



Sustainability

Report 2024



Table of Contents

INTRODUCTION.....	2
Preface.....	2
Company Profile.....	2
Vision.....	2
SOCIAL RESPONSIBILITY	3
Equal Opportunities.....	3
Occupational Safety and Risk Prevention.....	3
Training and Further Education.....	4
Health Protection	4
Teambuilding.....	5
Guidelines for the Corporate Culture.....	5
Sponsoring.....	6
ECONOMIC & ECOLOGICAL RESPONSIBILITY.....	6
Environmental Protection through Resource Efficiency	6
Glass as a Sustainable Product.....	6
Energy Efficiency.....	7
Waste Management.....	7
Urban Green Spaces for People and the Environment	7
Sustainable Logistics.....	8
Sustainable Transport Packaging.....	8
Sustainable Procurement / Purchasing Policy	8
Sustainable Decoration.....	8
Quality Management (DIN EN ISO 9001:2015).....	9
Risk Management.....	9
Sustainable Distribution.....	10
Green Hosting of the RASTAL Website	10
Customer Service	10
Long-term Goals (Reference to the UN SDGs)	11
Imprint.....	12

INTRODUCTION

Preface

As a company that has been active in the beverage industry for over a century, RASTAL is aware of its responsibility to protect and preserve the environment for future generations. Our commitment to sustainability is deeply rooted in our corporate culture. We strive to reconcile our economic success with social and environmental responsibility. This sustainability report provides an initial overview of our initiatives in the areas of economic, environmental, and social sustainability. Among other things, we address the areas of resource conservation and our social and societal commitment. We are convinced that transparency and accountability are essential to achieving our sustainability goals. At the same time, we look forward to sharing our achievements with our stakeholders.

Company Profile

Since its foundation in 1919, RASTAL has combined visionary creativity with a deep understanding of what makes a perfect glass. Being a fourth-generation owner-managed company, we understand sustainability as a goal and see it as the basis for our business activities and our economic success: For us, sustainable thinking is future thinking.

With its own innovative products and customer-specific solutions, RASTAL is a sought-after partner for the national and international beverage industry as well as the catering trade. Our company produces up to 120 million glasses every year. Worldwide, established brands use the experience and technology of RASTAL to showcase their brand and offer a unique taste experience. Since the very beginning, we have consistently been on the lookout for the next big idea that inspires. With the invention of the brand signature glass design in 1964, we opened up previously unknown possibilities for branding and have revolutionized an entire industry with brand design in glass until today.

Vision

Our vision is to integrate sustainability into every aspect of our operations and constantly strive for improvement to contribute to the achievement of the UN Sustainable Development Goals. We want to introduce environmentally friendly practices in our supply chain and at all our sites, reduce waste, save energy, and increase the use of renewable resources. Our goal is to manufacture products that are



environmentally friendly and socially responsible, which benefits both the company and society. All in all, RASTAL sees itself as an ambitious company that generates positive contributions for the environment, the economy and society.

SOCIAL RESPONSIBILITY

Equal Opportunities



Diversity, Equity & Inclusion (DEI) is essential for RASTAL and is therefore firmly anchored in the corporate culture. We want to promote a culture of belonging and strive for equal opportunities at all levels. A diverse workforce and an open corporate culture are key success factors in a globalized world. For us, this is the key to success, as different perspectives, cultures, and ways of thinking enable us to meet the needs of increasingly demanding markets with creative

solutions. Individual differences in our team such as experience level, education, gender, ethnicity, or religious background make us successful.

Occupational Safety and Risk Prevention

At RASTAL, safety in the workplace is a top priority. We believe that the safety of our employees is of the utmost importance, and we take all necessary measures to ensure that our workplace is a safe and healthy environment. From safety briefings to training, we strive to foster a culture of safety at all levels of our organization. By prioritizing safety in the workplace, we not only protect our employees, but also demonstrate our commitment to ethical and responsible business practices. We emphasize protection by proactively avoiding all potential hazards in our operations. This means that safety is embedded in all our activities, from planning to execution. These measures are reinforced by an external, certified safety expert, who independently supports and advises our company.



External fire safety officers and internal fire safety assistants play an equally crucial role in ensuring the safety of people and machines. RASTAL is aware of the importance of this role and has taken measures to provide its employees with intensive training in fire safety and prevention. With the right education, these employees are able to react quickly and effectively in an emergency, minimizing damage and saving lives.

Training and Further Education

The continuous training and development of our employees is the key to the success of our company. Given the rapid pace of technological development and our business environment, it is important that RASTAL employees are always up to date with the latest knowledge in order to make the best use of their skills and abilities.

By continuously investing in the training and development of our employees, we promote a culture of innovation and creativity. We provide training in 5 different professions every year and thus form the core of our current workforce. At the same time, we strengthen our employee satisfaction and loyalty. It is not without reason that the current average length of employment is over 23 years.



Health Protection

The well-being of our employees is our top priority as a company and as a brand. We offer comprehensive social benefits, health programs, vaccinations, medical check-ups, and a wide range of opportunities for rest and regeneration. We know that the health of our employees is directly linked to the success of our company. In cooperation with AOK Rhineland Palatinate, a qualified company health management system has been integrated into our business processes, which offers annually changing programs on the topic of health in the workplace. In addition, we offer internal company medical examinations for our employees. We naturally provide our teams with the necessary personal protective equipment for the relevant areas free of charge.



Teambuilding

Our company attaches great importance to teambuilding measures. We strive to create experiences that promote teamwork, communication, and trust within our employee structure. Our team building activities range from outdoor challenges and problem-solving exercises to creative projects and social events. These activities not only improve morale and relationships, but also promote a positive work culture. We invest in regular teambuilding activities to ensure that our employees work together and contribute to long-term success.



Guidelines for the Corporate Culture

RASTAL has adopted detailed guidelines on corporate culture. They describe the daily behavior among each other and are therefore the basis for the company's success. By adhering to these guidelines, all RASTAL managers act as role models for other employees. The focus is on entrepreneurial thinking, customer satisfaction, dealing with each other, team spirit, communication, continuous improvement, conservation of resources, quality, and data protection.



Sponsoring

As a company, we want to give something in return to society. That's why we actively support regional organizations and associations that align with our values and mission. Our team provides resources and charity sponsorship packages to selected initiatives to ensure that these organizations can continue to have a positive impact on our society. We are proud to be part of a network of dedicated individuals and organizations working to improve the common good.

ECONOMIC & ECOLOGICAL RESPONSIBILITY

Environmental Protection through Resource Efficiency

In addition to the material of glass, which can be fully recycled, RASTAL also carefully collects other components from the manufacturing process and then returns them to the material cycle. In addition to the economical, responsible use of natural resources, we therefore pay attention to the sustainable life cycle of the materials used. This point is firmly integrated into our corporate culture guidelines.

Glass as a Sustainable Product

Basically, a drinking glass represents a sustainable product if you focus on its life cycle. Drinking glasses can be reused as often as required.

To extend the product life cycle, RASTAL provides care instructions for its products. If these are followed, the integrity of the glasses as well as the brilliance and color freshness of the decors can be maintained in the long term.



Energy Efficiency

We monitor our energy procedures to ensure that we operate in an energy efficient manner, minimizing our environmental impact. Our goal is to reduce energy consumption while maintaining optimal performance. We strive to do our part to improve the overall energy efficiency of our operations and minimize our environmental footprint. Through careful monitoring, we can identify areas for improvement and implement measures to maximize energy performance. By taking these steps, we are committed to preserving our planet for future generations.

Waste Management

RASTAL is aware of its responsibility to manage waste efficiently and reduce its impact on the environment. We have taken various measures to reduce our waste output by implementing sustainable practices. Minimizing our scrap rates, recycling in-house or switching to more efficient material helps to achieve this goal. Glass and paper waste is already collected on the factory premises in separate containers. This initiative facilitates downstream external recycling. In later stages of the recycling process, this waste is processed into new products, such as drinking glasses or packaging material, so that fewer raw materials need to be extracted from natural resources.

Urban Green Spaces for People and the Environment

The cultivation and maintenance of sufficient green spaces throughout the RASTAL Business Park in Höhr-Grenzhausen, where the administration, production and factory outlet are located, has been a firmly established goal within the corporate culture for decades. A balanced mix of meadows, hedges, shrubs, and deciduous and coniferous trees provides a positive habitat for the local flora and fauna. This provides RASTAL employees with an attractive recreational area for their break times. Currently, around a third of the entire plant site is made up of green spaces. The continuous maintenance of the green spaces is ensured by internal skilled workers.



RASTAL Factory Premises - Höhr-Grenzhausen, Germany

Sustainable Logistics

By implementing the guidelines for our corporate culture, we are also focusing on reducing the use of plastic materials within our logistics processes. Efforts are being made to avoid plastic materials as far as possible or to reduce them to a minimum where they are unavoidable. For example, the packaging material used for stretch films in our logistics area has been optimized without negatively impacting safety. By using less material, we were able to reduce the amount of core waste produced by 2/3 compared to previous consumption.



Only electric pallet trucks are used to transport goods within our logistics center, which can maintain the shortest possible transport routes thanks to optimized storage and retrieval processes. The sustainable measures of our external logistics partners are also surveyed and analyzed at regular intervals to ensure a holistic view. This contributes to the achievement of Sustainable Development Goal No. 13 ("Climate Action").

Sustainable Transport Packaging

We design the transport packaging for our products based on a wide range of increasingly resource-efficient and sustainable measures. For example, avoidable color coatings are dispensed within the production process and the necessary product information is printed in unicolor with reduced use of paint. Current RASTAL cardboard boxes also carry the usual instructions for proper product disposal. The result is functional and safe product packaging.



Sustainable Procurement / Purchasing Policy

A fair and transparent partnership with our suppliers is our top priority. RASTAL believes in building long-term relationships based on open communication, mutual respect, and trust. By working closely with our suppliers, we create a collaborative environment that enables innovation, efficiency, and sustainability. We are committed to treating our suppliers with integrity, fairness and professionalism and believe that by aligning our values and goals, we will achieve mutual success.

Sustainable Decoration

The continuous optimization of our production is essential for us. This includes monitoring every aspect of our production process and deriving optimizations that continuously improve efficiency, reduce waste, and increase quality. Measures such as improving the energy efficiency of machines, using sustainable raw materials, and minimizing waste through recycling and reuse can contribute to a more sustainable production system. In addition, optimizing production processes enables better use of resources and improves profitability while reducing the environmental impact of operations. For example, we are reducing our energy consumption by increasing the use of organic paints for decoration purposes. Around

60% less energy is required to cure these colors compared to conventional ceramic color systems.

Quality Management (DIN EN ISO 9001:2015)

Our company has introduced a comprehensive quality management system in accordance with DIN EN ISO 9001:2015 to ensure the consistently high quality of our products and services. This system includes regular quality audits, employee training and ongoing improvement initiatives. We strive to meet our customers' expectations by adhering to strict quality standards and continuously looking for ways to improve our processes.

Every year, external organizations conduct audits of our quality management system to ensure compliance with standards and regulations. During these audits, our processes, procedures, and documentations are reviewed for effectiveness, efficiency, and consistency. These audits are a critical part of our commitment to high quality standards and continuous improvement.



Risk Management

We view risk management as the process of identifying, assessing, and controlling risks that could jeopardize the success of our company. However, it is important for us to recognize that risks can also represent opportunities for growth and profit. If we as a company control both risks and opportunities efficiently, this can ensure our long-term success. Effective risk management requires calculated and informed decisions that minimize the negative impact of risky factors. It is essential for RASTAL to constantly evaluate and improve practices in this area to ensure sustainability and growth.

Sustainable Distribution

RASTAL also attaches great importance to sustainability in its product distribution processes. Print advertising media are converted to digital media wherever possible. The few print documents that are still created are produced climate-neutrally in cooperation with ClimatePartner. Climate neutrality means that the carbon footprint of a company, product, service, or event is calculated based on internationally recognized standards and offset by supporting certified climate protection projects.

In this specific example, 6,399 kg of CO₂ were compensated by supporting the project "Marine Protection Plastic Bank Worldwide". By compensating for one ton of CO₂, 10 kg of plastic is collected, which corresponds to around 500 plastic bottles. As part of this project, a total of around 32,000 plastic bottles were fished out of the world's oceans, thus making a positive contribution to Sustainable Development Goal No. 14 ("Life Below Water"). In this way, the project protects marine life, microorganisms, and endangered species.



Green Hosting of the RASTAL Website

RASTAL's hosting partner attaches great importance to climate neutrality in the hosting of websites. This is based on 100% natural electricity from hydropower. This electricity is used particularly sparingly through energy-efficient hardware and modern components.



Customer Service

RASTAL also uses resources responsibly when it comes to customer appointments. Wherever it is possible, physical business trips are avoided if the option of a telephone or online video conference is available as an alternative. However, if a trip within Germany or to a nearby European country is necessary, the journey to and from the meeting will be made as climate friendly as possible.



Long-term Goals (Reference to the UN SDGs)

As a framework for our sustainable orientation, we are guided by the Sustainable Development Goals (SDGs) - the development goals of the United Nations. In order to be economically successful and at the same time take responsibility for the environment and society, RASTAL is focusing on seven of these goals in the long term, which are to be supported by the following measures:

- Further measures to increase annual energy efficiency (12 / 13)
- Increase investment in renewable energy sources (7 / 13)
- Continuous CO2 reduction in own production and in the supply chain (12 / 13)
- Expansion of e-mobility in the company fleet (7 / 13)
- Reduction of freshwater consumption (6)
- Further increase in the proportion of women (5)
- Further increase in the retention rate of trainees (4)
- Reduction in the accident rate (3)
- Inclusion of further socially responsible practices in the company's activities to optimize work / life balance (3)



Imprint

Despite careful control of the content, we assume no liability for the accuracy, completeness and timeliness of the information provided. Forecasts of future developments are based on the date of publication of this report [April 2024].

Photos and Graphics

RASTAL GmbH & Co. KG

Adobe Stock

Google Maps

Publisher & Design: RASTAL GmbH & Co. KG

Rastal-Straße 1 | 56203 Höhr-Grenzhausen | Germany

welcome@rastal.com | www.rastal.com

