



**SUSTAINABLE
RESPONSIBILITY**



Editorial

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Editorial

Today more than ever before, the business world is all about environmental protection, ecological sustainability, and social responsibility. These tenets are also important to us and have long been reflected in our corporate policy in a modified form. Naturally, in an industrial manufacturing company, substances are extracted from the environment on a larger scale and returned in a different form. This is unavoidable. But we keep these impacts within limits so that the next generations can also look forward to a clean future.

For us, it is not just about climate and environmental protection: We also take occupational safety, health measures, and social responsibility very seriously.

On the following pages we will outline our commitment as well as the measures we are taking at CCL Design Stuttgart GmbH on the Nufringen site in terms of our sustainable responsibility with respect to social and ecological issues.

WHO WE ARE – Our company

CCL Group

Founded in 1951, CCL Industries today employs more than 25,000 people worldwide in more than 200 manufacturing facilities and more than 40 countries with headquarters in Toronto, ON, Canada and Framingham, MA, USA.

The company has four business divisions:
CCL – Avery – Checkpoint – Innovia

CCL is the world's largest converter of **sheet** materials for a wide range of decorative, informational, functional, and safety-related applications for global customers in the consumer packaging, healthcare and chemical, consumer electronics, and automotive sectors.

CCL Design Stuttgart GmbH belongs to the CCL Design Group, which is part of the CCL business division and is synonymous with high-performance, durable labels for the automotive and electronics sectors as well as the technical industry.

Avery is the world's largest supplier of labels, specially converted media, and software solutions for short-run business and consumer digital printing applications, sold along with ancillary products through wholesalers, mass markets, and e-commerce retailers.

Checkpoint is a leading developer of RF and RFID-based inventory management and loss prevention technology systems, including labeling and identification solutions for the retail and apparel industries across the globe.

Innovia is a leading global manufacturer of specialty, high-performance, multilayer, surface-engineered films for label, packaging, and security applications. Innovia is partially integrated into the in-house materials development and has competencies in polymer extrusion, adhesives development, coating and lamination, surface technology and metallurgy, which are used as needed in the four business divisions.



WHAT SETS US APART – Our concept

CCL Industries and CCL Design Stuttgart GmbH

The requirements and expectations on our company are the result of different perspectives of parties with various interests. Their expectations determine our orientation and approach, from strategic considerations through to our day-to-day work.

It is our duty to the Group to generate an appropriate return in order to ensure sustainable growth and the long-term viability of the company.

We strive to be a reliable long-term partner for our customers, with whom innovative labeling solutions can be newly developed and implemented in series on schedule.

And with a quality that spans the entire product life cycle. From consulting to development, selecting materials with the environment in mind, production and shipping up to functional, long-lasting reliability.

Product portfolio

Performance is the result of intent and skill. For us, delivering quality to our customers is our number one priority. Due to the legal requirements, the demands on the products are becoming more and more complex. Products and packaging made from recycled materials are becoming more popular. With ecological films and papers made from recycled raw materials, we are constantly expanding our product portfolio for various fields of application.

In our fully integrated production, we offer the entire range of services from consulting and development to digital prepress, printing, further processing, finishing and packaging to logistics. We also offer innovative, individual, and product-specific solutions for special requests.

The starting point for our diverse range of products and services is the creative, joint development with our renowned customers. For them we produce high-quality self-adhesive labels and precision stampings.

We also specialize in consulting and providing support for series-accompanying labeling by means of thermal transfer printing systems for our customers.

WHAT SETS US APART – Our concept

Partner for customers and suppliers

We want to meet the requirements and wishes of our customers and always take sustainability into account. CCL Design Stuttgart is a system supplier convincing by customer-oriented solutions for labeling products. The first step is a personal consultation with professional and individual advice. We work intensively with our customers and their wishes in order to find technically optimal and environmentally friendly solutions. Our competent employees bring their full commitment. All of our employees are very familiar with the entire workflow, which means we are flexible, fast, and ready for action. We also attach great importance to honesty in dealing with each other, with our clients, and with our suppliers.

The high standards we have set for ourselves also apply to our supply chain.

We expect our suppliers to implement and comply with the principles and requirements described in our supplier handbook. The suppliers are responsible for disseminating and promoting compliance with such principles throughout their own supply chain.

Community and society

We are aware of the various risks and opportunities presented both from the requirements of all interested parties and the overall context the company is in. We track these circumstances, identify the measures necessary, and take the corresponding actions.

Our goal is to minimize the identified risks and thus protect the environment, the employees, and the customers from possible hazards and damages as well as ensuring the safe supply of our customers at all times.

Social responsibility, data protection, and compliance

We observe statutory requirements of authorities as well as social requirements of society and the public in terms of responsible, lawful, and sustainable corporate management. That is what our business ethics represent.

We act ethically and morally based upon the principles of the UN Global Compact!

As a responsible company, CCL Design Stuttgart GmbH has documented its corporate and social responsibility towards its employees and business partners in a Code of Conduct. Enshrined therein are, among other things, full respect of human rights, rejection of child labor and obligation to fair dealings with business partners and employees.

From the vision of the executive board and the management team, we have jointly developed and formulated a company policy that is appropriate, practical, and feasible for our company.

The core statements of the company policy are binding for everyone and constitute the framework for the company goals and our actions.

Sustainability Management and Social Responsibility

Letter of Intent

CCL

CCL Design Stuttgart AG stands for a long-term partnership and stability in a successful, global environment of customers, suppliers and employees. It is our aim to ensure that all business partners and employees as well as their successors generations may benefit from present decisions in the long run and do not suffer harm under any circumstances.

Sustainable development of our company can only be achieved by environmental and equal implementation of environmental, economic and social goals. This is the only way to create and protect the strategic, economic and social performance of CCL Design Stuttgart AG. These three aspects are mutually dependent and encompass an eternal ecological, economic and social commitment.

In times when resources are becoming scarcer and consequences of our economic actions on our environment are already felt, social responsibility and ecological strength are becoming more and more important.

We comply with local statutory and regulatory requirements in our daily business and are aware of the social responsibility that we bear. This includes the equal treatment of any individual and applies for each and every one of our company. We follow the principles of the UN Global Compact Initiative of the United Nations and actively contribute to a livable environment - in the company and in society.

This is defined in the Code of Conduct of CCL Design Stuttgart AG and tightly anchored within the company. The principles in the Code of Conduct of CCL Design Stuttgart AG are supported by the board of management, the senior executives and are observed and followed by all employees.

CCL Design Stuttgart AG is managed in such a way that it ensures in the long run. Neither the financial capital (investments needed capital) nor the human and social or its natural capital - its resources in total - may be depleted without replacement. We aim to achieve a successful long-term business development.

CCL Design Stuttgart AG maintains an integrated Management System (IMS) including quality management, environmental management, occupational safety and health management as an appropriate vessel.

On the basis of the aspects described above we declare that an appropriate sustainability management exists at CCL Design Stuttgart AG and that social responsibility is practiced comprehensively. Periodically executed internal audits prove that the implementation of the integrated Management System fully meets CCL Design Stuttgart's internal requirements.

Nürtingen, Oktober 1, 2020




Michael Meyer, Managing Director

Rüdiger Siegmund, Head of HR, CS, MS

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UNTERNEHMENSPOLITIK	COMPANY POLICY
UNTERNEHMEN Wir agieren als nachhaltiges und innovatives Unternehmen, mit wirtschaftlich gesunder Basis, klarem Unternehmenszweck und ausgeprägter ethischer und sozialer Verantwortung und leisten damit unseren Beitrag zur Standort- und Arbeitsplatzsicherung. Verantwortung zu übernehmen für die Chancen und Risiken unserer weltweiten Geschäftstätigkeit sowie die Erhaltung der natürlichen Ressourcen ist für uns in allen Bereichen bindend. Moderne Herstellungstechnologien, effiziente Produktionsprozesse und deren kontinuierliche Verbesserung sind für uns Verpflichtung und Zukunftsfähigkeit zugleich.	COMPANY We act as a sustainable and innovative company with an economically healthy base, clear corporate goals, and a strong ethical and social responsibility. Thus making our contribution to the security of locations and jobs. Taking responsibility for the opportunities and risks of our global business activities and complying with legal requirements is binding for us in all areas. Modern manufacturing technologies, their production processes, and their continuous improvement are our commitment and guarantee of securing the future at the same time.
KUNDEN Wir überzeugen durch kundenspezifische, innovative Systemlösungen, die wir zur Kundenzufriedenheit kontinuierlich weiterentwickeln und langfristig ausführen. Durch unseren gemeinsamen Erfolg werden wir weiterempfohlen. Wir streben uns in profitablen Branchen und setzen permanent neue Maßstäbe.	CUSTOMERS We convince with customer focused and innovative system solutions, executed competently and reliably, with a focus on quality to achieve customer satisfaction. We get recommended to new customers based on mutual success. We operate in profitable industries with the goal to expand to new markets.
MITARBEITER:INNEN UND ARBEITSUMFELD Wir verpflichten uns zur aufgabenbezogenen Qualifizierung und ständigen Weiterbildung. So schaffen wir die Grundlage für Fachkompetenz und Eigenverantwortung im Team. Zudem setzen wir eine qualitative Auszubildung, Arbeitsicherheit und Gesundheitsschutz am Arbeitsplatz sowie ein attraktives Arbeitsumfeld gegen den Wettbewerbsdruck unserer Unternehmen und ein wichtiger Beitrag zum Unternehmenserfolg.	ASSOCIATES AND WORKING ENVIRONMENT We are committed to task-related qualification and continuous training. This builds the base for competence and individual responsibility within the team. We offer qualified apprenticeship. Occupational health and safety at the workplace as well as an attractive working environment are part of the self-image of our company and contribute significantly to the company's success.
LIEFERANTEN UND PARTNER Wir schaffen gemeinsam mit zuverlässigen und verantwortungsbewussten Partnern in unserer Lieferkette qualitativ hochwertige und innovative Produkte und bauen dadurch unsere Wertkette aus.	SUPPLIERS AND PARTNERS We, together with reliable and responsible partners in our supply chain, produce high-quality and innovative products, thereby expanding our market position.
PRODUKTE UND DIENSTLEISTUNGEN Wir sind weltweiter Systemanbieter für Entwicklung, Herstellung und Vertrieb von selbstklebenden Schichten und Funktionsmaterialien und deren Weiterentwicklungstechnologien.	PRODUCTS AND SERVICES We are a global solutions provider for development, production, and sales of self-adhesive labels and functional parts, including their subsequent processing technologies.
KOMMUNIKATION Wir kommunizieren ehrlich, direkt und zeitnah. Wir kommunizieren mit modernsten Informationstechnologien, web, self, und email sowie durch transparente Mittel als einen schneller Informationsfluss, Informationsicherheit und Datensicherheit gewährleisten wir für konventionelle und elektronische Medien.	COMMUNICATION We communicate honestly, directly, and promptly. We communicate using modern information technology, web/mobile, and achieve a fast flow of information through transparent processes. We ensure information security and data protection for conventional and electronic media.
ÖFFENTLICHKEIT Wir präsentieren uns offen und aufrecht in Dialog mit interessierten Parteien und engagieren uns in der Öffentlichkeit. Damit sichern wir uns ein positives Image und einen hohen Bekanntheitsgrad.	GENERAL PUBLIC We are dedicated to present ourselves to the public in an open and sincere dialogue with interested parties. This ensures a positive company image and a high degree of recognition.
Umwelt UND Ressourcen Wir leisten einen aktiven Beitrag zum Umwelt- und Klimaschutz durch verantwortungsbewussten und effizienten Umgang mit unseren Material- und Energieressourcen. Mit ambitionierten Zielen reduzieren wir unseren CO2-Ausstoß und tragen damit zu einer blauen Zukunft bei.	ENVIRONMENT AND RESOURCES We make an active contribution to environmental and climate protection by responsibly and efficiently managing our material and energy resources. With ambitious goals, we reduce our CO2 emissions and thereby contribute to a future worth living.

WHAT SETS US APART – Our concept

Cooperative leadership and the transfer of responsibility require self-discipline, commitment, control, and a willingness to accept criticism from employees and superiors alike.

We want all of our employees to be able to identify with the company and conduct themselves accordingly.

In order to promote such behavior at all levels throughout the company, we have defined and communicated “employee guidelines” and “customer guidelines.”



In our company, people are the number one priority!

Therefore, the executive board emphasizes a good work-life balance for all employees, which is an integral part of the corporate culture. The foundations for this are the existing opportunities for development, which are a matter of course at our company due to our flat hierarchies and open and collaborative working atmosphere.

Currently, this is supported by:

- A modern working time system, including remote working
- Team-oriented vacation and flextime regulations
- Modern workplaces in terms of ergonomics, clean desk, and 5S
- Availability of appropriate work clothing
- Spacious break rooms and delicious canteen menu
- Free beverages and fruit counters
- Gym for free of charge weight training
- Employee support through voluntary services in a wide range of life situations

We want our employees to feel good at their workplace and in the company!

WHAT WE DO – Our areas of activity

Employees and work environment

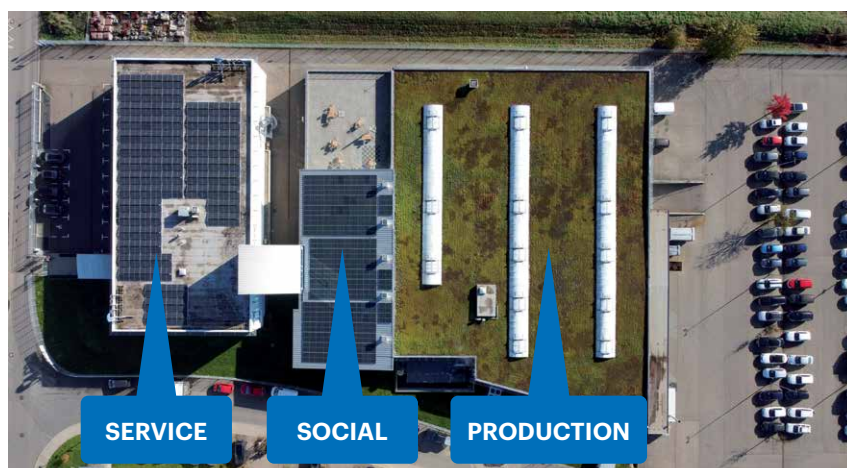
A dynamic working environment requires many different talents!

As a responsible company in the region, we offer various apprenticeship opportunities. For decades, training has had a high priority in the company and has been pivotal to the company's success. We offer various apprenticeships in industrial-technical and commercial fields with the aim of providing qualified training, resulting in highly trained specialists whom we can subsequently employ on a permanent basis.

We emphasize promoting the unique skills of young people. As part of the sustainable approach to personnel management, careers in the company do not end after training or after the first few years of work. Our goal is to retain the know-how of the employees and continuously develop it further. Many of our managers come from internal development and training programs.

People from a wide range of specializations who are looking for a career change are also welcome to pursue interesting and varied, technical, or commercial work in our industrial company.

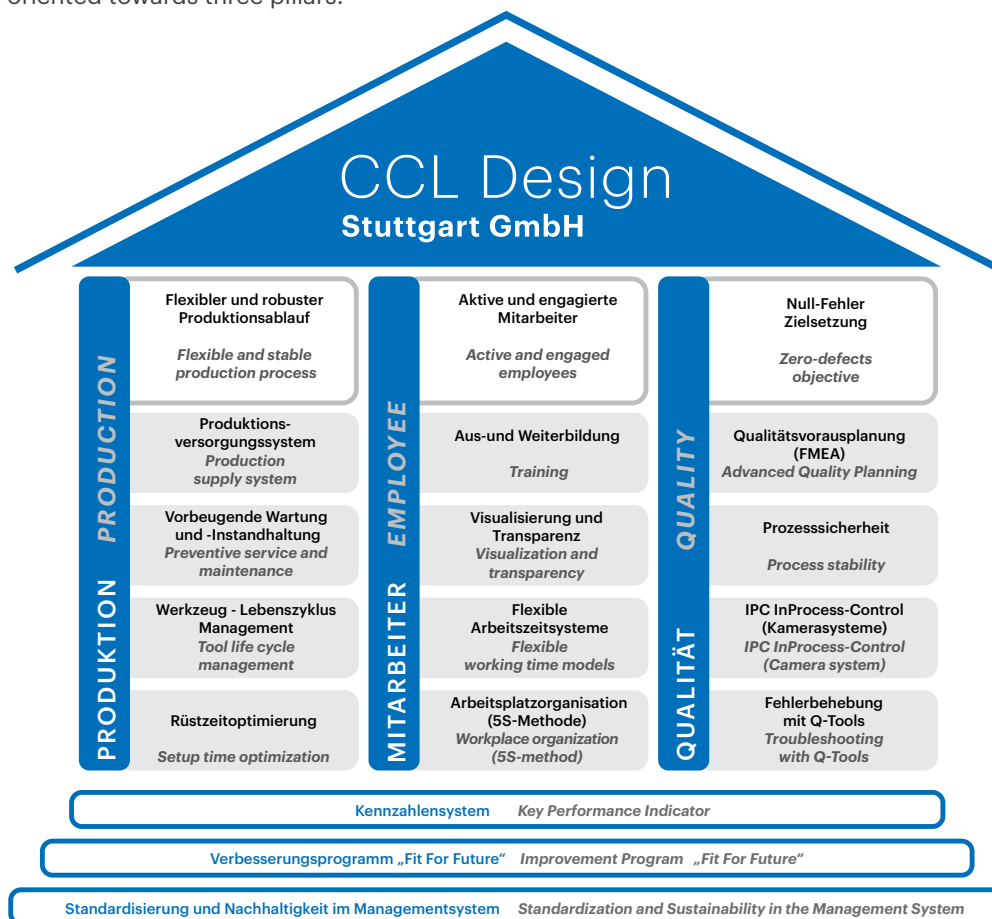
With an overview, the essentials are always in view



WHAT WE DO – Our areas of activity

Lean organization

Our processes consist of many building blocks that guarantee lean and efficient procedures. This enables our employees to offer high-quality products and error-free delivery to our customers. Our Integrated Management System is oriented towards three pillars:



Diligent production

With the goal of keeping our quality promise to our customers, we emphasize producing our products in a fair manner with respect to people and the environment. Operational processes are continuously analyzed and the results evaluated in terms of their environmental impact.

The production of high-quality products requires a modern fleet of machinery. Our manufacturing processes range from flexographic and digital printing to rotary die-cutting to packaging and finishing. In each of these disciplines, we work with leading machine manufacturers from the printing industry.

Our machines, systems, and buildings are state-of-the-art and are maintained preventively with the aim of 100% uptime.

All workstations are set up according to ergonomic principles. Our employees are regularly trained in occupational safety by independent third-party service providers. Another very important topic at CCL Design Stuttgart is health protection and all of its various aspects.

Climate protection and energy

Since 2012, we have been conducting an internal eco-balance in order to record and present the most important data on input and output in terms of company and environmental performance and to derive improvement measures from it.

On this basis, a CO₂ balance has been presented to the Group (CCL Industries Inc.) since 2019 using ECOMET-RICA, which, according to the standards of the Greenhouse Gas Protocol, takes into account the emission categories of Scopes 1 to 3.

The Group Management of CCL Industries Inc. is reporting for all of its worldwide locations taking part in the international Carbon Disclosure Project (CDP).

In order to meet our own local standards on the efficient use of materials and energy and to comply with the legal provisions of Sections 8 et seq of the law on energy services and other energy efficiency measures (EDL-G), we carry out energy audits in accordance with DIN EN 16247-1 at regular intervals.



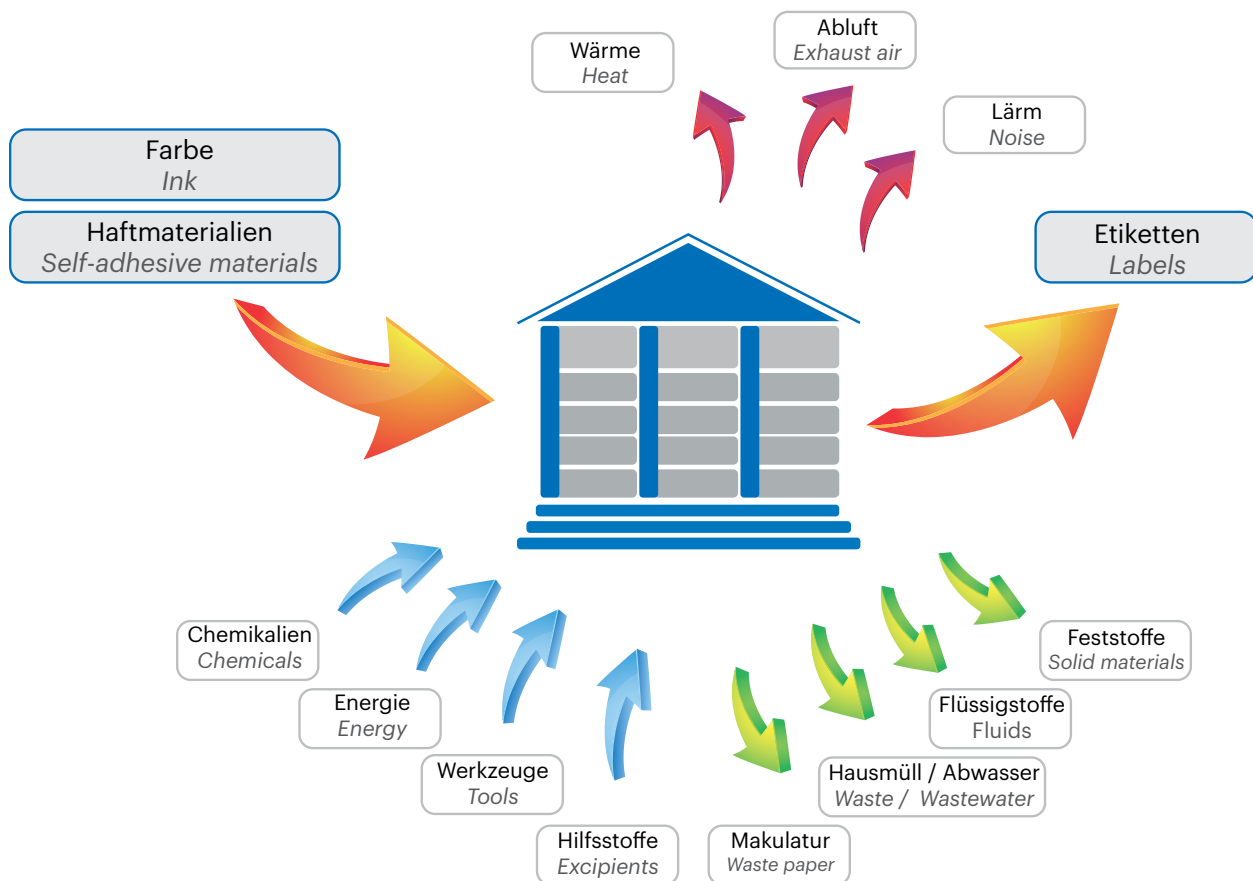
Nachweis über die Durchführung eines Energieaudits
nach den gesetzlichen Bestimmungen der §§ 8 ff. des Gesetzes über
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WHAT WE DO – Our areas of activity

Energy & material cycle

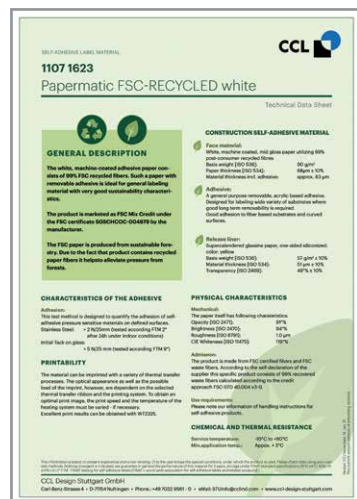
We are aware of how we interface with the environment, we measure relevant data, and we constantly strive to reduce environmental impact as much as possible.



Environment and resources

Material

Our goal is to keep the amount of waste produced in daily production as low as possible. The majority of waste results from waste paper during printing or punching waste during die cutting. In order to dispose this waste appropriately, it is separated and used or recycled externally. By participating in special recycling programs, for example, several tons of glassine carriers are processed by our partner each year and returned to the material cycle. This turns waste back into raw material!



Inks

To protect people and the environment, the inks we use are based on raw material formulations that are neither toxic, mutagenic, nor carcinogenic. Instead, they are manufactured in an environmentally friendly, resource-saving, and efficient manner without compromising on quality. All inks are UV-curing and therefore solvent-free.

Coatings

Due to high mechanical stress on the labels, many products require the application of a protective coating or a laminate. This refinement offers our customers a mechanical, optical, and haptic added value. We only coat with UV inks. Any residual inks and cleaning waste is carefully collected by us and disposed under supervision.

WHAT WE DO – Our areas of activity

Environmental protection

ISO 14001

Environmental protection is an important part of our Integrated Management System. With ISO 14001 certification, we document the organizational requirements for the successful development and realization of a wide range of environmental protection measures.

REACH

On June 1, 2007, Regulation (EC) No. 1907/2006 came into force and has since formed a valid legal basis for all EU member states. The REACH regulation stipulates certain obligations for every actor along the supply chain. Within the meaning of this regulation, the articles we produce are considered 'products'. As products are not subject to registration, CCL Design Stuttgart takes on the role of the downstream user in the supply chain. This means that, according to REACH Article 33, we have a duty to inform along the supply chain. We are well aware of this duty and take it seriously.

RoHS

This acronym stands for "Restriction of the use of certain Hazardous Substances."

It is an EC directive (2015/863/EU) that prohibits the use of certain hazardous substances in electrical and electronic equipment. CCL Design Stuttgart is committed to complying with these environmental guidelines.

WHERE WE ARE – Our foundation

Balance sheet / profit and loss statement

CCL Design Stuttgart GmbH is headquartered in Nufringen.

The company is entered in the commercial register of the district court of Stuttgart under HR B 766856.

The annual financial statements are prepared in accordance with the provisions of Sections 242 et seq HGB, taking into account the provisions for medium-sized corporations Sections 264 et seq HGB and the German Limited Liability Companies Act (GmbH-Gesetz).

It lists all assets, debts, prepaid expenses, expenses and income, unless otherwise provided by law. The items on the assets side have not been offset against items on the liabilities side, and expenses have not been offset against income, unless required by law.

The balance sheet has been structured in accordance with the provisions of Sections 266 et seq HGB, while the income statement has been prepared in accordance with the total cost method pursuant to Section 275 (2) HGB.

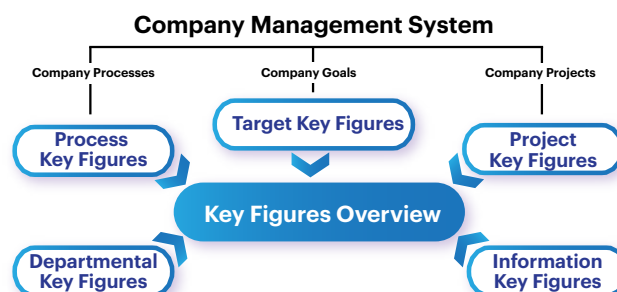
Size-related exemptions (Section 288 HGB) are used in the preparation of the notes to the financial statements.

Key figures

The corporate goals, processes, and projects can be measured through the use of appropriate key figures. For example, we are able to ascertain our achievements in terms of customer satisfaction, earnings, company growth, and the further development of our materials and product portfolio.

Monthly feedback sessions enable all employees to gauge the degree to which key performance indicators have been achieved. The managers explain to the employees the key figures that they affect.

All defined key performance indicators are included in the key performance indicator overview, where they are compared with a standardized target value and regularly reviewed by the executive board and the management team for their level of achievement. If the key figures become stagnant or drop off, suitable control measures are determined by the management team. In doing so, we follow the principle that CCL is always looking to improve further.



WHERE WE ARE – Our foundation

Integrated Management System

CCL Design Stuttgart GmbH runs a certified, Integrated Management System (IMS) in accordance with ISO 9001, IATF 16949, and ISO 14001, which describes the system, processes, and procedures in the form of the management manual and ensures that, on the one hand, the requirements of the applicable laws are met, standards, regulations, and customer specifications are complied with, and on the other hand to ensure suitability for the implementation of company policy, company goals, and customer satisfaction measures.

The management system is defined as an Integrated Management System (IMS) that includes quality, environment, occupational safety, fire protection, buildings, energy, vehicle fleet, data protection, information security, risks, social responsibility, and sustainability.

The core processes of the company as well as the management functions and supporting functions are defined, set out in a process landscape, and assigned. The core processes are described in process data sheets (PEAR), including their interfaces and performance indicators.

The relevant QM/UM representative ensures that changes to the existing management system continuously improve the effectiveness of the IMS.

The effectiveness of the IMS is determined by the fact that individual measures are decided upon on the basis of the defined goals and then implemented and monitored by the responsible managers in the respective sub-processes. The degree to which the targets were achieved is ascertained in regular meetings between the managers and the executive board. Controlling also keeps an overview of the key figures and shows the achievement of goals graphically.

The final assessment on the degree to which the targets were met is made by the executive board in the course of the annual management review.



WHERE WE WANT TO BE – Our path

Site development

We take an integrated approach to aligning markets, strategy, finance, operations, and organization into one large unit and focus on optimally designing the necessary business processes.

For this purpose, we have created an overall concept for the strategic company development. It is a concept for performance and growth at the Nufringen site, consisting of five guiding principles:



In addition to traditional label printing, we have been working on the future topic of functional printing and printed electronics for many years. Printed electronics open up new frontiers to new types of applications and ideas for sustainable and intelligent products that are only partially or not at all accessible to conventional electronics. Large-scale, flexible displays and illuminated panels, RFID labels, printable batteries, and

solar cells are just a few examples. With the conversion and investments in a new technicum, the step has been taken to expand our product range with the future in mind.

Another essential component of our strategic development is the gradual digitization towards state-of-the-art and more efficient business processes. Here, we rely on industry or department-specific solutions that are integrated into an overall structure of hybrid digitization.

In our effort to achieve climate neutrality at our CCL site in Nufringen, it is important for us to generate our own electricity to a large extent. With our own photovoltaic system on the office and canteen roof, we will generate an annual average of one third of our own electricity needs since 2023.

Involving employees at an early stage is not only a given, but it is also essential for the successful and quick implementation of changes using a team approach.

In times of rapid change, we are guided by business-minded principles:

"A long-term view, pragmatic, a good balance, and a passion to not only conceive, but also do."

ANNUAL REPORTING – Our facts

Sustainability report

We list the figures, data, and facts as well as the results of our company with regard to social and ecological sustainability in an annual report.

- Business situation – risks and opportunities
- Certifications, audits, and management reviews
- Environmental indicators and CO₂ balancing
- Human resources key figures
- Projects and programs



NOTES

This image shows a full page of white paper with horizontal dashed lines, typical of primary school writing paper. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.



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