term, sustainable success.“*

*Susanna Platsch, Compliance Officer | HEINZ-GLAS Kleintettau*



# CODE OF CONDUCT

*The focus of our Code of Conduct bears a strong similarity to the pillars of our Sustainability Strategy:*

**Basic Conduct** – Fundamental rules for each and every person in the company.

**Economy** – Proper handling and treatment of financial affairs, assets, business partners, and authorities is an important factor for a sustainable, successful business. Corruption and anti-competitive behavior are strictly rejected.

**Ecology** – Responsible handling of all natural resources for the sustainable protection of the environment.

**Society & social commitment** – Putting people first; their rights must be respected. Our goal is to create and safeguard jobs.

**Culture and life** – Our regions are to be made more livable through our own projects as well as the promotion of local associations and organizations.

# COMPLIANCE FOR SUSTAINABLE AND RESPONSIBLE SUCCESS

“Compliance” has been on everyone’s lips in recent years. However, compliance actually means nothing more than adhering to legal standards and company guidelines. This is nothing new for the Heinz Group, as our long tradition and excellent reputation prove. We have created our own department to ensure we meet our requirements with even greater accuracy.

This unit oversees the following areas:

- Compliance with legal requirements
- Following internal rules of conduct and behavior
- Customers’ and business partners’ compliance with our requirements



# FOR US, ACTING IN COMPLIANCE WITH THE LAW IS A MATTER OF COURSE

“Compliance” is a kind of orientation guide for responsible and lawful conduct. It is an integral part of our corporate culture and forms the basis of the confidence our customers, business partners and the public have placed in us. Compliance therefore affects every part of the HEINZ Group – every employee, every manager, every member of the Foundation Board, all other bodies within the company, all its owners and every business partner. Each and every one of these individuals is obligated to act in compliance with the legal standards, requirements and company values of the HEINZ Group. Compliance is monitored through regular, appropriate audits.

Moreover, we support and encourage all of our business partners and suppliers to also take these principles into account. This is because responsible and lawful conduct is an important factor in our company’s success. In order to achieve this corporate goal and to ensure sustainable, long-term success, all of us must make sure that our conduct is in line with policy, based on our values and compliant with the law.






# DIALOGUE AND TRANSPARENCY

*We rely on sustainable partnerships.*

One of our most important objectives is our orientation towards our customers. The way we accommodate individual desires and requirements. This is important for the manufacturing and decoration of high-quality, premium bottles, of course. But it also applies to sustainability and climate protection. For us, this means that we always treat others as equals and have an open dialogue to communicate what is currently possible – and what will be soon. That's what we call partnership. We nurture our partnerships with customers, suppliers, and universities like the University of Jena or of Bayreuth.

There's one project that's particularly near and dear to our hearts: aiding organizations like WWF that we support and that challenge us to do better. After all, at the end of the day, we all know what's most important: Seeking out new ways of working together to make the world a better place, day by day.



*„What I like about working at HEINZ-GLAS Peru is that each new project presents me with the opportunity to evolve. I love passing on my experiences to others.“*

*Jose Benitez, founder of the Maintenance Department | HEINZ-GLAS Peru*





**Our cooperation with the WWF and 2°Campus**

The World Wide Fund for Nature (WWF) is one of the world’s largest and longest-standing nature conservation organizations and is active in more than 100 countries. Our collaboration, which began in 2017, has enabled us to support an organization whose goal is to create a living planet for us and our children – and to preserve the beauty of nature.

As an energy-intensive company, we are committed to doing our part within the Paris Climate Agreement. We work with the WWF to develop science-based targets and implement them! HEINZ-GLAS is also a sponsor of the 2° Campus project. This is where 20 young people from all over Germany conduct research with the goal of keeping global warming below 2° Celsius.

**Sustainability comes at a price – but it’s one we’re willing to pay**

Our commitment has been awarded a top-3 placement in the German Sustainability Award 2018. We are very proud of this. In addition, it is both an incentive and a challenge for us to continue on the path we have chosen. Because one thing is clear: Sustainability isn’t a matter of course. It is a constant challenge that must be mastered. By the company as well as the people who work for it: the management and the employees. And at what cost? Blood, sweat and tears. And money, of course. However, we do not see these costs as a price to pay for our competitiveness, but as an investment in a future that we have always actively shaped and will continue to shape.

**Companies for climate protection**

Klimaschutz-Unternehmen e.V. is a cross-industry network of excellence for climate protection and energy efficiency. Companies from Germany that have demonstrated their pioneering initiative through particularly ambitious climate protection targets and actions can become members of the network of excellence. In 2018, we became part of this initiative with HEINZ-GLAS. As Dr. Hermann Hüwels, division head for energy, the environment and industry at DIHK, notes: “HEINZ-GLAS is a pioneer in living sustainability – we wish that more companies were like it!”

**Energy-efficiency networks**

Thanks to our participation in two networks, Rennsteigenergie and Hochfranken, we have consistently increased our energy efficiency and are engaged in a lively exchange of information with other companies. The joint exchange of experiences facilitates the implementation process, reduces energy consumption and contributes to the reduction of energy costs. At the same time, we can pass on our commitment to climate protection and the innovations associated with it.

**Sustainability Days at HEINZ-GLAS**

Our production sites host “Sustainability Days” and “Glass Recycling Days” at regular intervals. These events are intended as a platform for employees to exchange ideas about sustainability with experts from within and beyond the company, engage with the topic of sustainability in an intensive way, and offer their own ideas for how to make our workplaces more sustainable. And “OPEN DOORS,” our open house, is a chance for visitors to learn about our sustainability strategies and technical innovations in glass production.

**SPICE Initiative**

HEINZ-GLAS is a member of the SPICE Initiative (Sustainable Packaging Initiative for Cosmetics) within the cosmetics industry. Our common goal: to work together to shape a sustainable future for the packaging industry and thus improve environmental friendliness in packaging along the entire value chain.

*“WWF Germany is very pleased about its great partnership with HEINZ-GLAS. The company has made our WWF academy for schoolchildren, 2°Campus, possible. In its development of science-based climate targets in accordance with the Paris Agreement, HEINZ-GLAS has opted to take on a challenge for which it should be praised as a pioneer. In addition to defining these targets, we are collaborating with the company to develop a lower-CO2 system of energy provision and to educate its employees on sustainability issues and actions.”*

*Alexander Liedke, Manager Sustainable Business & Markets | WWF*



# CERTIFICATIONS AND ECOVADIS | CDP

ISO 9001: Kleintettau, Piesau, Spechtsbrunn, Działdowo, Hranice, Lima, Kosamba  
 ISO 14001: Spechtsbrunn, Hranice  
 ISO 50001: Kleintettau, Piesau, Spechtsbrunn

## IQ Net SR10: Kleintettau, Piesau, Spechtsbrunn

This standard contains a guideline for social responsibility (ISO 26000) and is compatible with international tools for sustainability reporting such as the GRI Guideline.

## CDP: Kleintettau, Piesau, Spechtsbrunn

The Carbon Disclosure Project, or CDP for short, is a non-profit organization that evaluates and classifies environmental data and the carbon footprint of companies.

## EcoVadis: Kleintettau, Piesau, Spechtsbrunn, Działdowo, Hranice, Lima

EcoVadis is a collaborative platform that assesses around 20,000 companies around the world in the areas of “environment,” “labor practices,” “human rights,” “sustainable procurement,” and “general issues” using CSR performance band monitoring. EcoVadis creates more transparency for customers and suppliers within a delivery chain.

## Emissions Management

Emissions management These are our activities to reduce emissions and destructive factors in the environment.



## Overall Score

Our overall and topical values are ranked on a scale of 1 to 100.





# AFTERWORD

## Dear readers,

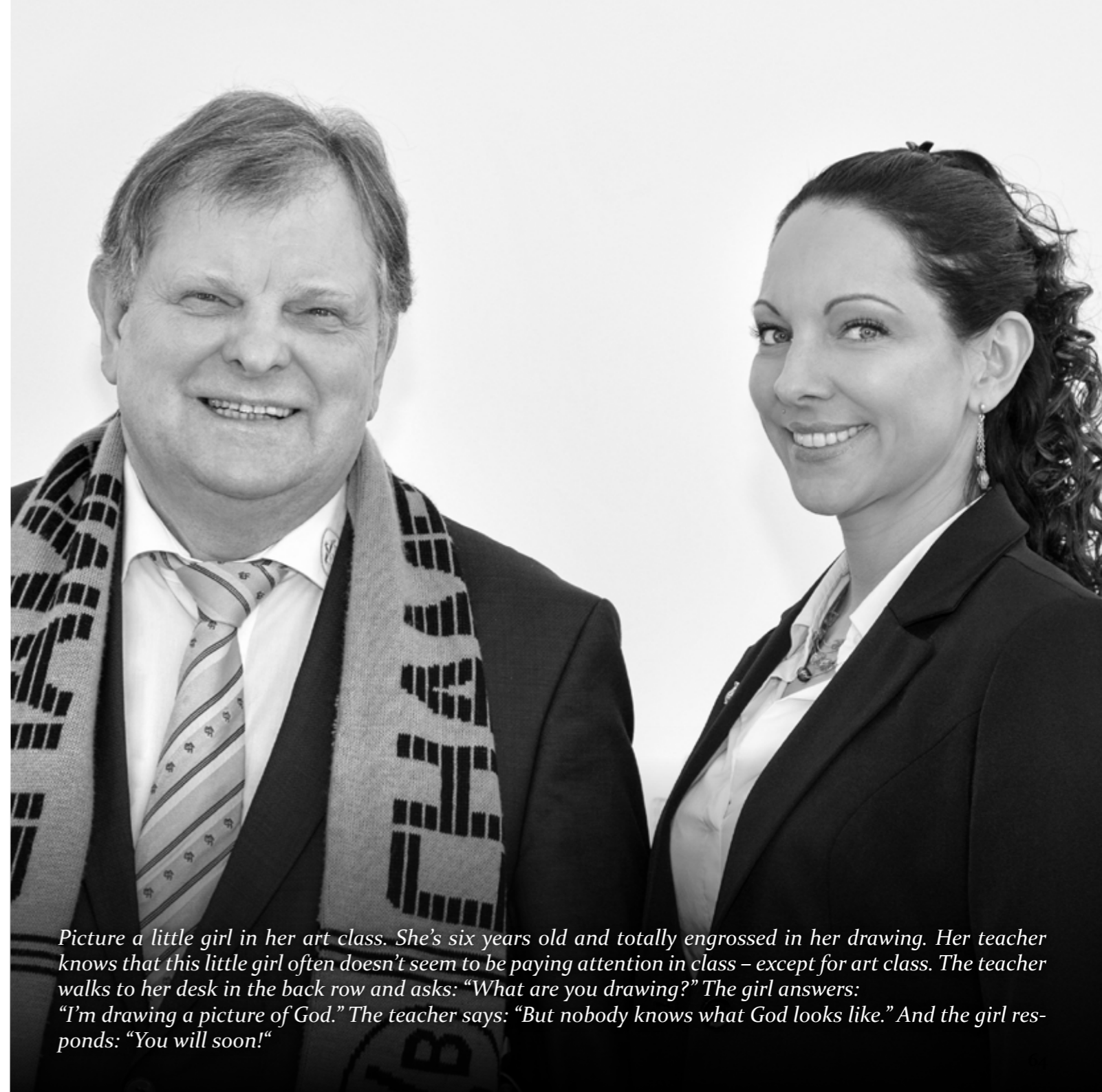
Although the term “sustainability” was essentially unknown in everyday conversation 50 years ago, it seems that we now encounter it constantly. Economic sustainability is an essential component of our company, which is nearly 400 years old, as well as our philosophy as its owners – now in our thirteenth generation. In order to safeguard the achievements that my father in particular, Carl-August Heinz, attained over the past 42 years, I made the conscious decision in 2014 to reorient our company towards more ecologically sustainable policies. As the company owner, this is one of the most important issues to me. One highly visible symbol of this change in thinking has been passing on the company to the next generation. My objective is to combine economy and ecology in such a way that those who will come after us will be able to benefit from both – a healthy environment AND a healthy company. For me, two profoundly important aspects of this are transparency and accountability. This Sustainability Report is proof of that.

It has given you the chance to read about what we’re doing and what we’ve achieved already. Above all, we have the people who have worked and continue to work for HEINZ-GLAS to thank for our success. Even the very best strategies or concepts are useless if people are not able to successfully implement them. Thank you so much for your work in this!

Many companies in our industry are already starting to join us in introducing sustainable products and production processes. We hope that all companies will soon follow our lead and help us blaze a trail for future generations. Because:

“We can’t predict the future, but we can change it.” – Peter Ferdinand Drucker

Carletta Heinz, Owner & CSIO



*Picture a little girl in her art class. She’s six years old and totally engrossed in her drawing. Her teacher knows that this little girl often doesn’t seem to be paying attention in class – except for art class. The teacher walks to her desk in the back row and asks: “What are you drawing?” The girl answers: “I’m drawing a picture of God.” The teacher says: “But nobody knows what God looks like.” And the girl responds: “You will soon!”*