



Sustainability Report 2020

monta Klebebandwerk GmbH

January 2021

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Preface

Sustainability has been an integral part of monta's corporate policy.

This means not only the responsible use of natural resources, but also the consistent selection of environmentally friendly means of production and processes. Furthermore, we also have a social responsibility towards all the people who are in some way involved.

Sustainability has been increasingly present in the media for some time now, and environmental protection in particular has become an integral part of daily reporting: plastic packaging has fallen into disrepute, the littering of the world's oceans, deforestation and global warming make the headlines every day. Reason enough to think of environmentally friendly alternatives in the adhesive tape sector as well.

The year 2019 marked an important milestone for monta to become an even more environmentally friendly company: With the introduction of our Greenline product range, which we further expanded in 2020, monta has established a leading position as a manufacturer of sustainable adhesive tapes on the market.



For the first time, in 2020, we had monta assessed by the internationally renowned sustainability rating tool ecoVadis where monta was awarded the silver medal. We are all the more pleased, as

our sustainability rating in this first assessment is above the industry average.

We take this positive result as an incentive to continue our activities and take targeted measures to further improve our performance in this important area.

Sustainability is and remains an essential, future-oriented priority for monta, which will continue to influence all our decisions and actions.

Sincerely



Roy Gibson
Managing Director

About this report

With this report we inform about our activities that have an impact on our sustainability in the reporting year 2020.

The individual key figures refer to the previous year 2019.

Our Company

monta Klebebandwerk GmbH is one of the leading manufacturers of self-adhesive tape for packaging and industrial applications worldwide.

At our production site and company headquarters in Immenstadt in the south of Germany, we manufacture adhesive tapes, whereby different carrier materials such as PVC, BOPP, MOPP, paper and PLA are coated with our natural rubber adhesive.

We complement our product range with hotmelt and acrylic tapes trading goods. We distribute via the packaging trade, but also to printers, converters, machine manufacturers and also supply the manufacturing industry.

We have a strong presence in our home market, Germany, and we export to over 50 countries around the world. With our subsidiaries fix-pack Hungary and Romania, we have an established representation in the Eastern European market.



monta exports to over 50 countries worldwide.

monta adhesive tapes are used in the packaging industry, in the pharmaceutical and medical goods sector, for white goods, in the food and non-food sector, in the automotive and other industries.

In 2019 monta generated a turnover of approx. 45 million Euros with 135 employees.



The monta company headquarters and production site, at the foot of the Alps, surrounded by unspoilt nature, on the outskirts of Immenstadt in the Allgäu region.

Sustainability at monta

The commercial performance of monta is also reflected in the sustainability of its actions in all operational areas. Sustainability at monta translates into a company policy that is ecologically compactible, socially just and economically efficient.

Thus, monta develops innovative and efficient solutions that preserve resources, material and the environment while respecting human rights.

Our sustainability goals and implemented measures are regularly audited by an external, independent institute. monta carries the following certificates:

- / **ISO 9001:2015 Quality Management System**
certified since 1996
- / **ISO 14001:2015 Environmental Management System**
certified since 1999
- / **ISO 50001:2018 Energy Management System**
certified since 2005

Our processes are aligned with the different areas of sustainability. In the field of environmental protection, we are committed to keeping the environmental impact of our operations as low as possible. We have therefore set ourselves environmental objectives, such as energy savings, resource efficiency, recycling quotas, the use of raw materials and the prevention and recycling of waste.

Diversity, social responsibility and ethics build the core values for subject matters related to our workforce.

The sales and procurement markets also have an impact on the sustainability of a company, which, at monta, translate into a responsible supply chain and the development of environmentally friendly products.

Key Figures:

- / Energy consumption: 47.893 MWh
- / CO₂ emissions: 11.393 t
- / Proportion of mixed municipal waste in non-hazardous waste: approx. 3%
- / Number of Green Line products: 5
- / Number of employees: 135
- / Trained employees Data Protection: 87%

Ethics

Due to the growing global expansion of our company, the worldwide implementation of and compliance with rules of conduct are of elementary importance.

„We define conscientious actions as adhering strictly to the principles of transparency, reliability and fairness in all of our transactions. Inherent to this is full compliance with all applicable legal systems, laws and regulations. But that on its own is not sufficient. We seek to improve our performance and our public reputation at all times. For this purpose, we regularly review our performance and set ourselves ambitious targets that help us become a company that is committed to sustainability. The monta Group does not engage in transactions without considering their wider implications.“ (cited from monta Code of Conduct)

By implementing compliance-specific frameworks, rules are clearly and transparently defined. To meet our responsibilities, we have implemented formal policies and measures that address the three following core topics

- / **corruption**
- / **anti-competitive practices** and
- / **responsible marketing**

Our Code of Conduct, as well as the monta Compliance and Anti-Corruption Policy address the key areas of

- / anti-corruption
- / conflict of interest
- / fraud
- / money laundering
- / anti-competitive practices and
- / information security.

New employees receive the monta code of conduct at the beginning of their employment which is explained to them by their supervisor; we raise awareness on the topic of corruption and bribery through regular employee training. Furthermore, we have implemented a procedure that regulates the handling of potentially critical issues such as gifts and travel, which ensures responsible action.

With regard to the trust of our business partners and employees, we take **information security** very seriously: The handling of personal and sensitive data follows established guidelines. All monta employees are trained on a regular basis in this respect, whereby a training concept has been developed with varying content depending on the respective role performed. By appointing an external data protection officer and an internal data protection coordinator, we ensure compliance with all valid legal requirements and a proactive internal, interdepartmental communication on current topics.

In the context of the GDPR, the requirements for legally compliant, secure handling of data in the areas of sales and personnel as well as other functions were updated, implemented and employees trained. For example, the double-opt-in procedure was implemented to obtain the required explicit consent for marketing communication purposes from our customers.

Employees

A motivated, qualified workforce is indispensable to our corporate success. Long-term employee loyalty, safe working conditions, proactive health management as well as attractive remuneration with social benefits and further and advanced training are an integral part of our corporate policy.

As an employer with flat a hierarchical structure, we offer entrepreneurial activities characterised by a high degree of freedom and developmental opportunities. We attach great importance to the **promotion and development** of our specialists and managers and actively support internal promotion and further training, as well as the compatibility of work and family with flexible working conditions. As a member of the Chamber of Industry and Commerce, we are a qualified training organisation, enabling us to train our won junior staff. New employees are intensively trained and supervised.

monta is a member of the „vtb - Verband der Bayerischen Textil- und Bekleidungsindustrie e.V.“ (Association of the Bavarian Textile and Clothing Industry), the **employees interests** are represented by „IG Metall“ (Union for Metall Industry). Collective agreements and company agreements between management and the works council regulate working hours, wages, salaries and social benefits, but also personnel development measures and health protection. The monta works council represents the interests of the workforce and exercises its right of co-determination, consultation or information on certain operational issues in accordance with the Works Council Constitution Act (BetrVG).

We offer our employees attractive remuneration packages with a company pension scheme and special annual payments as well as other attractive **social benefits**: We are a JobRad, SpenditCard and corporate benefits partner.

Open two-way **communication** is a core element of our staff management. In regular departmental meetings staff appraisals and meetings, we practice a direct exchange

between with peers, superiors and management. Every two years, we conduct a staff survey, which allows for an anonymous assessment of all supervisors, the management, as well as the strengths and weaknesses of the company. Employees are also encouraged to express wishes and suggestions, also on other topics such as work equipment and safety at the workplace.

We see *diversity* in our workforce as a success factor, which is why we employ people with different backgrounds, with diverse differentiated skills and experience. All employees are called upon to promote an atmosphere of respectful cooperation and to oppose any **discrimination** on the grounds of race or ethnic origin, gender, ideology or religion, disability, age or sexual identity. This applies in particular to the treatment of colleagues, employees and business partners as well as to the recruitment, promotion or dismissal of employees. Any form of victimising behaviour, in particular bullying and sexual harassment are strictly forbidden.

Child labour and any exploitation of children, adolescents and other workers is not tolerated. The minimum age for employment at monta must not be below the age at which compulsory schooling ends, in no case below 15 years. We reject all forms of **forced labour**: No employee may be forced, directly or indirectly, to work through violence and/or intimidation.

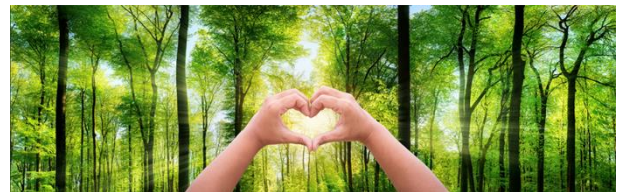
Occupational health and safety is one of our core corporate values, which is why we ensure a safe and healthy working environment for our employees. We are responsible for it and act as role models. To prevent accidents and occupational illnesses, we train our employees and ensure that they consistently comply with all relevant safety regulations, also in the interest of others. This includes special training in handling hazardous substances.

Due to our environmental certification and in order to comply with the German Hazardous Substances Ordinance, monta is obliged to **substitute hazardous substances**. Therefore, we always examine whether non-hazardous alternatives can be used to be able to comply with the fundamental duty of occupational health and safety.

In addition, we have implemented a structured **company health management** system, which includes regular company medical examinations and individual preventive and precautionary measures.

Environment

As a manufacturing company, it is our responsibility to minimise the environmental impact of our activities as far as possible, whether in production, administration, or with regards to the disposal of our adhesive tapes at the end of their life. We have been living up to this responsibility for many years and have formalised our guidelines in our environmental policy.



Key-Visual for the market launch of the monta Greenline paper tape

In addition to the legal requirements, which are an integral part of our environmental policy, we also set ourselves annual targets with measurable KPIs. These include energy and water consumption, waste and CO₂ emissions, and are measured and communicated internally at the end of the reporting period.

Energy & CO₂ Emissions

monta has an effective energy management system. We fulfill the requirements of DIN ISO 50001 by a dynamic model for continuous improvement of processes and systems. This ensures the continuous recoding, evaluation and optimization of the current energy consumption.

Our energy management system coordinates measures to increase efficiency. To detect

possible deviations, limit values are defined to allow the initiation of counter measures at an early stage.

Energy consumption is analysed by source and energy carrier: At monta, gas and electricity are the main sources, with 65% of our electricity originating from renewable energy sources.

Savings potentials are identified for each source and, if feasible, optimisation measures with specific targets and timelines for each respective area are defined, creating the annual action plan. At the end of the year the achievement of the individual goals is assessed, and the plan for the next year defined.

For all replacement investments and repairs, care is taken to choose the most environmentally and energy friendly alternative.

Energy consumption	[MWh/a]	47.893
CO ₂ emissions	[t]	11.393

Energy consumption and CO₂ emissions 2019
 Included CO₂ emissions: electricity, natural gas, diesel and light heating oil.

As a target for 2019, a reduction in energy consumption of 61 MWh/a in relation to the production volume was set. This target was exceeded with a reduction of 187 MWh.

For the next five years, we have set ourselves the goal of continuously reducing the use of resources per quantity produced.

Our car pool will also be gradually converted to environmentally friendly alternatives, starting with a first hybrid car for business trips.

In 2020, we again successfully completed the external energy audit.

Efficient Use of Resources

We comply with the legal requirements of the German Waste Management Act and further, are always on the lookout for higher-quality disposal routes to promote recycling and reuse for certain fractions.

Furthermore, the Commercial Waste Regulation was successfully implemented through internal process optimisation and the target for 2019 was met. The share of mixed municipal waste in total non-hazardous waste was reduced to approx. 3%.

To improve the sustainability in this area, our employees are regularly trained in waste prevention, recycling rates and disposal.

Since the **German Packaging Act** came into force on 1 January 2020, we have assumed our share of the recycling costs through the German Dual Systems for all volumes sold in the domestic market.

To comply with local and transnational environmental regulations, we have implemented a process to prevent local and accidental **pollution**. In this regard, monta is actively supported by the monta works fire brigade. All regulations and laws concerning water, environment and emission prevention are implemented and regularly reviewed by monta.

Our tapes are coated with natural rubber adhesive, a solvent based adhesive technology. To ensure a resource saving and environmentally friendly production, the solvent is recovered and reused through a state-of-the-art recovery system, that was commissioned in 2018/19, this guaranteeing a closed system at our production site.

The solvent regenerate is disposed of, following a strictly regulated, demanding process, where it is recycled through solvent distillation. After processing, this recycled raw material finds new uses in other industries.

monta specialises in natural rubber adhesive technology. Natural rubber and natural resin are renewable raw materials and make up more than 50% of the natural rubber adhesive produced by monta, giving this adhesive technology an environmentally relevant advantage. The solvents required for the production are recovered via a closed system and returned to the production.



Natural Rubber Granules

In line with legal requirements, we are not obliged to issue safety data sheets for finished products (adhesive tapes). We respond to customer specific enquiries about nationally/regionally applicable regulations individually through our Regulatory Affairs department at our own discretion and within our capabilities. If necessary, we draw on the expertise of external consultants.

Procurement

Responsible Use & Protection of Water

Water is a valuable resource. According to the German Water Resources Act (§6 WHG, sustainable water management must ensure a high level of protection for the environment. Being a manufacturing company, this is of particular concern to us, and it is our duty to protect water as a resource, both by using it sparingly and by dealing with waste water responsibly.

At monta, the water vapour required for solvent recovery is purified via an internal circulation system and flows back into our production. The required quantities of water are continuously monitored and documented.

All operating facilities are inspected and maintained according to defined schedules; the implementation and documentation is subject to a regular, external audit.

The monta water protection officer sensitises the employees involved in water protection providing professional training in this area.

Customer Health & Safety

When used as intended, self-adhesive tape does not pose a health hazard. During production, we comply with legal regulations and only use approved raw materials.

For the safety of our customers, we prepare technical data sheets which communicate technical data on the adhesive tape as well as areas of application.

monta attaches great importance to sustainable procurement, including the selection of suppliers, raw materials, and procurement channels. We always comply, and exceed where possible, with legal requirements on environmental protection.

When qualifying suppliers, ecological, social and economic factors are taken into account. This is verified by requesting certifications, a sustainable supply chain, eco-friendly input materials and the commitment of our suppliers to comply with our Code of Conduct.

The adoption and integration of social responsibility principles is another important aspect of procurement. Therefore, our suppliers are required to comply with the minimum requirements of health and safety, human rights, ethical and environmental standards.

Driven by our ISO 9001 and ISO 14001 certification, we are always looking to replace raw materials and goods with more environmentally friendly alternatives.

To promote a sustainable procurement and the development of more environmentally friendly products, we work with our suppliers on responsible product solutions and process optimizations.

Society

Our actions in the field of environmental protection and occupational health and safety not only have an impact on **people** who are directly or indirectly involved in our production. The families of our employees, nearby industrial sites and residential areas, as well as society in general, have a stake in monta taking our duties seriously and fulfilling them to the best of our ability.

Safety has a very high priority in our company. Due to the handling and storage of hazardous substances, and for the unlikely event of an incident, we provide important safety information for neighbouring companies and private individuals in the "Information for the Public" digital brochure.

For us, sustainability also means assuming **social responsibility** at our site. We are aware of our duty to protect our natural habitat, and we are also committed to promoting and fostering friendly relationships in our local area and contributing and adding value to the local development.

Every year, we support local schools and kindergartens with donations in kind. In addition, in lieu of sending customer gifts at Christmas, we donate to **charitable** institutions that support local families in difficult situations.



Key Visual of our "2020 Christmas Greetings" where we donated in lieu of customer gifts.

monta Greenline

Sustainability has an increasing influence on our product strategy. With a global market for packaging tape of around 30 billion sqm per year, the idea of developing sustainable tape alternatives is obvious.



In November 2019 we introduced the monta Greenline range. monta Greenline products are characterised by their environmental friendliness in many ways: From the selection of raw materials as well as the material-saving application and the disposal path at the end-of-life, we ensure that monta Greenline adhesive tapes are demonstrably more eco-friendly than many commercially available adhesive tapes.

In this context, circularity, resource conservation and low CO₂ emissions are the primary goal in order to keep the negative impact on the environment as low as possible.

Natural Rubber – a natural wonder from nature

Thanks to the special properties of natural rubber adhesive, these monta adhesive tapes offer a reliable carton closure with a single-layer application – in contrast to tapes with other adhesive technologies, where often two or three times the amount of material is needed to ensure a secure seal. monta adhesive tapes with natural rubber adhesive thus save additional material and man-hours.

The pioneer of the Greenline range is **monta biopack®**, launched at the end of 2019, the first certified sustainable self-adhesive tape, made in Germany. It consists of around 90% renewable raw materials and biodegrades under industrial composting conditions, certified by TÜV Austria.



Proven environmental benefits that earned monta biopack® 2nd place at the **nova Institute's Bio-Based Material of the Year 2020 Award**.

In 2020 the **monta paper tape** range was launched, which is manufactured from 65% renewable resources. It has been proven not to interfere with the waste paper recycling process.



At the suggestion of our customers, the monta biopack® range has been extended by the additional version **Visibly Green**, which self-communicates its eco-friendliness by a green imprint.



„The great success for monta Greenline adhesive tapes encourages us to develop further environmentally friendly adhesive tapes and thus create sustainable packaging solutions.

As a contribution to a healthy, liveable environment for our children and grandchildren.“

*Roy Gibson
Managing Director*