

# CSR Report

January 2024



## Chapter 1

# Introduction

## Sustainability in Plastics Technology – Practiced Responsibility for a Better Environment and Society

JOMA takes pride in delivering sustainable and cutting-edge plastics technology of the highest quality, originating from Austria. We transform the creative visions of our partners into reality through our production processes, adhering to the most stringent environmental and social standards. Our commitment is not only to meet but to exceed the expectations of our users, enriching their lives while acknowledging and addressing their needs.

Understanding the evolving landscape of the packaging industry, JOMA embraces the responsibility

that comes with shaping its future. Amidst the rapid forces of globalization and technological advancements, our focus on the judicious use of resources has never been more critical.

As a leading plastics manufacturing company, we are placing sustainability at the forefront of our packaging solutions and processes. We pledge to proactively assist our customers in achieving their sustainability goals while upholding the highest social standards, positioning ourselves as a reliable and socially responsible partner for all stakeholders.

## Chapter 2

# Sustainability and the Environment

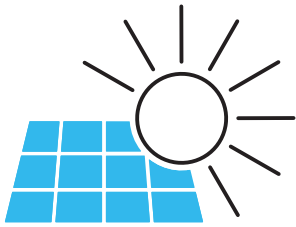
At JOMA, we supply our customers with environmentally compatible products meticulously optimized for their specific applications. Collaborating closely with our customers and suppliers, we actively seek innovative solutions to enhance environmental protection measures. Transparency is paramount to us, and we openly share information on all aspects related to the environment and energy. Our commitment extends to fostering knowledge and awareness among our employees through targeted training initiatives.

In partnership with customers, regulatory bodies, and technical and scientific institutions, we strive to implement stringent environmental requirements.

Every stage of our production process is meticulously designed to be as environmentally friendly as possible, with a dedicated focus on conserving natural resources such as raw materials, energy, and water.

The management and all employees of JOMA Kunststofftechnik are unwaveringly committed to aligning their daily actions with the company policy and annual targets. Our shared goal is to instill the principles of continuous improvement throughout all levels of the company, ensuring that sustainability is ingrained in our organizational culture.

## Initiatives to increase sustainability and fulfill ecological standards

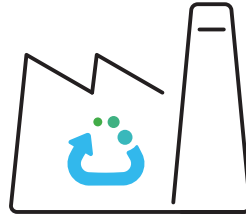


### Eco-power and PV

Usage of 98,96% renewable energy sources

Absence of oil and gas as energy source

Central cooling and heating technology for efficiency



### In-house recycling plant

Resource efficient utilization of rejects

Highest quality level of recycled resins



### Sustainable packaging solutions and processes

Use of recycled as well as bio-based plastics

High degree of automatization

Only certified european resins



**All initiatives transparently communicated within the PCF-Tool\***

## 1. Sustainable Green Electricity and Photovoltaic System

At the core of JOMA's operations lies injection molding technology and highly automated processes, primarily powered by electricity. While we heavily rely on electricity, we proudly declare near self-sufficiency in terms of other energy sources like gas or oil. A conscious choice is made for environmentally friendly green electricity, with an impressive 98.96% sourced from renewable energy, including hydropower, wind power, and renewable biomass. Additionally, our commitment extends to on-site electricity generation through our photovoltaic system (PV) installed atop our state-of-the-art high-bay warehouse, covering a substantial portion of our electricity needs.

## 2. In-House Recycling Plant – Resource-Efficient Scrap Recycling

JOMA prioritizes the conservation of valuable resources, and our in-house recycling plant plays a pivotal role in achieving this objective. Even with optimized production and processes, inevitable rejects occur in injection molding. The in-house recycling plant ensures that these plastics are reintegrated, following the principles of post-industrial recycling (PIR). This sustainable practice not only minimizes waste but also upholds the highest standards in the quality of our diverse product range, including plastic jars, spice grinders, and cosmetics dispensers.

### 3. Free Cooling Unit and Central Heat Pump

In a commitment to reduce reliance on fossil fuels, our entire production is equipped with central cooling and heating technology. Our energy-efficient cooling and heating systems cater to both injection molding machines and office buildings. Leveraging free-cooling units, which harness the cold outside temperatures during colder months, we utilize environmental energy to cool the injection molding machines and molded plastic parts. Conversely, excess heat generated is repurposed to warm our office spaces, ensuring a sustainable and efficient energy cycle.

## Chapter 3

# Sustainable Packaging Solutions Made from Recycled and Bio-Based Plastics

Our commitment to sustainable practices extends to the heart of our business-packaging solutions. JOMA's intelligent and versatile packaging solutions are not only known for their high quality, functionality, and durability but also for their sustainability. Through constant innovation, we are proud to present our plastic packaging as eco-friendly alternatives, showcased in the JOMA Nature and JOMA re:cycle Line.

As the demand for sustainable packaging solutions continues to rise, we recognize the evolving ex-

### 4. Climate-Neutral E-Mobility

JOMA has undertaken a comprehensive transformation of its vehicle fleet toward sustainable e-mobility. Embracing electric cars charged with green electricity from our PV system, we are committed to reducing our carbon footprint. The final phase of this transition will see the complete replacement of combustion engine vehicles with electric counterparts by 2024. By embracing climate-neutral e-mobility, we are aligning our transportation practices with our commitment to environmental responsibility and sustainable business practices.

pectations of consumers for clever design and new raw materials. Our partners are empowered with choices within the JOMA Nature® Line, featuring bio-based plastics, and the newly developed re:cycle portfolio, highlighting recycled plastics.

Moreover, we are actively exploring opportunities to enhance the reusability of our packaging solutions, including innovative refill concepts for our dispenser system. This approach has already gained success with our international partners, contributing to a reduction in emissions during the use phase.

## 1. Securing the Material Cycle – A Big Step towards Sustainable Packaging Technology

Plastic, with its unique properties, is a material difficult to substitute, finding applications across various industries globally. While plastic product manufacturing is efficient and resource-saving, the challenge lies in its disposal. Recognizing the diversity in plastics, our newly introduced re:cycle range takes a significant step towards sustainability by adopting a closed material cycle. This range exclusively utilizes recycled plastic, offering a second life to materials and actively contributing to the reduction of environmental pollution and CO<sub>2</sub> emissions. By using existing resources instead of new raw materials, we strive for sustainability and CO<sub>2</sub> efficiency across the entire production process.

### CO<sub>2</sub> Efficiency through a Sustainable Circular Economy

Within the JOMA re:cycle range, selected models, such as our spice grinder and the Securibox, are crafted from 100% recycled plastic, ensuring the proven functionality and outstanding quality you expect from JOMA. Our approach emphasizes waste avoidance and minimization of resource consumption, embodying a circular economy philosophy that aims to keep materials in closed cycles for as long as possible. In line with this commitment, products within the re:cycle range are designed for easy recycling by end-users, contributing to the establishment of a sustainable circular economy.



Experience the Circular Economy JOMA Spice Mill  
**Example Video**

## 2. Resource-Efficient Refill and Reuse Concepts

Beyond our commitment to recycled and bio-based plastics, JOMA is actively spearheading the development of packaging solutions designed for multiple uses.

Recognizing that reusing packaging can significantly contribute to emission reduction, we are dedicated to creating resource-efficient refill and reuse concepts.

### Case Study

#### High-Quality Dispensing System for Emission Reduction

At the forefront of our efforts is the optimization of our high-quality dispensing system, showcasing the immense potential for emission savings. The following case study illustrates how our commitment to reusability aligns with environmental sustainability:

### Case Study

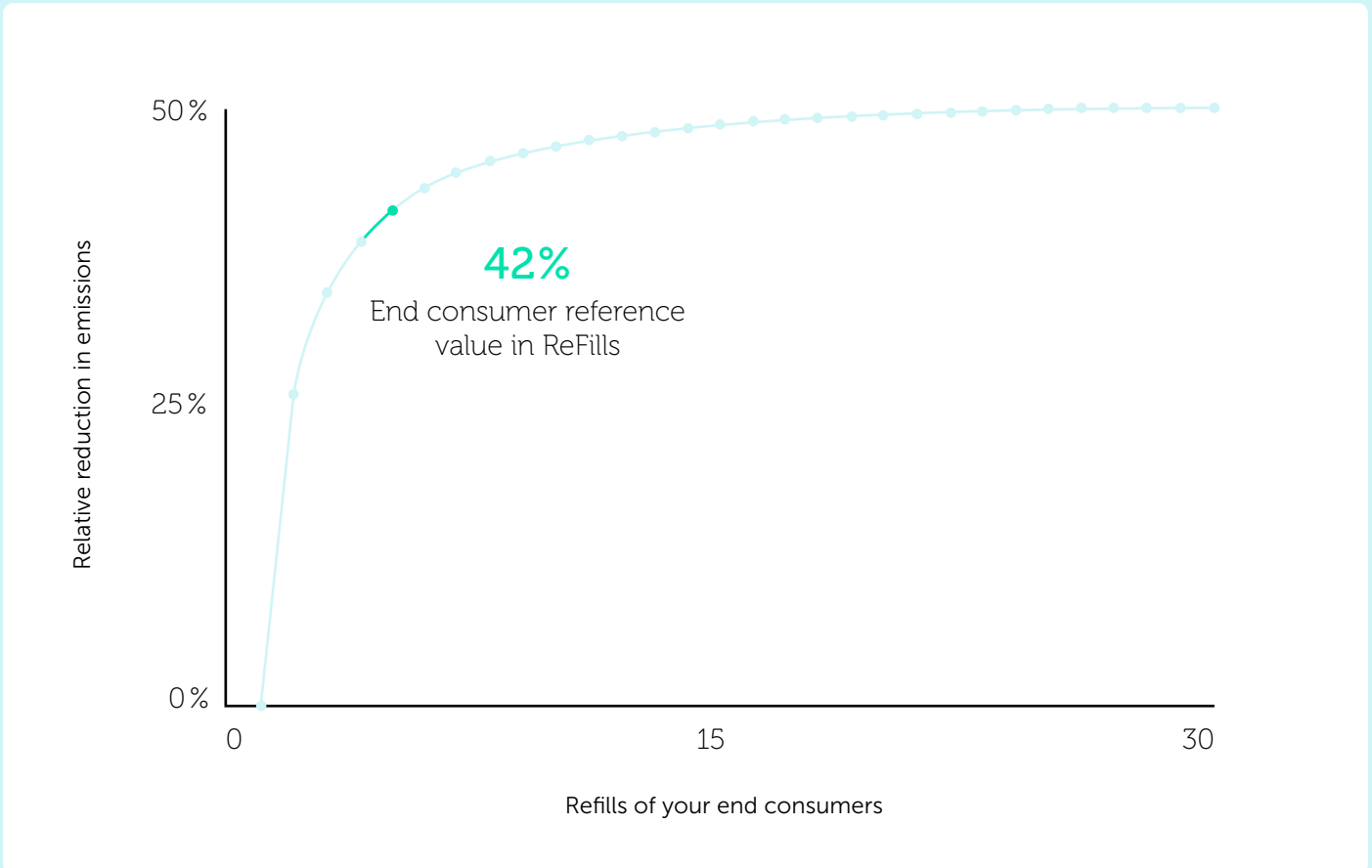
#### Reducing Emissions through Dispensing System Reuse

**Challenge:** The challenge in the packaging industry lies not only in creating sustainable materials but also in minimizing the environmental impact during the use phase. Traditional single-use packaging contributes to waste and emissions, prompting the need for innovative solutions.

**Solution:** JOMA's dispensing system is engineered for durability and longevity, allowing for repeated use. By implementing a refill and reuse model, we extend the lifecycle of the packaging, reducing the demand for new materials and minimizing the carbon footprint associated with production.

**Emission Reduction Potential:** Through a detailed life cycle analysis, we have quantified the emission reduction potential of our dispensing system's reuse. The results are promising, showcasing a substantial decrease in carbon emissions compared to traditional single-use alternatives.

## CO<sub>2</sub>-Reduction per ReFill



### Transparent Presentation of Emissions for Future Packaging Solutions

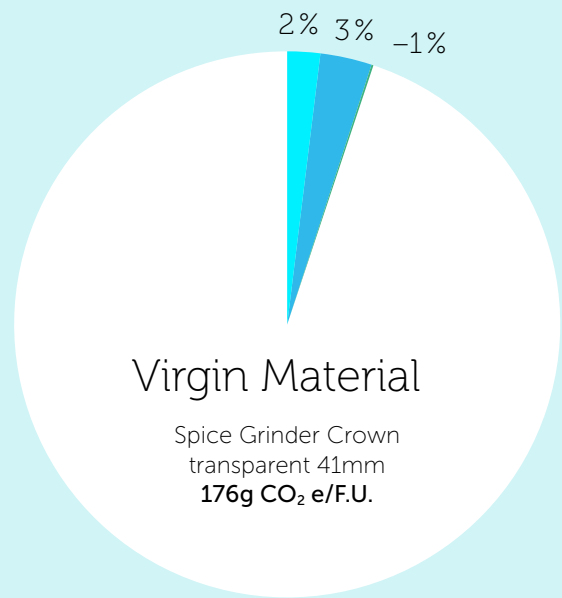
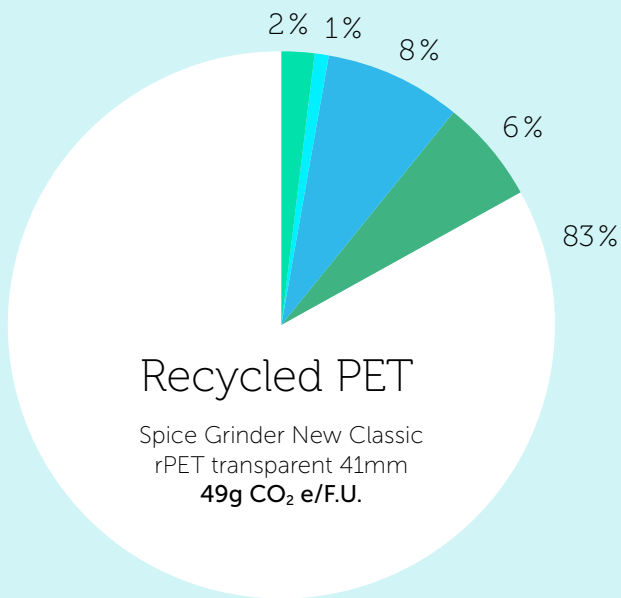
In alignment with our commitment to transparent and responsible business practices, JOMA prioritizes open communication over greenwashing. We believe in providing our partners with clear and accurate information regarding the emissions associated with our packaging solutions. By doing so, we empower our customers to actively engage in emission reduction efforts and gradually decrease their environmental impact.

### Supporting the Sustainable Positioning of Our Partners— Calculation of Emission Savings

At JOMA, we understand the importance of quantifying the environmental benefits of our sustainable packaging solutions. Transparently presenting the emissions associated with our products allows our partners to make informed decisions, fostering collaboration towards a shared commitment to sustainability.

# Calculation Example JOMA Spice Grinder

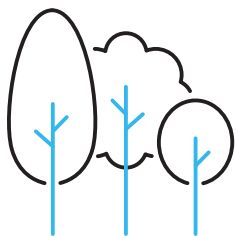
Product-Carbon-Footprint (PCF) following ISO 14067



- Raw materials, buy-in parts and packaging
- Production
- Transport
- Usage/residual content
- Disposal

Disclaimer: besides following the above ISO the results have yet not been reviewed by an external party and shall be considered as an internal document only. It is the intellectual property of JOMA Kunststofftechnik GmbH and may not be passed to third parties or distributed in other forms. Validity is 1 year from the date of issue.

## Savings in CO<sub>2</sub> emissions on project total



Equivalent to the annual CO<sub>2</sub> savings potential of **46.463 trees**



**571.500kg CO<sub>2</sub> e/F.U.** for project total



**127g CO<sub>2</sub> e/F.U.** per unit

## Chapter 4

# Labor and Human Rights

JOMA is committed to upholding a high standard of labor and human rights, adhering to both national and international laws and regulations governing the relationship between salaried employees and employers. Our approach goes beyond mere compliance, as we strive to exceed these regulations for the benefit and well-being of our employees.

### **Workplace Safety and Health**

As a manufacturing company, we prioritize employee protection to ensure health and safety in the workplace. We go above and beyond regulatory requirements, implementing comprehensive measures for prevention. Our commitment to workplace well-being is reinforced by the support of an occupational physician, contributing to a safer and healthier work environment.

### **Equal Rights and Diversity**

JOMA believes in the equality of all employees, recognizing and respecting their individual rights. We actively promote diversity and equal opportunities within our workforce. Discrimination based on gender, race, ethnic origin, religion, sexual orientation, or any other characteristics is strictly prohibited in our company. Our inclusive policies foster an environment where every employee is encouraged to reach their full potential.

### **Training and Development**

Investing in the continuous growth of our employees is a key aspect of our commitment. We provide training and development programs to ensure that our workforce can continually expand their skills. These initiatives not only contribute to professional development but also enhance personal growth and open up diverse career opportunities for our employees.

### **Occupational Safety and Work-Life Balance**

In addition to the support of an occupational physician, ongoing training on occupational safety is provided to ensure safer workplaces. Our goal is to minimize accidents and injuries, guaranteeing appropriate working conditions and promoting a healthy work-life balance. We offer flexible working time models and the option of teleworking to help achieve these objectives.

### **Employee Engagement and Communication**

We actively encourage our employees to express their opinions and concerns. Regular feedback meetings, employee surveys, and open communication channels facilitate dialogue and ensure active participation. By valuing the input of our employees, we create an inclusive workplace culture that fosters collaboration and continuous improvement.

### **Community Involvement and Social Responsibility**

Beyond our internal initiatives, JOMA actively engages with the community by supporting charitable organizations and projects. We take pride in making a positive contribution to society and fulfilling our social responsibility provisions, demonstrating our commitment to being a responsible corporate citizen.

By upholding the highest standards in labor and human rights, JOMA is dedicated to creating a workplace where employees thrive, feel valued, and contribute to the overall success of the company and the well-being of the community at large.



## Chapter 5

# Ethics – Responsible Corporate Governance

Our dedication to ethical business practices is ingrained in the core of our company philosophy. As a production company based in Austria, we operate under strict legal regulations at both European and Austrian levels, categorically excluding any form of child labor. Our commitment to maintaining the highest standards extends across various key areas.

### Human Rights and Working Conditions

Our actions are guided by a profound respect for and commitment to upholding human rights. We ensure fair working conditions that align with international standards and comply with Austrian and European laws. Under the Employee Protection Act (ASchG), we actively engage in the continuous improvement of working conditions. The central role played by our occupational physician and safety specialist reinforces our commitment to health and safety in the workplace.

### Training and Further Education

Ethical commitment extends to investing in the training and development of our employees. We prioritize continuous professional development and knowledge-building through targeted training programs. Our safety specialists and occupational physicians not only support compliance with standards but actively contribute to ensuring the safety and health of our workforce.

### Fair Pay and Remuneration

JOMA is dedicated to fair and appropriate remuneration practices that justly reward the individual contributions of our employees. Transparency regarding our remuneration policy is paramount, strengthening the trust of our employees in our commitment to equitable pay.

### Diversity and Inclusion

Actively promoting diversity and inclusion within our company is a cornerstone of our ethical approach. Our efforts focus on creating a working environment that values and fosters diverse perspectives and backgrounds. Embracing diversity is not only an ethical imperative but also a strategic move that contributes to innovation and creativity within our organization.

### Responsibility in the Supply Chain

Our zero-tolerance policy towards child labor aligns with international standards and complies with the explicit requirements of Austrian and European law. Regular due diligence measures, in accordance with European directives, are implemented to identify and eliminate potential risks in our supply chain. Our ethical conduct is guided by clear principles, ranging from strict compliance with international laws and standards to the active promotion of social responsibility. Through open communication and ongoing evaluation of our practices, we not only aim to meet the expectations of our partners and customers but also strive to make a positive contribution to society as a whole.

## Chapter 6

# Sustainable Procurement

Our commitment to sustainable procurement practices is an integral aspect of our corporate philosophy. As a well-established plastics manufacturing company specializing in packaging solutions for the food and pharmaceutical industries, we recognize our responsibility to both the environment and society. To further this commitment, we have implemented the following measures and practices:

### 1. Stable Supplier Relationships

Drawing on our decades-long position in the plastics industry, we have cultivated enduring and stable relationships with polymer manufacturers across Europe. This strategic approach not only allows us to source high-quality raw materials but also plays a crucial role in reducing our environmental footprint. Shorter transportation routes translate to fewer emissions, fostering a more environmentally friendly and sustainable supply chain.

### 2. Supplier Assessment with a Focus on Fraud Risk

Following our BRCGS-AA+ certification, we conduct annual supplier assessments with a keen focus on fraud risk. By collaborating with suppliers in regions characterized by a low risk of fraud, we ensure the consistent quality of our raw materials. This approach not only upholds our commitment to quality but also enhances our ability to plan production reliably. Customers can trust in our delivery reliability and the unwavering quality of our packaging solutions.

### 3. Sustainable Procurement of Injection Molding Tools and Tool Maintenance

Our dedication to sustainability extends to the procurement of injection molding tools, a crucial element in our production process. We exclusively source these tools from a longstanding partner based in Austria. This not only minimizes transport distances but also strengthens regional partnerships. Additionally, our in-house tool maintenance operations significantly reduce the risk of potential production downtime, enhancing the overall quality of our injection-molded products.

Our sustainable sourcing strategy stands as a testament to our commitment to environmental protection, social responsibility, and business ethics. Moving forward, we will continue to explore innovative ways to optimize our sourcing practices and maximize our contribution to sustainability in the plastics industry. Through these measures, we strive to set new standards and inspire positive change within our industry and beyond.

Chapter 7

# Climate Neutrality Roadmap: Sustainable Targets by 2035

by 2024

## Increase Renewable Energy

**Target:** By 2024, 30 percent of our energy requirements will come from renewable sources.

**Measures:** Expansion of PV-systems and further process optimization to increase the efficiency of energy consumption.

2030

2035

2024

2025

by 2025

## Mono-Material for all Product Categories

**Goal:** By 2025, all product categories will be available in a mono-material in order to promote the circular economy.

**Measures:** Research and development of new materials, revision of product designs for mono-materials.

by 2035

## Company Level – Overall Climate Neutrality (Scope 1–3)

**Target:** Overall climate neutrality (Scope 1–3) is to be achieved at company level by 2035.

**Measures:** Reduction of Scope 3 emissions, increased partnerships for sustainable supply chains, integration of climate protection into company-wide decisions.

by 2030

## Internal Production Level – Climate neutrality in the Manufacturing Phase (Scope 1)

**Goal:** By 2030, climate neutrality is to be achieved at the internal production level in the manufacturing phase.

**Measures:** Increasing energy efficiency, switching to renewable energies, offsetting emissions.