



BLUE BOX
PARTNERS

Sustainability Report

Data 2022

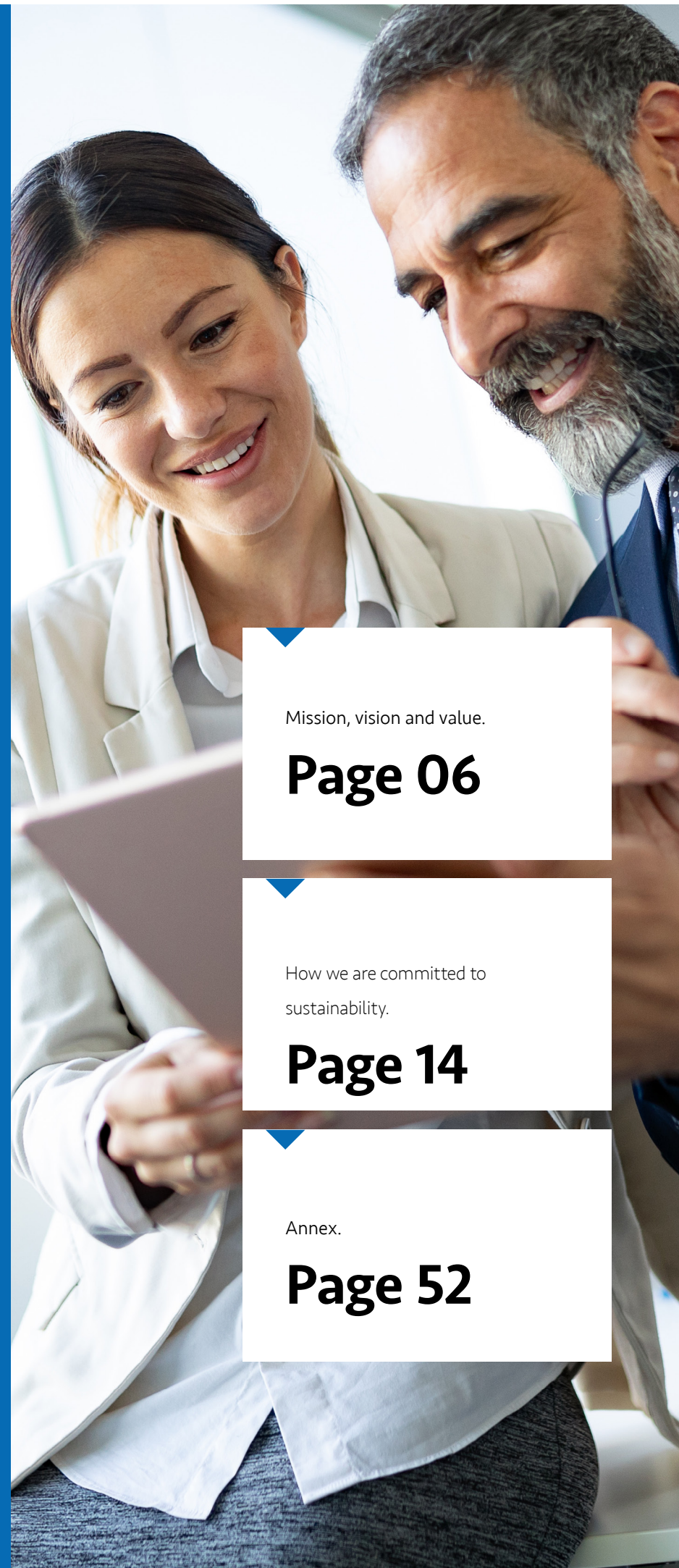
United for sustainable
corrugated packaging



Index

Sustainability report data 2022

I. Introduction: Rubén Martínez	04
II. Mission, vision and value	06
III. Interview with Geo Heetebrij	08
IV. Products and markets	09
V. Key numbers	10
VI. Locations	11
VII. The perfect cycle	12
VIII. How we are comitted to sustainability	14
Sustainable Development Goal 7	18
Sustainable Development Goal 8	22
Sustainable Development Goal 9	27
Sustainable Development Goal 12	32
Sustainable Development Goal 13	36
Sustainable Development Goal 3	40
Sustainable Development Goal 4	46
IX. Annex	52



Mission, vision and value.

Page 06

How we are committed to
sustainability.

Page 14

Annex.

Page 52



About this report

The Blue Box Partners' annual sustainability report data 2022 aims to provide transparency to our stakeholders about the sustainable business practices of our companies. This report covers our 2022 reporting period.

This report has been prepared in accordance with the Core option of the Global Reporting Initiative (GRI) guidelines. For more detailed information on the sustainability efforts of the Blue Box Partners' companies, we invite you to consult each partner's individual sustainability reports.

Feedback welcome

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If you have any suggestions, comments or questions regarding this report, do not hesitate to submit them.

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Introduction

Rubén Martínez

Dear stakeholders,

Welcome to the data 2022 Sustainability Report of Blue Box Partners, which showcases the ongoing commitment to responsible business practices by four partner companies – Cart-One, Hinojosa Packaging Group, Klingele Paper & Packaging Group, and VPK Group.

With an impressive capacity of 5.5 billion square meters of corrugated cardboard a year, the Blue Box Partners companies hold a leading position in the European packaging industry. As industry frontrunners, we aim to set an example and propel the sector forward by taking dedicated actions that contribute to achieving the UN's Sustainable Development Goals.

Why? Because sustainable entrepreneurship is imperative to thrive amid the uncertainties dominating today's society and economy. Climate change, increasing geopolitical tensions, and inflation are just a few examples of the challenges facing the packaging sector and many other industries. Through collaboration, anticipation, and long-term vision the four partner companies aim to remain at the forefront of our business.



Rubén Martínez

Managing Partner and Chairman, Blue Box Partners

“This past year, the Blue Box Partners companies developed several cutting-edge packaging solutions that address customer needs, prepare for a more circular approach, reduce plastic consumption, and even revolutionize the e-commerce packaging industry by minimizing void fill, among other things.”

One approach we take is through innovation. In the past year, the Blue Box Partners Companies developed several cutting-edge packaging solutions that address customer needs, prepare for a more circular approach, reduce plastic consumption, and even revolutionize the e-commerce packaging industry by minimizing void fill, among other things. Additionally, we continued our efforts to reduce the ecological footprint of our activities, limiting harmful flue gas emissions.

We also focused on social initiatives, ranging from supporting plastic litter awareness campaigns to educating our customers on corrugated cardboard matters. Moreover, we persisted our investments in the comprehensive training of our most valuable assets, our employees. To make sure that they have ample opportunity to develop themselves to their full potential, both personally and professionally.

On the following pages you will discover more on how Cart-One, Hinojosa Packaging Group, Klingele Paper & Packaging Group, and VPK Group take responsibility, contributing to the sustainable development of the European packaging industry and shaping a better world for future generations.

The power behind all your corrugated packaging needs

Blue Box Partners, founded in 2006 as a European Economic Interest Grouping (EEIG), is a pan-European alliance of four private capital run companies with a common goal to supply innovative, protective and environmentally friendly corrugated packaging solutions.

Our alliance is a prime example of responsible economic activity in the 21st century. Our corrugated packaging solutions provide our customers real added value for their own businesses and serve as a paragon of the principle of a closed loop circular economy.

Sustainability, in all its forms, is the framework for business success. We nurture trusting relationships with our customers, offer our employees a supportive working environment and actively engage as a pioneer for climate and environmental protection.



From left to right: Fausto Ferretti (Managing Partner of Cart-One Sandra Division), Dr. Jan Klingele (Managing Partner Klingele Paper & Packaging Group), Jean-Paul Macharis (Shareholder VPK Group), Antonio Sada (Managing Partner Cart-One Sada Division) and Rubén Martínez (President of Hinojosa Group and Chairman Blue Box Partners).

CART ONE
Cart-One S.r.l.,
head office in Italy

vpk
VPK Group NV,
head office in Belgium

BLUE BOX PARTNERS

KLINGELE
PAPER & PACKAGING GROUP
Klingele Paper & Packaging
SE & Co. KG,
head office in Germany

HINOJOSA
PACKAGING SOLUTIONS
Hinojosa Packaging Solutions,
head office in Spain



Our Vision

When it comes to sustainable and intelligent packaging solutions based on corrugated cardboard, our goal is to become the most preferred supplier in paper-based packaging solutions throughout Europe. The common strategy pursued by all Blue Box Partners creates the framework conditions to bring us closer to this vision every day.

Our customers benefit from our continuous investments and the consulting and development services of highly qualified, motivated teams. Our packaging solutions help our customers to optimise their own processes whilst engaging in more sustainable business methods.

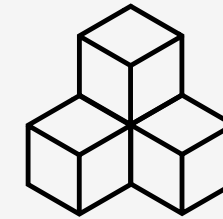


Our Mission

The Blue Box Partners are committed to supporting your commercial success by providing superior protection and visibility for your products, supplying in any quantity across Europe.

We achieve this through close collaboration with our customers and an international coverage. And we want to do this sustainably, ensuring that we contribute to a better future for our society and planet.

Our Values.



Blue Box Partners' four companies are large, independent corrugated board and corrugated base paper packaging companies. Each is well-established and successful in its respective home market and shares the same structure, values and long-term business outlook.



» *Reliability*

Reliability is the core of our DNA. This commitment to serving customer interests reflects our values as a group of family owned companies. The entire organisation is focused on exceeding customer expectations - and we're always trustworthy, cooperative and transparent. Through direct personal engagement, we take full ownership of joint projects and deliver the results our customers demand.

» *Agility*

BBP partners share an entrepreneurial spirit that thrives on flexibility and is unrestricted by geography. A well-balanced, common strategy of long-term investment and local speed-to-market means that, with operations across Europe, we can meet your local needs. Explicitly focused on problem-solving for our customers, our proximity boosts responsiveness, guaranteeing a smoother and more sustainable service.

» *Entrepreneurship*

Entrepreneurship is not simply generating big-business ideas, it's about being creative in all we do. We don't just aim to do things well, we strive for first-class quality, value and service. The collective intelligence of our experts is unrivalled, utilising the best design and technical know-how from across the alliance. This combined power through innovation brings real results for our customers.

interview

Geo Heetebrij

Sustainability Manager



Since May 2023, Blue Box Partners has its very own Sustainability Manager, Geo Heetebrij. Geo is a native Dutchman with vast experience in the paper and cardboard industry. After having worked a few years as a software engineer, he turned to the paper and cardboard industry to never leave again. Between 2003 and 2023, he held various positions in the industry, evolving from Internal Account Manager to Account Manager and eventually European Technical Account Manager, responsible for all technical support regarding new product development, European project management, and troubleshooting. In 2023, he decided to add a new chapter to his career. We sat down with him and asked him about his career change and his plans for the future.

Congratulations on your new role, Geo! What motivated you to take on the role of Sustainability Manager at Blue Box Partners?

"In my two decades within the corrugated industry, sustainability has always been inherent. However, as a parent to two wonderful children, I have seen the world around me change. I feel a personal responsibility to contribute to a more sustainable environment. Blue Box Partners, with its unwavering dedication to sustainability, convinced me that I could play a pivotal role in driving positive change within the packaging industry and contribute to a liveable world for our children and generations to come."

How have you experienced your first months at Blue Box Partners?

"The initial months have been both eye-opening and inspiring. Blue Box Partners represents privately owned companies with sustainability at their core. I have witnessed this commitment with my own eyes during my visits to various paper mills. For instance, Blue Paper

in Strasbourg showcased impressive sustainability practices, such as using waste heat to warm the houses of the neighbouring community."

What has been your primary focus these first few months?

"I have focused on establishing connections with individual sustainability teams across Blue Box Partners. They introduced me to the numerous ongoing and upcoming projects to further develop their corporate social responsibility. Unfortunately, many of these initiatives remain undervalued. My goal is to make them more visible,

"I have focused on establishing connections with individual sustainability teams across Blue Box Partners. They introduced me to the numerous ongoing and upcoming projects to further develop their corporate social responsibility. Unfortunately, many of these initiatives remain undervalued. My goal is to make them more visible, creating direct value for our customers."

creating direct value for our customers. Initiatives like the Carbon Footprint Calculator will highlight our sustainable impact to our customer portfolio."

What short- and long-term challenges do you see for Blue Box Partners and our industry in general?

"We will be facing challenges posed by the Packaging and Packaging Waste Regulation (PPWR) and the EU Deforestation-free Regulation (EUDR). The PPWR is currently published as a preliminary proposal and requires our business to engage in strategic lobbying to minimize its impact on the paper industry. On the positive side, this regulation will address the issue of empty space in packaging, a frustration for everyone ordering a pack of razor

knives online, only to receive a box containing 90% air. The less resources we use, the better.

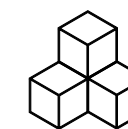
In addition, the EUDR, which replaces the EU Timber Regulation (EUTR), extends beyond preventing illegal wood and aims to combat deforestation and forest degradation. The new regulation enforces greater transparency and traceability, which is important to support our worldwide environmental goals.

On top of these challenges, the year 2030 is rapidly approaching, and we are obliged to reduce our carbon footprint by 55% in accordance with the EU Green Deal. We are committed to achieve these targets within our four partnerships, with the ultimate goal of becoming climate neutral by 2050."

What are your plans and ambitions for the future?

"My plan is to elevate sustainability at Blue Box Partners, aligning with customer demands and surpassing expectations. We aim to step out of the shadows and share compelling stories. Specifically, in 2024, each of the Blue Box Partners will publish its own Corporate Sustainability Report. Moreover, our partners will join the Science-Based Target initiative (SBTi) and set their own SBTs to further solidify their sustainability goals and share their ambitions with our customers. My aspiration is to spread the passion for sustainability within Blue Box Partners and showcase our significant contributions to a sustainable Europe."

Products and markets



Products

Our product spectrum is large and diverse. There are no limits to what we can package. We develop, produce and supply corrugated cardboard packaging for everything that is required. We consistently align our packaging solutions to your needs and requirements.

- Corrugated board base paper (container board)
- Corrugated sheets
- Corrugated packaging, e. g.: die-cut packaging, lock-bottom, pre-glued folding cartons, packaging for hazardous goods, shipment packaging, special solutions, e-commerce packaging
- Foodservice, e.g.: ice cream tubs, take-away, cups and lids
- Solid board
- Cores e.g.: industrial cores, edge protection, consumer packaging

Internationally connected: Association membership

In our globalised world, exchange and collaboration with international partners are indispensable. Our membership in associations forms a fundamental basis for this.

The Blue Box Partners are members of the European Federation of Corrugated Board Manufacturers (FEFCO) and the Confederation of European Paper Industries (CEPI). Through our active involvement in these networks, we benefit from the latest knowledge on market and technology trends and best practices. In addition to this, a well-established network of experts from science and research, politics and companies offers us the opportunity to participate in pioneering projects and partnerships.

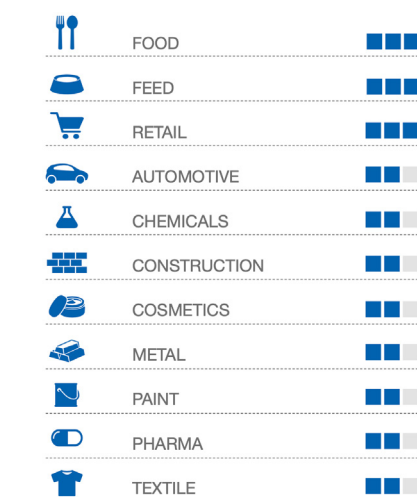


Industry expertise

- Food / Fruits + Vegetables
- Logistics / Delivery / Online Distribution / Paper Production
- Electronics / Engineerings Mechanics Trade / Beverages
- Chemicals / Hazardous Goods
- Sports / Toys / Leisure / Fabrics / Hygienic Products / Cosmetics

Markets served

Reporting on the markets/industry served, the figure gives an indication on a scale of 1-4 (1: LOW to 4: HIGH) on Blue Box Partners products being sold in the industries indicated.



Key numbers

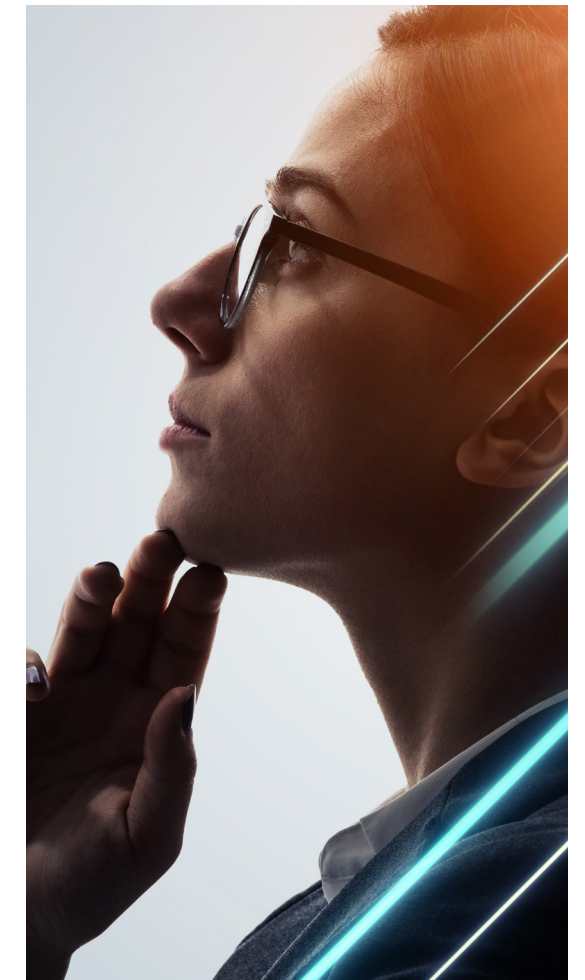


We got you covered, wherever you are

Blue Box Partners offers best of both worlds - a strong presence across Europe and proximity to experienced and competent corrugated packaging specialists in your market.

Our coordinated approach, with the combined expertise of 12.200 employees and the production capacity of 111 sites, ensures we can provide the bespoke designs and delivery requirements of any customer, large or small. Our flexibility enables us to think globally but act locally, and our customers can rely on smoothly functioning supply chains and processes.

We offer uniform quality standards, cutting-edge technical production capacities and competent service across all markets. Thanks to our comprehensive market experience and technological and process know-how, our customers also benefit from qualified advice. This gives them the freedom to concentrate on their core competencies.



We deliver in the following European countries

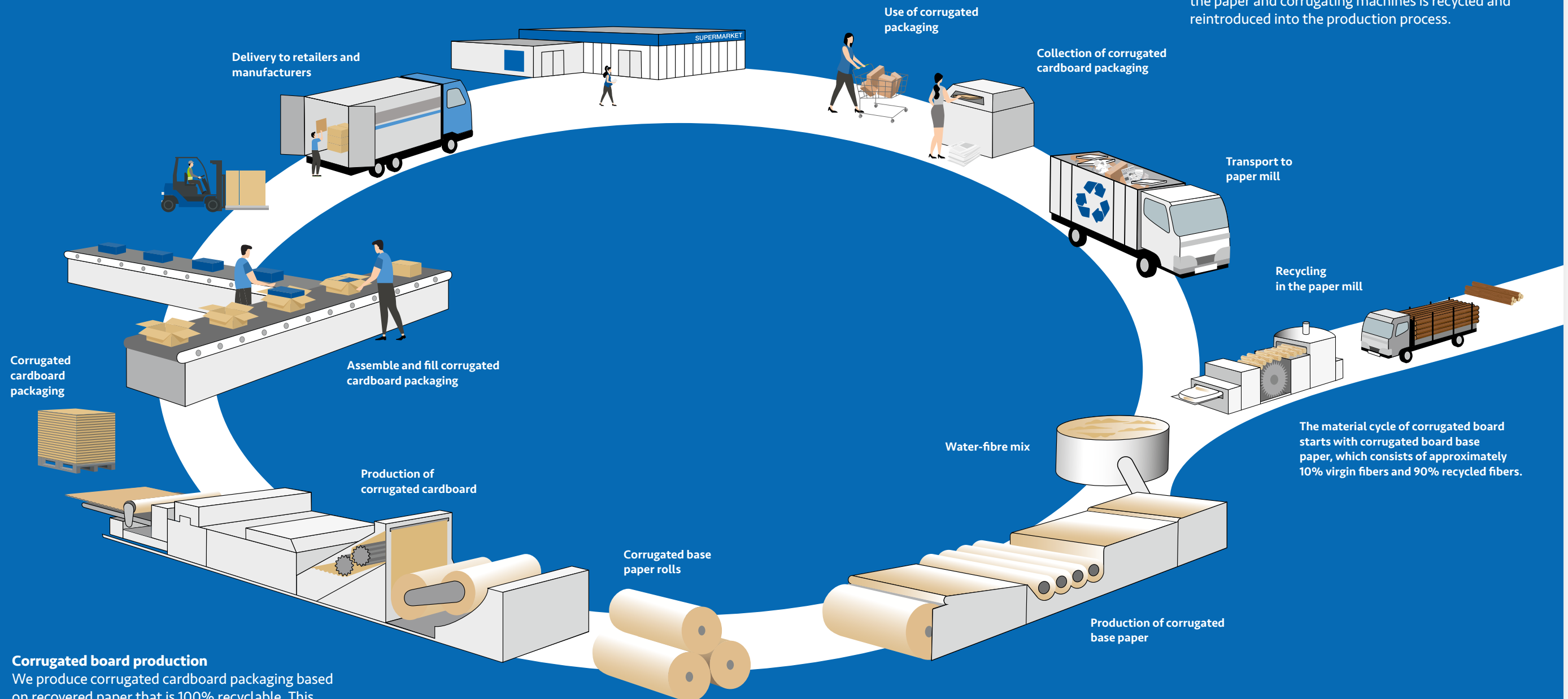
	Austria		Hungary		Romania
	Belgium		Ireland		Spain
	Czech Republic		Italy		Sweden
	Denmark		Luxembourg		Switzerland
	France		Norway		The Netherlands
	Germany		Poland		United Kingdom
	Greece		Portugal		

The perfect cycle

Closed loop recycling management is essential for the development of a circular economy. Our mutual priorities are to further promote recycling and reuse, increase resource efficiency and the material health of the value circle.

Production of corrugated board

To produce our corrugated board, we mainly use recovered paper partly coming from our own processes. The certification of our corrugated board factories, as well as our paper mills, ensures all paper is coming from a responsible source. Our own paper mills carry the FSC®* label. Moreover, we apply the principle of closed-loop recycling management during production. Recovered material generated at the paper and corrugating machines is recycled and reintroduced into the production process.



*FSC-C109033 (VPK Group); FSC-C156109 (Hinojosa Group); FSC-C015390 (Cart-One Salerno); FSC-C105699 (Cart-One Parma); FSC-C108153 (Klingele Paper & Packaging SE & Co. KG)

Chapter 02

How we are committed to sustainability

Sustainability at Blue Box Partners

As a manufacturer of environmentally friendly packaging solutions, we aim to minimise our carbon footprint through the implementation of closed loop recycling management. Intelligent processes and innovative technologies promote the efficient use of resources during the manufacturing of our products and reduce our energy consumption. Simultaneously, we minimise carbon emissions throughout our entire value chain. Nevertheless, the key to our success is rooted in our qualified and experienced employees. We offer them a supportive, encouraging and above all safe working environment in which they can optimally utilise their individual strengths.

Prosperity

We protect our environment



As a manufacturer of ecological products, systematic energy and environmental management is part of our DNA - and of all our processes. We continuously invest in innovative technologies to reduce emissions, effluents and waste. We apply the concept of closed-loop management and adhere to efficient logistics to protect the environment. Renewable energy sources supply our factories with clean electricity. Every day, we strive for economic, social and technological progress in harmony with nature.

Planet

We produce in a resource-conserving way



Our corrugated cardboard packaging and corrugated base paper are completely biodegradable and 100% recyclable. When producing our corrugated cardboard, we depend on the long-term availability of paper, water and energy. Our production processes are therefore aligned to protect these strategic resources whilst minimising our ecological footprint. We reduce our consumption through efficient water and energy management in our plants. And through FSC® certification, we document responsible sourcing. We use recovered paper or paper from sustainable forestry to manufacture our products.

People

We care about our employees



Our employees are at the heart of our success. They use their ideas, creativity, knowledge and entrepreneurial spirit to ensure that we can offer our customers the best packaging solutions and service. We support and nurture our employees by offering them an attractive and safe working environment and promoting equal opportunities and diversity. Flexible working models, training and opportunities for personal development, together with a culture of trust, commitment and mutual respect, form the solid basis for their long-term loyalty.



KPI

PROSPERITY

7 AFFORDABLE AND CLEAN ENERGY



Energy efficiency

8 DECENT WORK AND ECONOMIC GROWTH



CAGR

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Capex
Depreciation

PLANET

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



BRC
Waste

13 CLIMATE ACTION



CO₂ emissions

PEOPLE

3 GOOD HEALTH AND WELL-BEING



LTIR - Hazard and near miss reporting
Employee engagement surveys - Permanent contracts

4 QUALITY EDUCATION



Training hours



PROSPERITY

PLANET

PEOPLE

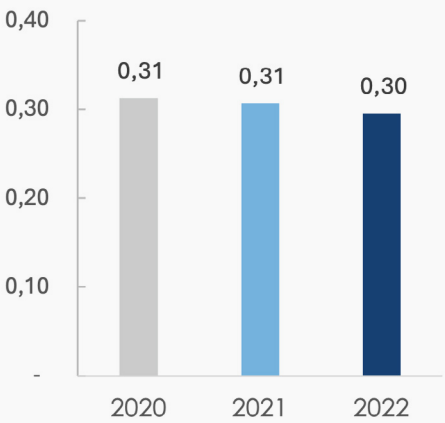


KPI: Energy efficiency

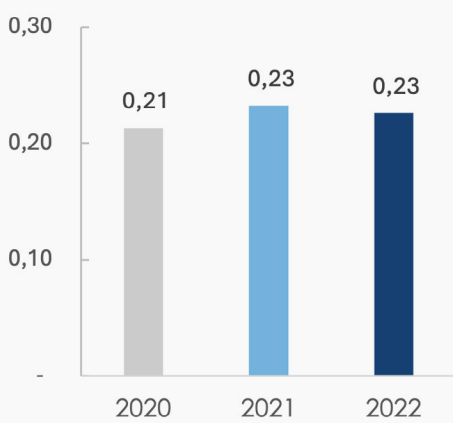
Enhancing our energy autonomy sustainably

Producing paper and cardboard packaging solutions requires lots of energy, mainly steam and electricity. To ensure the ample supply of affordable and clean energy, the Blue Box Partners have made it their strategic priority to generate their own energy based on renewable as well as refuse-derived fuels, and become self-sufficient as much as possible.

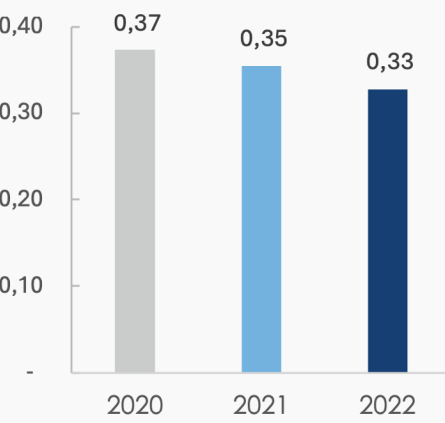
ENERGY INTENSITY OF CORRUGATED PRODUCTION IN MWH PER TONNE SOLD



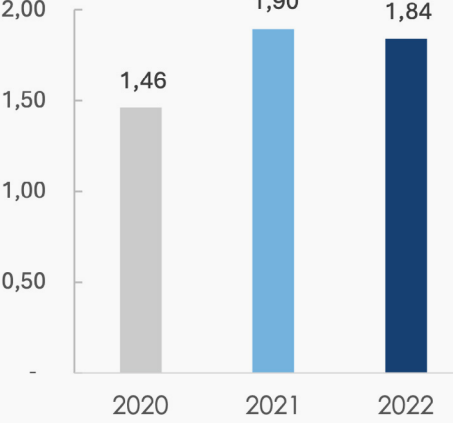
ENERGY INTENSITY OF SHEET FEEDING PRODUCTION IN MWH PER TONNE SOLD



ELECTRICITY INTENSITY OF PAPER PRODUCTION IN MWH PER TONNE SOLD



FUEL INTENSITY OF PAPER PRODUCTION IN MWH PER TONNE SOLD



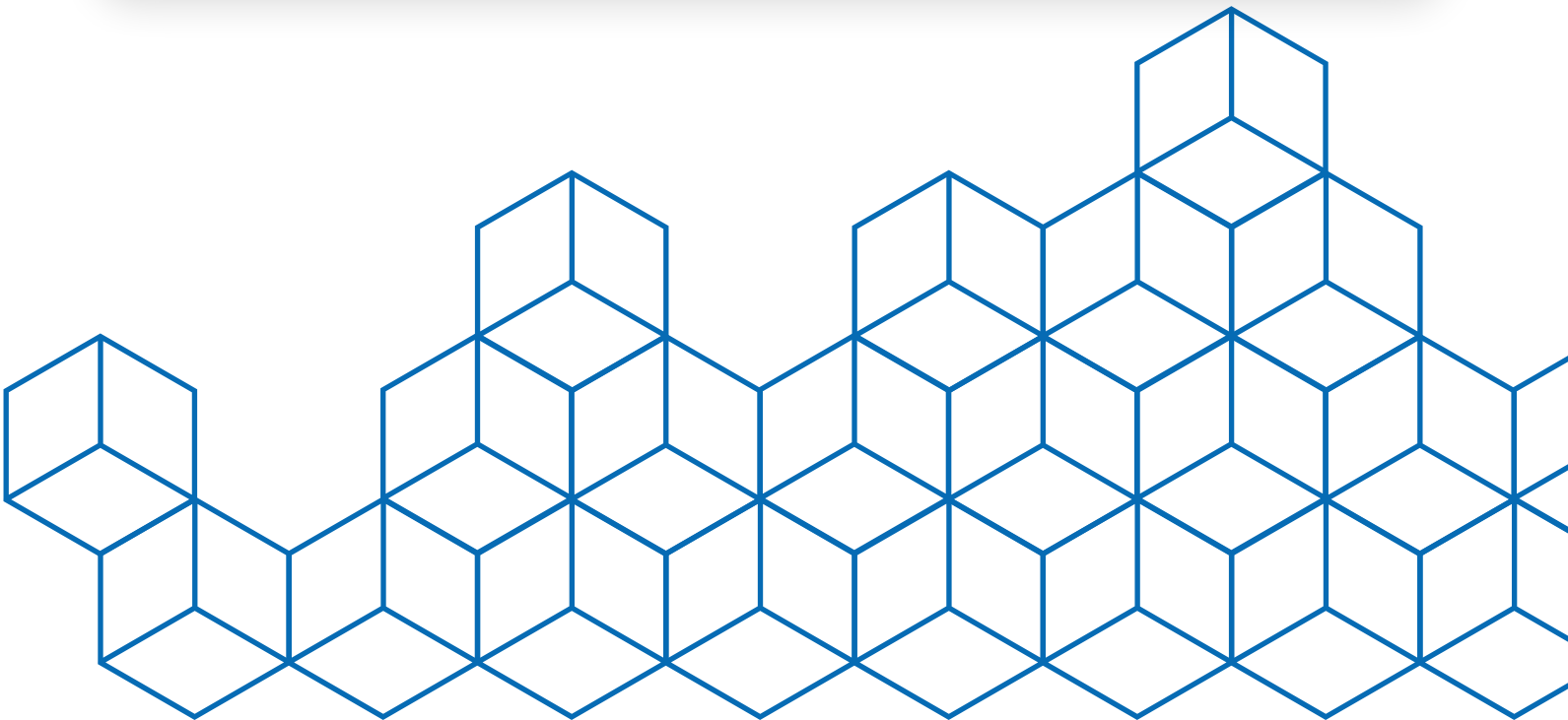
In MWh/ton

		2020	2021	2022
Cores	Electricity	0,09	0,09	0,10
	Fuel	0,22	0,21	0,20
Sheet feeder	Electricity	0,05	0,05	0,05
	Fuel	0,17	0,19	0,18
Corrugated	Electricity	0,08	0,08	0,08
	Fuel	0,23	0,23	0,21
Paper mill	Electricity	0,37	0,35	0,33
	Fuel	1,46	1,90	1,84
Solid	Electricity	0,05	0,05	0,05
	Fuel	0,01	0,01	0,01

ENERGY INTENSITY OF OUR PRODUCTION IN MWH PER TONNE SOLD

In TJ

	2020	2021	2022	%change 2022 vs 2021
Renewable energy (green electricity + green fuel)	2.614	7.341	6.763	-8%
Non-renewable energy	9.740	10.771	9.491	-12%
Total Energy	12.354	18.112	16.253	-10%
Electricity purchased	1.854	2.317	1.893	-18%
Grid injection	5	6	9	51%
Steam purchased	408	433	441	2%
Total Primary Energy (TJp)	15.529	22.007	19.512	-11%
Green Primary Energy (TJp)	3.022	7.775	7.204	-7%



PROSPERITY

PLANET

PEOPLE



KPI: Energy efficiency

Clearing the air: Reducing non-carbon emissions at Klingele's Weener facility

KLINGELE
PAPER & PACKAGING GROUP



Klingele has long been committed to sustainability. A commitment that is underscored by the successful implementation of its emissions reduction project back in 2008, which continues to demonstrate its value to this day. In a pioneering move, Klingele commissioned an advanced flue gas cleaning system as part of the energetic valorization process within its refuse-derived fuel (RDF) power plant, located adjacent to its paper mill in Weener, Germany.

The Klingele Group has been producing corrugated paper in Weener, Germany since 1958. Since 2008, the energy demand of the local paper mill has been met in a sensible and innovative manner by the nearby thermal refuse-derived fuel (RDF) power plant.

Fulfilling 90% of the site's power needs

The power plant generates 80 million kilowatt hours of electricity per year, enough to fulfil approximately 90% of the paper mill's energy requirements. In fact, the plant generates electricity based on the steam that is generated through the combustion of 180,000 tonnes of refuse-derived fuel per year, which includes residual materials from the associated paper production, as well as processed commercial and industrial waste.



"Pass the entire flue gas volume, which is already of high quality, through the second stage to ensure that no pollutants are released into the environment. This not only enables us to remain safely below the legally obliged limit values, but also allows us to reduce the non-CO2 pollutants to virtually 0.0 mg/Nm³."



Limiting atmospheric emissions through ingenious flue gas filtering

Equipped with a flue gas cleaning system, the plant aims to reduce the emission of hazardous substances into the atmosphere. While conventional flue gas cleaning typically relies on a single filter stage to remove harmful particulates, Klingele took it a step further by implementing a second filter stage to intercept potential pollutant peaks, primarily to intercept any HCl or SO₂ pollutant peaks that may occur. Frank Schulz, Head of Energy Production of the plant explains: "If there is a high proportion of pollutants in the raw gas, for instance, during the start-up or shutdown process, or in the event of a technical error, this can lead to a temporary overload of the first stage. Therefore, we pass the entire flue gas volume, which is already of high quality, through the second stage to ensure that no pollutants are released into the environment. This not only enables us to remain safely below the legally obliged limit values, but also allows us to reduce the non-CO₂ pollutants to virtually 0.0 mg/Nm³."

The construction of the flue gas cleaning system took approximately 14 months at a cost of 6.5 million euros. Today, Klingele continues to make substantial investments in the system's maintenance to ensure its continued efficacy. The annual maintenance costs amount to around 50,000 euros, a small price to pay for the ongoing benefits it brings to the community, the environment, and the site's production processes.

PROSPERITY

PLANET

PEOPLE

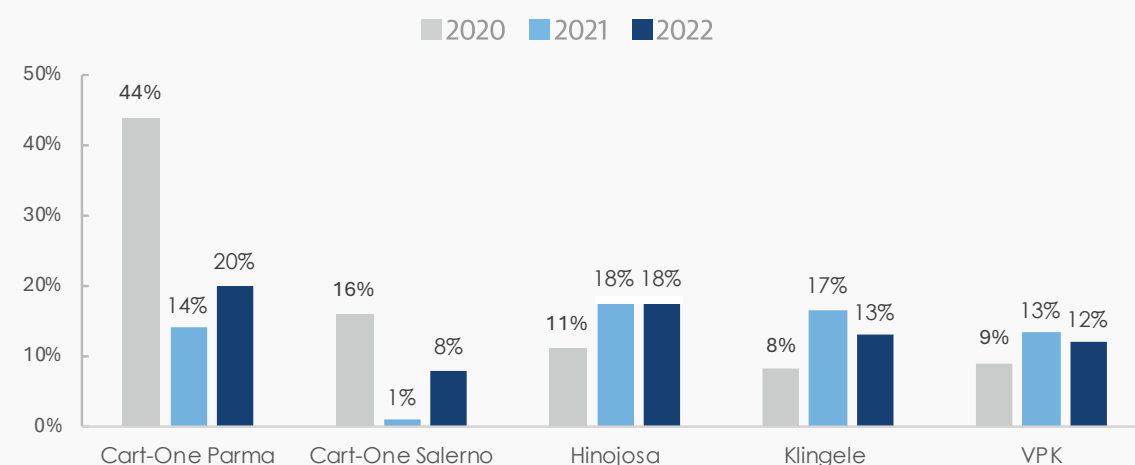


KPI: CAGR

Expanding our positive impact on local economies

The packaging sector has tremendous growth prospects. Our companies want to grab these opportunities by continuing to extend their reach, investing in both brownfield and greenfield sites. This will, in turn, create more local jobs and give an extra boost to the economic development in the communities in which the Blue Box Partners are active.

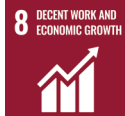
CAGR% OPERATING INCOME (5Y)



PROSPERITY

PLANET

PEOPLE



KPI: CAGR

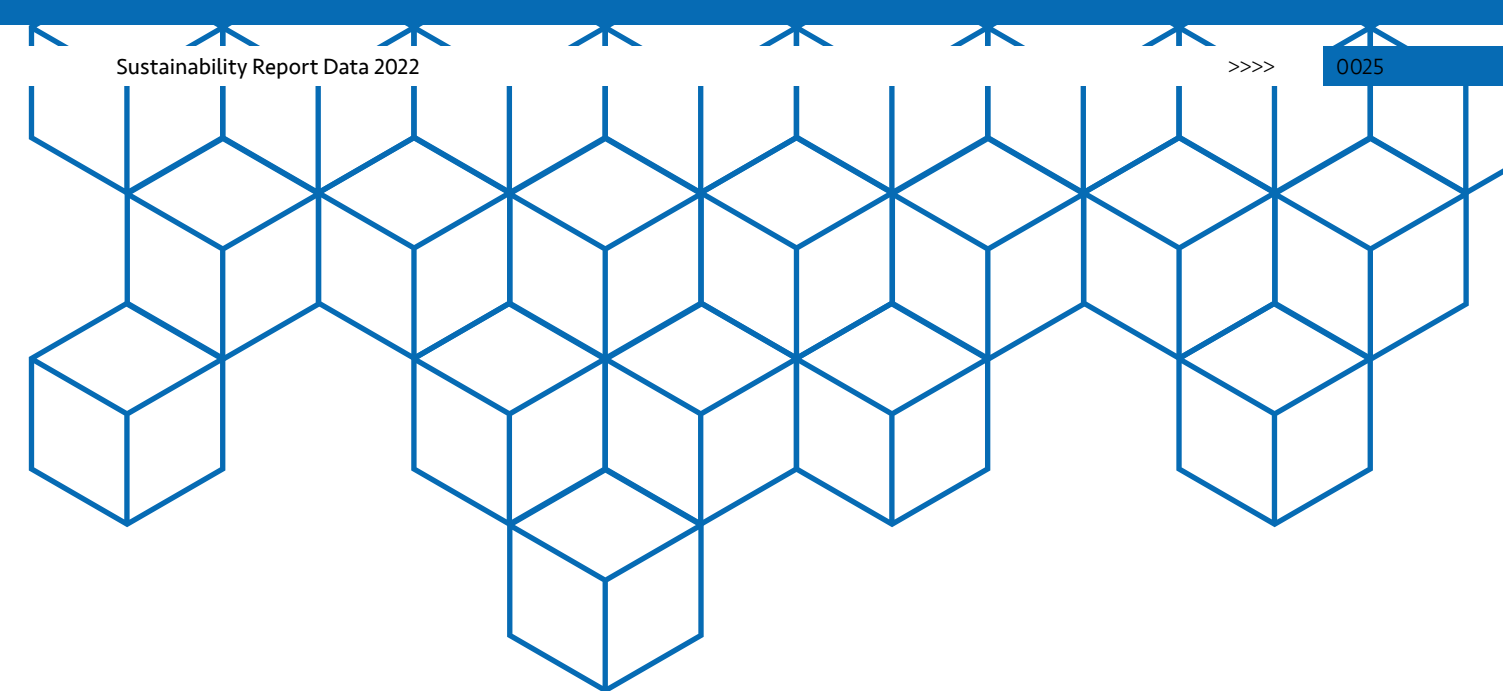
Hi Talent: Nurturing excellence for future leaders at Hinojosa Packaging Group



The four family-run companies that are linked with Blue Box Partners all promote the spirit of true entrepreneurship among their employees, stimulating personal and professional development to achieve excellence and provide customers with the best possible services and products. In line with this overarching commitment, Hinojosa Packaging Group introduced its innovative Hi Talent programme, a custom initiative crafted by ESIC Business & Marketing School. This programme is more than a traditional training programme. It brings a holistic approach to moulding the future leaders of Hinojosa Packaging

Group. In 2022, 26 employees immersed themselves in this career-enhancing experience, committing themselves to quality training that goes beyond the ordinary.

At Hinojosa Packaging Group, the intrinsic value of talent is actively nurtured. Since the very beginning, a commitment to continuous training has been embedded in the company's DNA. Consequently, Hinojosa has established personalized development programmes of the highest calibre, laying the foundation for a culture that cherishes the development of every individual.



Valuing talent, igniting growth

At the forefront of this commitment to professional development lies the Hi Talent programme. It is designed specifically for executives, decision-makers, and future leaders who are set to take on top management positions. This intensive twelve-month programme offers participants a unique opportunity to really delve into the Hinojosa values and strategies, as well as valuable soft skills.

Triggering cross-area collaboration

The programme has already proven its success. It has sparked collaboration among managers across different business areas, fostering an environment of cooperation that extends well beyond the workshop floor. It really emphasizes the importance of teamwork as one of the key differentiators of Hinojosa Packaging Group.

Elevating skillsets, sharing knowledge

Apart from fostering collaboration, the Hi Talent training programme has significantly enhanced the skillsets of its participants. All 26 individuals had the opportunity to address and learn from complex topics, providing them with insights and expertise they might not have gained otherwise. The ability to share knowledge among colleagues has notably contributed to improving their skills and capabilities.

Attracting and retaining talent

As Hi Talent continues to build success stories, Hinojosa recognizes the programme's significance not only in nurturing current talent but in attracting future talent as well. Hi Talent has therefore become a main asset for the company's employer branding, a powerful magnet for attracting and retaining the best minds in the industry.

“As Hi Talent continues to build success stories, Hinojosa recognizes the programme’s significance not only in nurturing current talent but in attracting future talent as well.”

Embodying the spirit of teamwork, networking, and personal growth, Hi Talent transcends geographical boundaries, bringing together participants from various national and international plants. As such, the programme becomes a melting pot of diverse perspectives, creating an environment where collaboration and personal experience thrive.



PROSPERITY

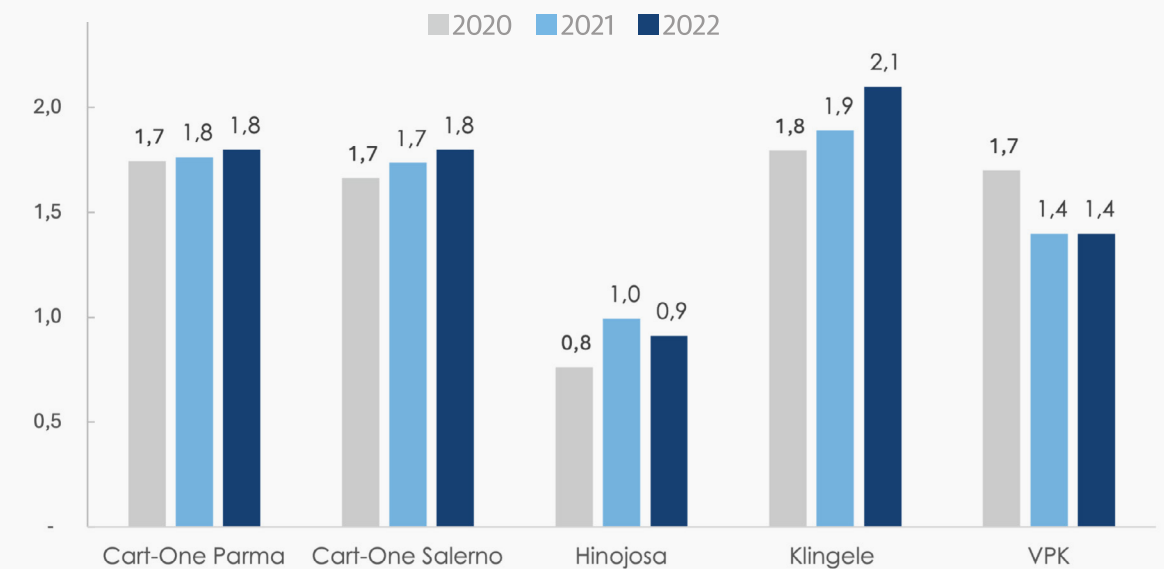
PLANET

PEOPLE

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE

KPI: Capex - Depreciation

INVESTMENT DEPRECIATION RATIO (3Y AVR)



INNOVATION AND PROGRESS

Capex (M€)

	2020	2021	2022	%change 2022 vs 2021
Cart-One Parma	6,0	6,7	7,0	4%
Cart-One Salerno	6,3	7,2	7,0	-2%
Hinojosa	24,0	39,0	38,0	-3%
Klingele	50,3	59,9	96,0	60%
VPK	96,3	91,0	135,0	48%

Depreciations (M€)

	2020	2021	2022	%change 2022 vs 2021
Cart-One Parma	3,4	3,8	4,0	5%
Cart-One Salerno	3,8	4,1	4,0	-3%
Hinojosa	31,5	39,3	40,0	2%
Klingele	28,0	31,7	41,0	29%
VPK	73,4	82,0	83,0	1%

PROSPERITY

PLANET

PEOPLE



KPI: Capex - Depreciation

Revolutionizing e-commerce packaging, with Fanfold packaging brand fit2size® and a highly efficient digital printing line



VPK Group wants to make a difference in e-commerce packaging. How? By ensuring sustainable efficiency gains. On the one hand, with a new brand of Fanfold packaging that better fits the original product and thus wastes even less space. On the other, with a new digital printer that can print packaging in high definition at an unrivalled fast pace. And all of this from VPK's newest circular hub in Alizay, France.

New fit2size® brand saves packaging space

With the rise of e-commerce and growing consumer awareness regarding oversized boxes and packaging waste, fit2size® aims to eliminate void fill, spacers, and fillers. It facilitates the production of exact-size corrugated packaging on demand, leading to stock keeping unit (SKU) reduction, and minimizing manual handling and forming.

Philippe Tran, Managing Director of VPK France describes how the brand was created: "We wanted a pan-European brand with a strong affiliation to the VPK brand identity and an eco-friendly appeal that combines space saving with void fill reduction. fit2size® meets these requirements.

To meet the increasing demand for e-commerce and logistics packaging, VPK has launched a new brand to further strengthen its ambition to supply excellent sustainable packaging solutions, fit2size®. It is based on the latest Fanfold innovation, a continuous length of corrugated sheet that has been accordion-folded into a stack and scored to fit each customer's exact specifications.

Producing the greenest e-commerce packaging on the market

The fit2size® Fanfold sheets will be made of green energy paper supplied by VPK's paper mill located in the circular economy hub in Alizay, France. Hence, VPK truly believes that its Fanfold solutions will be the greenest packaging solution for e-commerce and logistics, Fanfold being by nature a sustainable product, through the elimination of wasted space and void fill in packaging boxes.

Targeting customers in France and adjacent countries

VPK's fit2size® products are produced in Alizay and therefore target customers in France where supply is limited and often involves buying in from other countries. However, the fit2size® products are set to meet demands for Fanfold all across Europe, especially in the neighbouring countries. "We are also targeting adjacent countries such as the UK and the Benelux region, where VPK has a strong position in corrugated packaging. Our plant in Alizay is perfectly located to export to those countries", explains Philippe Tran. "This investment will definitely strengthen VPK's position in France and beyond."

Investing in a new state-of-the-art digital printing line

After deciding to make the Alizay site a showcase for the production of Fanfold, VPK also invested in a new digital printing line, the first machine of this type in France. For the record, this inkjet press is capable of printing corrugated sheets

"With the rise of e-commerce and growing consumer awareness regarding oversized boxes and packaging waste, fit2size® aims to eliminate void fill, spacers, and fillers. It facilitates the production of exact-size corrugated packaging on demand, leading to stock keeping unit (SKU) reduction, and minimizing manual handling and forming."

in a single pass at a speed of 75 metres per minute, thanks to the presence of a LED drying system. Its main advantages: lower energy consumption and virtually no emissions of volatile organic compounds (VOCs).

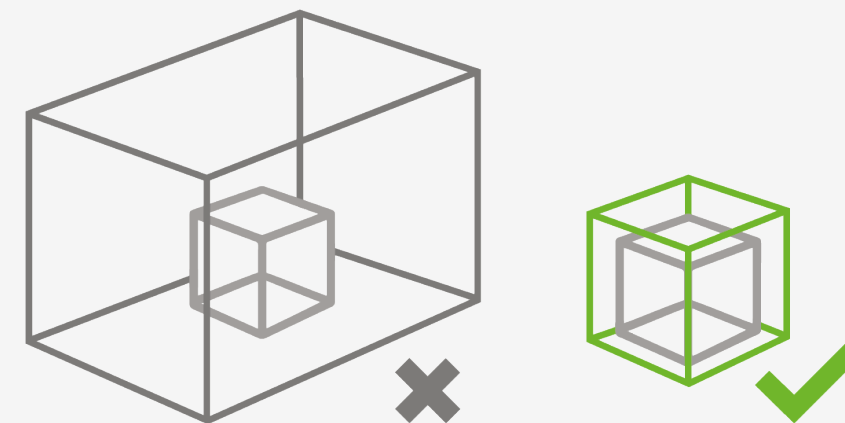
Moreover, this technology offers a great deal of flexibility in terms of applications. "Compared to flexo printing, which will remain a mainstay in the cardboard industry, digital printing offers a much better colour rendering of gradients and photographic images. And, when it comes to this specific digital printer, there is great latitude in applications. For instance, printing the inside of e-commerce packages to obtain that 'wow' effect. Or widening our range of applications in the wines and spirits segment, point of sale displays or even industrial pre-series and marketing operations. In short, it opens up a whole new world of opportunities", concludes Philippe Tran.

VPK Group and Zetacarton form strategic partnership to expand geographic coverage of fit2size® packaging

VPK Group has acquired a majority stake in Zetacarton, an Italian corrugated cardboard company located near Como. Zetacarton is a leading manufacturer of corrugated board packaging, realizing a substantial output of 106 million m² of cardboard in 2022.

The company specializes in unique products, including Fanfold and big-box packaging. Its expertise in printed Fanfold aligns seamlessly with VPK Group's fit2size® offering. Therefore, this strategic partnership not only expands VPK Group's geographic reach for Fanfold but also positions it to serve e-commerce logistics distribution centres across Europe.

The acquisition underscores VPK's ambition and belief in the future of Fanfold solutions. It aligns perfectly with VPK Group's long-term vision and strategy to focus on sustainable growth and further expand its vertically integrated value-added business model across Europe.



PROSPERITY

PLANET

PEOPLE



KPI: Capex - Depreciation

Upgrading packaging solutions: Cart-One's unwavering dedication to innovation

CART-ONE



The four companies behind Blue Box Partners share a common commitment to always wanting to exceed customer expectations, now and in the future. This commitment drives a culture of innovation. Cart-One, a member of Blue Box Partners, exemplifies this mindset with an extensive range of groundbreaking initiatives.

In 2022, Cart-One Salerno continued its research and development activities on projects supported by the Ministry of Economic Development and the Ministry of Education, University, and Research. Simultaneously, the group persisted in its corporate innovation and improvement initiatives.

Creating cutting-edge waterproof packaging

A notable achievement was the development of paper-biopolymer laminates with outstanding moisture and water barrier properties. Tailored for the fruit, vegetable, and dairy sectors, these laminates aim to replace polystyrene. Rigorous corrugation tests, involving various paper types and flutes, confirmed the laminates' exceptional protective capabilities against external elements under extreme moisture and temperature conditions.

In addition, the R&D department is evaluating alternative bioplastic lamination systems to create a comprehensive barrier against both

external and internal moisture. For this reason, the R&D department at Cart-One Salerno selected several coatings to be applied using a Hybrid Coater installed on the corrugator line.

Corrugating non-woven fabric and reducing plastic consumption

In 2022, Cart-One Salerno also succeeded in corrugating functionalized non-woven fabric with double flute designs. This breakthrough facilitated the creation of punnets, standard trays, and more, that the catering industry uses for growing seedlings and vegetables. Furthermore, this achievement overcomes the problems of incompatibility between supports with entirely different consistencies: on one hand, a resistant

and compact material, and on the other, a flexible and porous one.

Furthermore, the acquisition of a heat sealer enabled the coating and sealing of trays with lignin- or cellulose-based biopolymer films, specifically designed for bakery and non-bakery products. The heat sealer facilitates skin-packing, inserting the modified atmosphere (MAP), closing and sealing trays, resulting in a 70% reduction in plastic consumption compared to traditional tray packaging.

Preparing for a more circular approach to recycling

In anticipation of the future, Cart-One Salerno initiated the drafting of technical specifications for a new innovation project under the National Recovery & Resilience Plan (NRRP). This project focuses on emerging technologies that optimize production processes, as well as waste management. The ultimate goal is to enhance the circularity of paper and cardboard manufacturing waste, ensuring its reuse in other production cycles and generating products with higher economic value. To be continued...



"The heat sealer facilitates skin-packing, inserting the modified atmosphere (MAP), closing and sealing trays, resulting in a 70% reduction in plastic consumption compared to traditional tray packaging."



PROSPERITY

PLANET

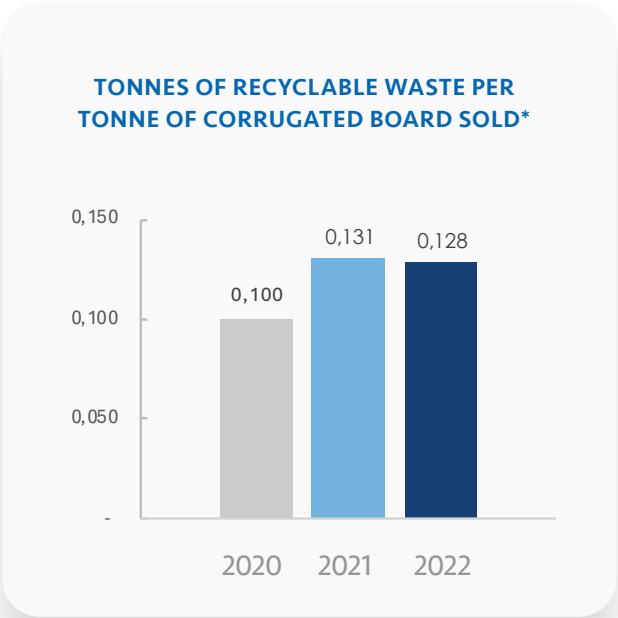
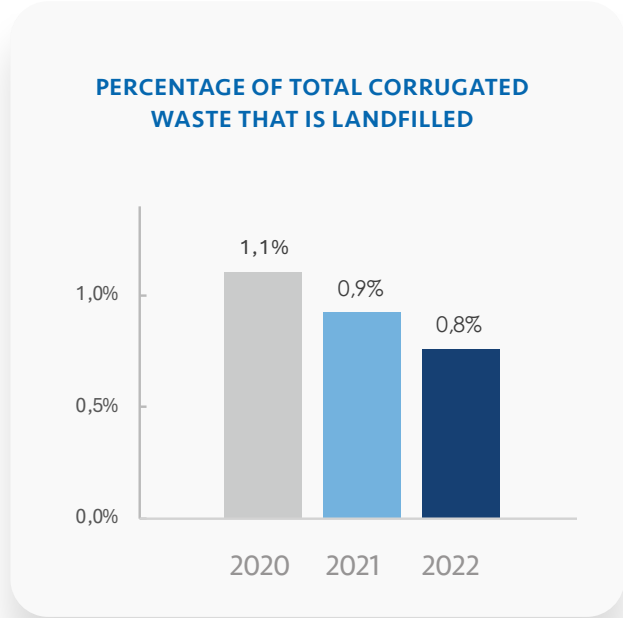
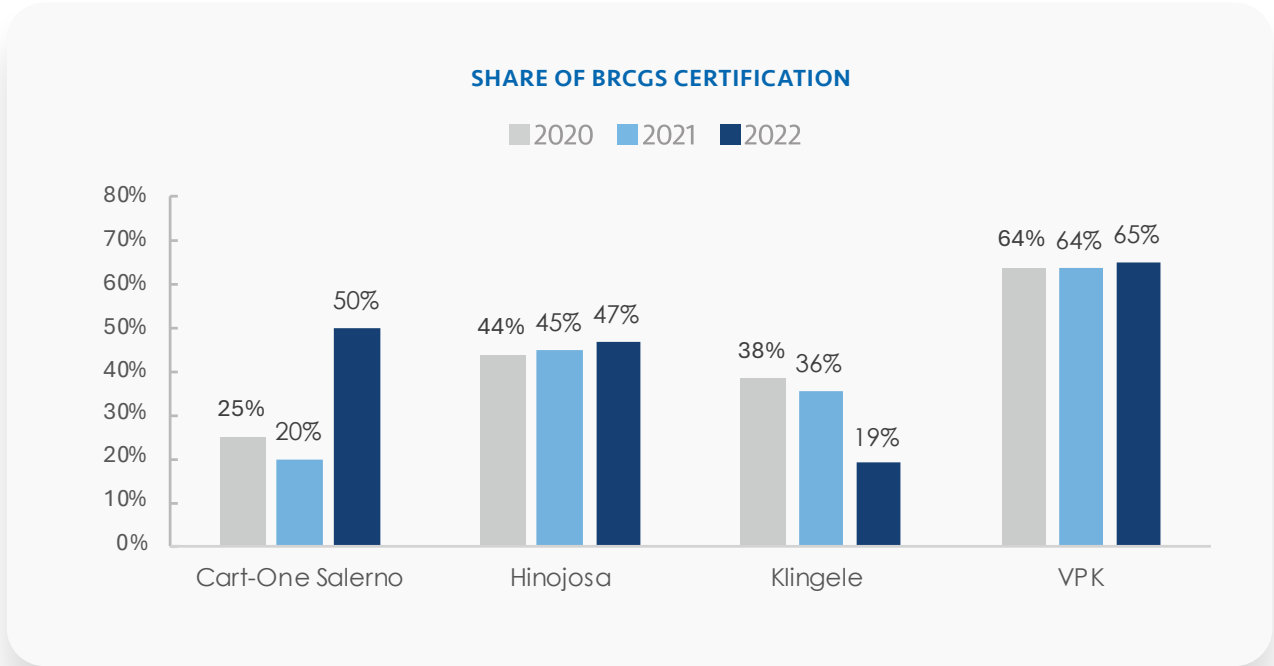
PEOPLE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

KPI: BRC- Waste

I Pursuing best-in-class quality

As sustainable companies, the Blue Box Partners have a responsibility regarding the production and consumption of our products. Therefore, our production sites and processes, as well as our packaging solutions adhere to the highest standards, both in terms of quality and safety. Moreover, we help our clients take up their responsibility by recycling their paper and cardboard waste and converting it into new packaging.



(*including conversion, sheet feeder, corrugated)

Non-hazardous waste in tonnes	2020	2021	2022	%change 2022 vs 2021
Reused	21.460	37.600	16.651	-56%
Reduced	4.390	560	27.963	4895%
Recycled	236.127	400.763	339.247	-15%
Incinerated	161.197	196.847	151.814	-23%
Landfilled	41.614	73.915	107.692	46%

Waste intensity (total waste tonne / goods sold tonne)	2020	2021	2022	%change 2022 vs 2021
Cores	0,07	0,05	0,06	22%
Feeder	0,08	0,07	0,06	-19%
Corrugated	0,09	0,13	0,13	1%
Paper mill	0,14	0,19	0,18	-6%
Solid	0,09	0,09	0,09	3%



PROSPERITY

PLANET

PEOPLE



KPI: Waste - BRC

Creating healthier, cleaner living spaces: FEPA's commitment to a plastic-free environment

CART  **NE**


As advocates for sustainable practices, the Blue Box Partners strive to mitigate the environmental impact of their products, both in the production phase and throughout consumption. Based on this commitment, FEPA, part of Blue Box Partner Cart-One supported Italy's Plastic Free association during their 2022 nationwide "Clean Up" campaign, promoting sustainable development and fostering lifestyles in harmony with nature.

Supporting the plastic-free movement

Aligned with Sustainable Development Goal 12, which targets waste reduction and sustainable living, FEPA endorsed and sponsored the "Clean up" event organized by Plastic Free. This voluntary association is dedicated to creating awareness regarding the hazards of plastic pollution.

Collaborating with the Italian community for a cleaner tomorrow

The "Clean Up" campaign unfolded across Italy, bringing together thousands of individuals, institutions, and businesses in a united front against plastic waste. During the event, all these stakeholders worked together to clean up plastic waste, preventing its dispersion into the environment and helping to create healthier, cleaner living spaces for everyone.



Aligned missions for sustainable practices

The mission of the Plastic Free association harmonizes seamlessly with FEPA's commitment to sustainability, and that of the broader Blue Box Partners community. United by a common goal of adopting practices that stimulate a circular supply chain model, FEPA concentrates on minimizing waste production by implementing recovery and recycling processes for its materials. This shared commitment reinforces the collective vision of building a more sustainable and environmentally conscious paper and cardboard industry, and society at large.

"During the event, all these stakeholders worked together to clean up plastic waste, preventing its dispersion into the environment and helping to create healthier, cleaner living spaces for everyone."

PROSPERITY

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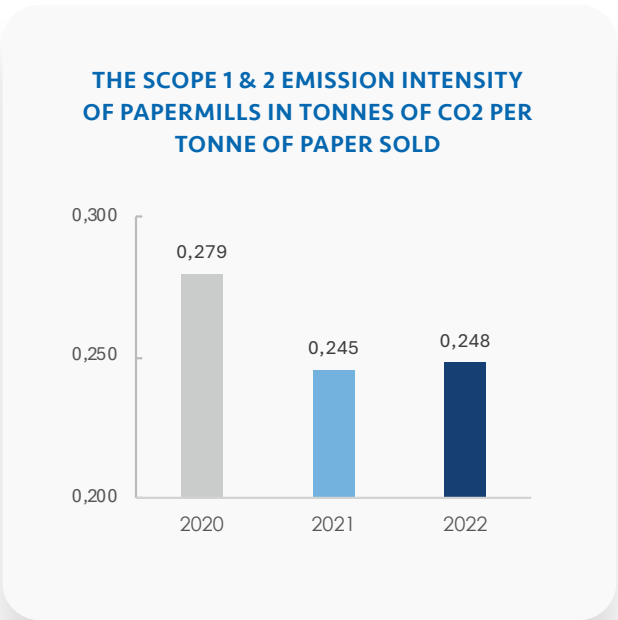
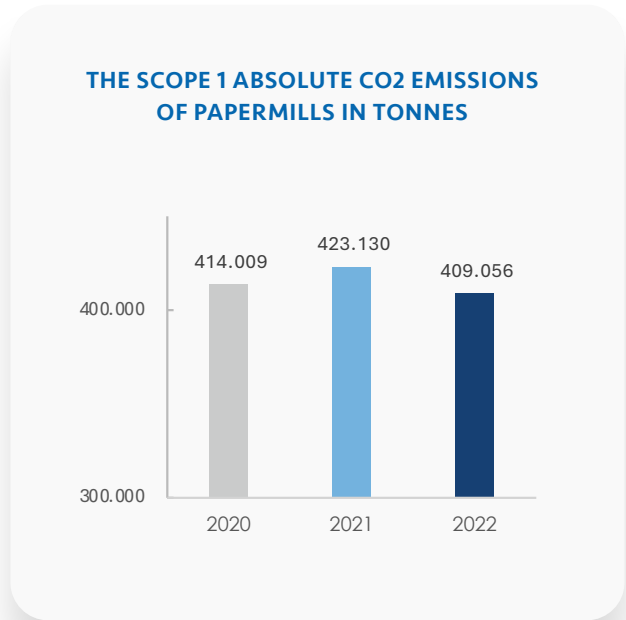
PEOPLE

13 CLIMATE ACTION

KPI: CO₂ emissions

Reducing the ecological footprint of paper-based packaging

Climate change poses a risk to businesses all over the world, including the packaging business. Although the climate impact of our activities is relatively modest, the Blue Box Partners want to play their part in building a better world. We do so by closing product loops, generating our own fossil-free energy and limiting the direct and indirect carbon emissions of our activities and products.



ABSOLUTE CO2 EMISSIONS OF ALL OUR PRODUCTS				
In tonnes	2020	2021	2022	%change 2022 vs 2021
Direct CO2 emissions (scope 1)	521.782	553.512	522.375	-6%
Indirect CO2 emissions (scope 2)	88.384	122.109	106.180	-13%
Direct Biogenic CO2 emissions (scope 1)*	240.936	688.717	606.434	-12%

(*GHG-emissions from the combustion or biodegradation of biomass. These emissions are non-fossil and interact in distinct ways within the generally accepted models of carbon cycles.)

THE SCOPE 1&2 EMISSION INTENSITY OF OUR PRODUCTS**				
In tonne CO2/tonne	2020	2021	2022	%change 2022 vs 2021
Cores	0,087	0,085	0,084	-2%
Feeder	0,062	0,065	0,065	0%
Corrugated	0,059	0,061	0,056	-9%
Paper mill	0,279	0,245	0,248	1%
Solid	0,010	0,010	0,010	-5%

(** biogenic emissions are not included)

GREENHOUSE GAS EMISSION INTENSITY OF ELECTRICITY GENERATION	
Country	gCO2e/kWh
Austria	82
Belgium	139
Bulgaria	398
Croatia	138
Cyprus	605
Czechia	397
Denmark	123
Estonia	656
EU-27	238
Finland	70
France	58
Germany	348
Greece	397
Hungary	188
Ireland	332
Italy	234
Latvia	106
Lithuania	127
Luxembourg	45
Malta	349
Netherlands	339
Norway **	29
Poland	721
Portugal	167
Romania	212
Slovakia	113
Slovenia	211
Spain	165
Sweden	9
Turkey **	414

Source: EEA - 2021
**Ember's Yearly Electricity – 2021

EMISSION FACTOR OF FUEL		
Fuel	Unit	Emission factor
Coal	ton	2.339
Steam	kWh	0,171
Natural gas (NL)	Nm3	1,890
Natural gas (EU)	Nm3	2,240
Heavy fuel oil	ton	3.519
Light fuel oil	ton	3.126
Biogas	ton	1.106
Biodiesel	ton	2.650
Biomass	ton	1.677

PROSPERITY

PLANET

PEOPLE

13

CLIMATE
ACTIONKPI: CO₂ emissions

Advancing towards carbon-free production, by gradually eliminating the use of natural gas



VPK has committed itself to achieving carbon neutrality by 2050. Throughout the Group, VPK is studying and deploying various initiatives to achieve this ambition. And at the heart of this endeavour lies the Alizay Sustainable Development Hub in the North of France.

BEA, short for Biomasse Energie d'Alizay, is a combined heat and power plant that has been producing green energy based on biomass since January 2021. Moreover, it is the third largest biomass-powered energy production site in the whole of France, with the capacity to process 155 MW of biomass.

Woody biomass such as wood chips, bark, etc. is used as feedstock to power the BEA plant. These materials are converted by the BEA boiler into 175 tonnes of green high-pressure steam per hour. This high-pressure steam is then expanded with an extraction steam turbine into low-pressure steam whilst generating electricity at the same time. As such, 100 tonnes of low-pressure steam per hour is used to run the on-site paper mill.

Turning waste into green steam

Currently, all fuel for the BEA boiler is sourced externally, but VPK also wants to feed the boiler with rejects. More specifically, the non-usable materials that enter the Alizay site with the supplies of recovered paper. "We are talking about 35.000

tonnes of rejects per year, including non-usable paper fibres, as well as plastics, textiles and wood", clarifies Johan Dhaese, Group Energy and Environment Manager at VPK Group.

In total, less than 10% of BEA's load would consist of this alternative fuel, half of which would still be biomass. "More importantly, discharging the collected waste into the boiler would avoid the transportation of 35.000 tonnes of waste to various waste processors. Reusing the energy as fuel saves up to 7.000 tonnes of CO₂ emissions per year compared to natural gas", according to Johan's calculations.

Supplying the corrugator with 100% green steam

The Alizay Sustainable Development Hub also features three gas boilers. Two of these boilers generate 55 tonnes of steam per hour each based on natural gas, and serve as backups for the BEA boiler. "The BEA boiler runs for about 8.100 hours a year, whereas the paper machine runs for approximately 8.500 hours per year. During the biomass boiler's stoppage time, steam is supplied to the paper mill by the two gas boilers", explains Johan.

CASE

The third gas boiler is used to meet the steam demand of the corrugator. This gas boiler is fed by biogas, supplied by the paper mill's anaerobic digester that valorizes the organic load of the mill's effluents. The result is biogas that has about 75% of the energy content of natural gas. Johan: "Fuelled by 100% biogas, the boiler will produce about six tonnes of steam per hour, which is more than what the corrugator needs. Hence, the remaining steam is diverted to the paper mill."

Using residual heat from flue gases to dry wood

Also at the Alizay site, VPK plans to produce wood pellets, some 120.000 tonnes per year. These wood pellets will be used by several sites across the Group as a substitute fuel for natural gas or will be sold on the market. "The pellets will be produced from wood chips. These will be dried, ground and then pressed into pellets", elaborates Johan. For the drying process, VPK will install a heat recovery plant that transforms waste heat from BEA's flue gases into hot water. "The heat exchangers will have a capacity of about 20 MW, which is equivalent to 30 tonnes of low-pressure steam per hour. As a result, we can dry the wood chips without having to use any natural gas. As such, the 20-MW heat exchangers will significantly increase the primary energy savings of the BEA biomass CHP. And, on top of all that, the 120.000 tonnes of pellets per year will help save as much as 120.000 tonnes of CO₂ emissions."



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Johan Dhaese

Group Energy and Environment Manager, VPK Group

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PROSPERITY

PLANET

PEOPLE

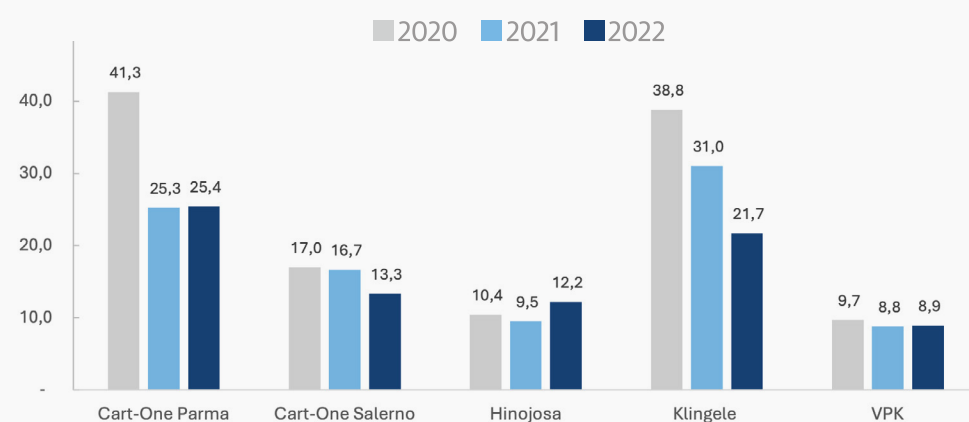


KPI: LTIR - Hazard and near miss reporting

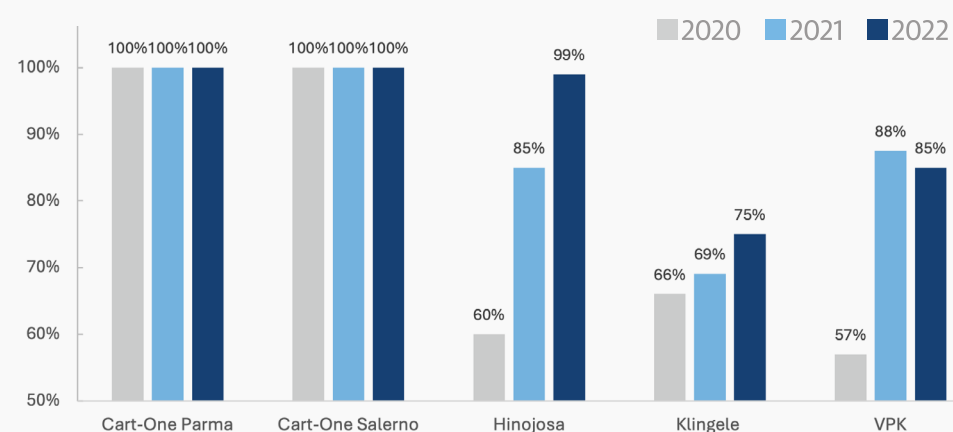
Fostering employee safety and engagement

The Blue Box Partners believe their employees are their most important asset. That is why they go to great lengths to offer their people a working environment in which they feel safe, engaged and empowered. This commitment translates into numerous concrete initiatives, ranging from investing in the latest safety technologies to reduce the risk of accidents in the workplace, to involving colleagues in charity campaigns.

LOST TIME INJURY RATE (LTIR)



HAZARD AND NEAR MISS CLOSE OUT RATE



EMPLOYEES AND WORK RELATED INJURIES

Fatalities

	2020	2021	2022	%change 2022 vs 2021
Cart-One Parma	-	-	-	
Cart-One Salerno	1	-	-	
Hinojosa	-	-	-	
Klingele	-	-	-	
VPK	-	-	-	

Recordable work related injuries

	2020	2021	2022	%change 2022 vs 2021
Cart-One Parma	31	28	16	-43%
Cart-One Salerno	9	11	15	36%
Hinojosa	31	42	53	26%
Klingele	98	121	81	-33%
VPK	95	93	91	-2%

Hours worked

	2020	2021	2022	%change 2022 vs 2021
Cart-One Parma	538.824	633.311	629.393	-1%
Cart-One Salerno	589.906	659.802	667.933	1%
Hinojosa	2.974.655	4.415.425	4.335.855	-2%
Klingele	2.535.609	3.486.734	3.728.784	7%
VPK	9.794.270	10.461.817	10.189.706	-3%

PROSPERITY

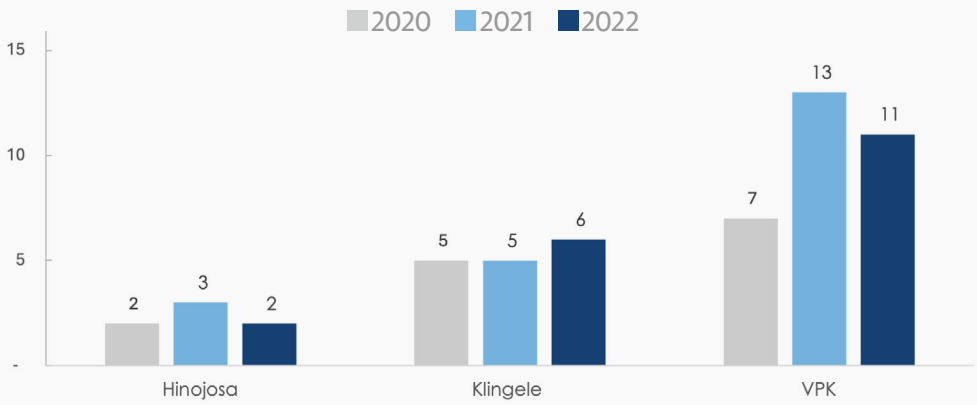
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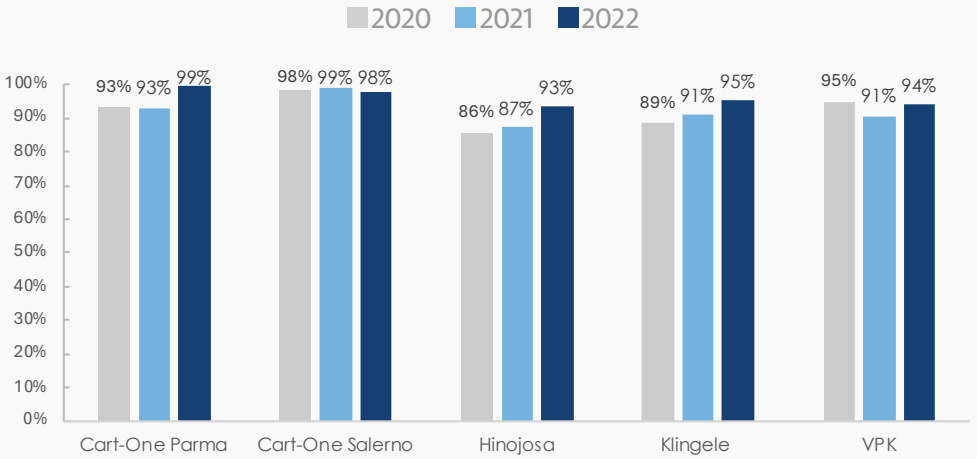


KPI: Employee engagement surveys - Permanent contracts

NUMBER OF EMPLOYEE ENGAGEMENT SURVEYS CONDUCTED



PERCENTAGE OF PERMANENT CONTRACTS



% TEMPORARY TO TEMPORARY AND PERMANENT CONTRACTS

	2020		2021		2022	
	female	male	female	male	female	male
Cart-One Parma	5%	1%	2%	1%	0%	0%
Cart-One Salerno	9%	6%	20%	6%	1%	1%
Hinojosa	20%	14%	21%	11%	14%	11%
Klingele	6%	7%	4%	6%	5%	5%
VPK	8%	5%	10%	9%	11%	5%

% PART-TIME CONTRACTS TO FULL-TIME AND PART-TIME CONTRACTS

	2020		2021		2022	
	female	male	female	male	female	male
Cart-One Parma	9%	0%	9%	0%	8%	0%
Cart-One Salerno	0%	0%	0%	0%	0%	0%
Hinojosa	6%	3%	6%	5%	4%	2%
Klingele	22%	2%	22%	2%	21%	1%
VPK	15%	5%	14%	4%	11%	2%

COLLECTIVE BARGAINING AGREEMENTS (CBA)

BBP	2020	2021	2022
	77%	79%	78%
CBA			



PROSPERITY

PLANET

PEOPLE



KPI: LTIR - Hazard and near miss reporting

Raising awareness about safe behaviour, to achieve the VPK Group's zero accident ambition



VPK Group prioritizes safety at work at all times. Over the years, VPK has implemented best-in-class physical safety equipment, including personal protective gear, machine safety, etc. However, in occupational health and safety, the safe behaviour of workers is equally important. That is why VPK launched a group-wide safety awareness programme aimed at team leaders and operators, helping them understand and remedy dangerous behaviour in operations. We had a chat about the campaign with VPK Marketing Partner Stephanie De Smedt.

Stephanie, what triggered this campaign?

"The idea for the campaign emerged from last year's Vlerick Future Leaders

Programme. As part of one of the CEO challenges, one of the groups worked on occupational health and safety (OSH). Their proposal consisted of a three-tier programme including IOSH training for all senior and middle management, as well as blue collar workers, the implementation of a dashboard tool visualizing the safety statistics across all sites, and, last but not least, a group-wide safe behaviour awareness campaign."

What exactly did the campaign entail?

"Over a period of 12 weeks, the campaign aimed to raise awareness among all Group employees regarding both personal (stress, fatigue, safety attitude) and contextual (personal protective equipment, care for each other, safe working environment) risk factors. Each of these six health and

CASE

safety risks was highlighted through a multitude of interactive communication materials that are available in no fewer than 14 languages. To increase the effectiveness of the campaign, we chose to centralize all communication materials in places

During the campaign, every two weeks, a new poster dedicated to a specific safety risk was hung up in the canteens, changing rooms, toilets, break rooms, etc. throughout the factories across the Group. Each poster also included a QR link to the campaign website. On this website, our colleagues would find a short video and poll on the same safety risk that was highlighted on the poster. The poll was completely anonymous and invited our colleagues to take a moment to reflect on the topical risk factor. As such, throughout the campaign, the website was gradually expanded with new videos and polls on all risk factors.

Over a period of 12 weeks, the campaign aimed to raise awareness among all Group employees regarding both personal and contextual risk factors.

Stephanie De Smedt
VPK Group Marketing Partner

where little or no other communication was already available, to make sure that the message was seen."

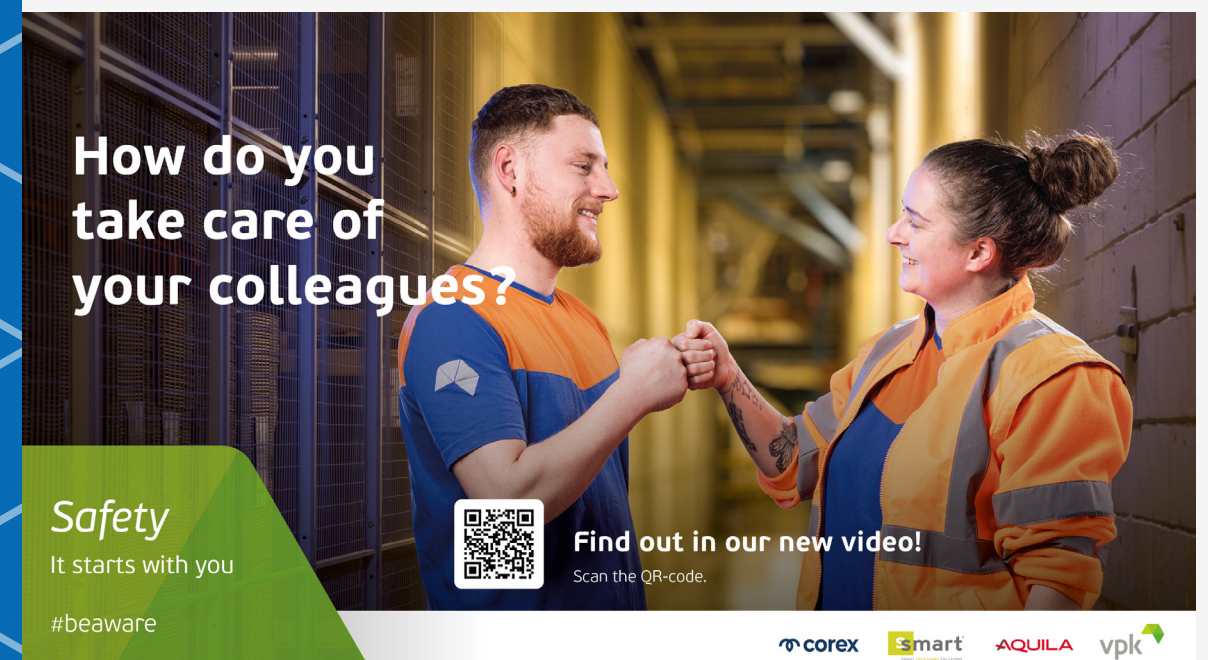
So, what communication materials did you create?

"A week before the start of the campaign, we communicated a teaser video that was displayed on various TV screens throughout all of our factories, announcing the arrival of the campaign, as well as our ambition to reach zero accidents throughout the Group.

Additionally, we have spread 'chain posters', a series of six posters that literally form a chain to emphasize the aspect of sensitizing each other and contributing to safety altogether.

To conclude the campaign we hung up wrap-up posters, summarizing the six health and safety risks, in central locations, as a permanent reminder to all co-workers of the risks on the job. In this way, we aim to create a shift in mindset and align everyone to our common goal of zero accidents."

Interesting fact, the campaign material was printed digitally at our plant in Courcelles, in high definition. It is our intention to repeat this campaign on an annual basis.



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PROSPERITY

PLANET

PEOPLE

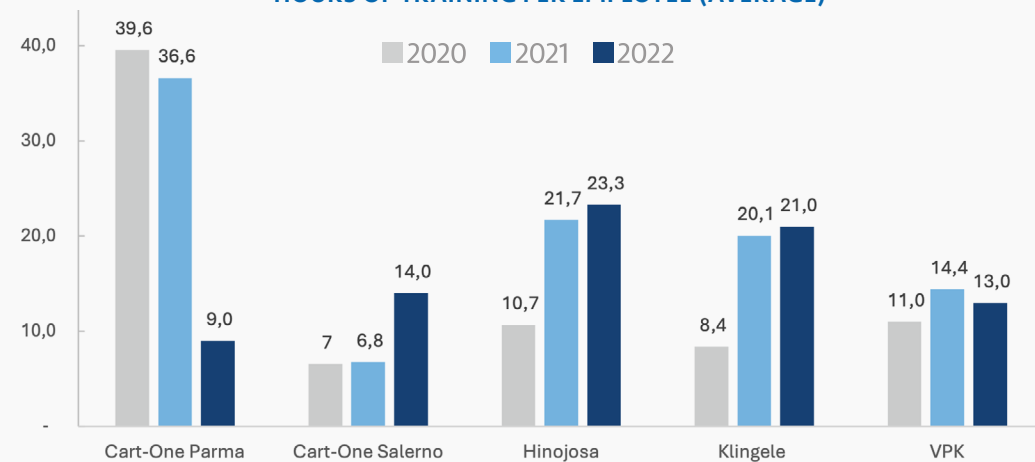


KPI: Training hours

Cultivating talents and skills, internally and externally

A company's overall performance is highly dependent on the skills of its employees. For this reason, the Blue Box Partners continuously invest in the education and training of people, both inside and outside the company walls. They engage in external training programmes to attract and prepare new talent for jobs in the packaging sector. And, once onboarded, our companies continue to train and develop their employees' talents to further empower them and expand their career possibilities.

HOURS OF TRAINING PER EMPLOYEE (AVERAGE)



TRAINING AND EDUCATION

Hours of training per employee

		2020	2021	2022
Cart-One Parma	female	6	7	4
	male	7	7	10
	blue collar	8	7	10
	white collar	5	7	8
Cart-One Salerno	female	79	73	41
	male	/	/	13
	blue collar	/	/	6
	white collar	/	/	59
Hinojosa	female	10	25	31
	male	11	18	22
	blue collar	11	16	13
	white collar	10	26	43
Klingele	female	8	26	17
	male	9	15	22
	blue collar	8	19	23
	white collar	11	9	11
VPK	female	10	10	13
	male	13	18	13
	blue collar	13	14	13
	white collar	14	16	11



PROSPERITY

PLANET

PEOPLE



KPI: Training hours

Empowering excellence among employees and customers: Klingele Academy's journey of learning and development

KLINGELE
PAPER & PACKAGING GROUP



Since its establishment in 2013, the Klingele Academy has been a beacon of knowledge and skill development, serving both employees and customers in Germany. With a commitment to continuous learning, the Academy has played a vital role in enhancing capabilities and fostering personal growth.

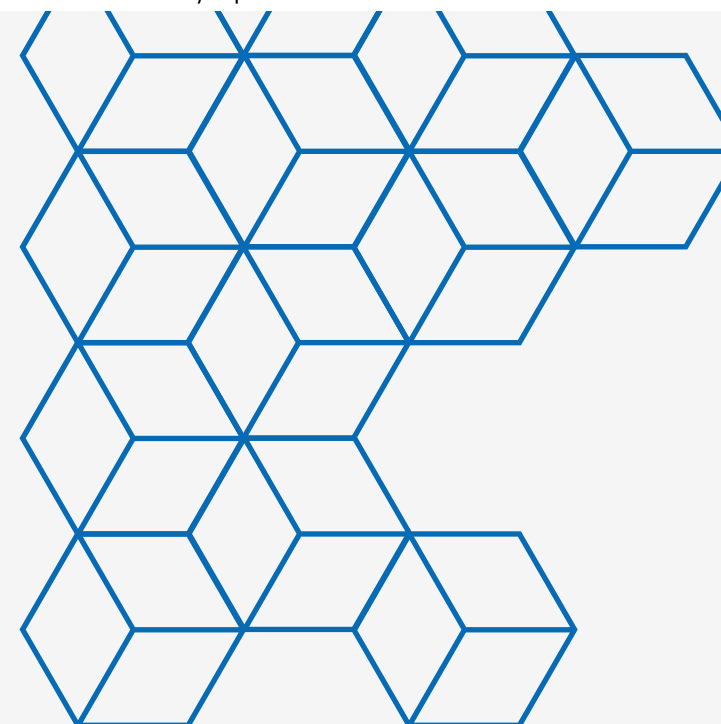
Aligned with the United Nations' Sustainable Development Goal 4 on quality education, Klingele promotes a dual-track approach for employees and customers. This approach aims to further develop their knowledge, strengths, and skills in various sector-relevant topics, contributing to a broader understanding of the corrugated board industry.

Raising sector knowledge among customers

That's right, the Klingele Academy also offers customized trainings to its customers. This includes a specialized crash course on corrugated board, providing information that is relevant to their everyday practices. Other external programmes cover essential topics, such as printing processes and colour selection. These customer-focused seminars are organized at Klingele's German sites. However, they can also be held at the customers' own premises, ensuring a personalized learning experience.



CASE



"With nearly 1,500 participations in over 200 seminars, the Klingele Academy has made a significant impact, enriching our employees' knowledge base."

Creating a life-long learning hub for employees

The Klingele employees, on the other hand, have access to a diverse curriculum, ranging from an introductory course on corrugated board to specific subjects in line with their professional and personal development needs.

Through the years, the Academy has evolved into a cherished hub for 'life-long learning' for all Klingele employees. It gives them the opportunity to enhance their soft skills, such as working methods, communication, and management. It also offers interdisciplinary seminars that cover critical areas such as project management, conflict resolution, IT, and sales training. In addition, there are personal development courses, like 'self-marketing', that contribute to improved confidence and public speaking skills. The Klingele Academy even helps pave the way for aspiring managers, providing them with courses in leadership and communication. With nearly 1,500 participations in over 200 seminars, the Klingele Academy has made a significant impact, enriching our employees' knowledge base.

Adaptable curriculum to reflect market changes

To ensure permanent relevance, the Klingele Academy regularly introduces new topics, aligning with market changes and evolving work dynamics. As the team becomes better qualified and motivated, the Academy plays a crucial role in fortifying the company's ability to assist customers and strengthen its overall business.



CASE

PROSPERITY

PLANET

PEOPLE



KPI: Training hours

Nurturing young talents: Hinojosa Packaging Group invests in developing the leaders and graphical experts of tomorrow



People are the most important asset. That is why the Blue Box Partners Companies continually invest in attracting and developing young talents. This commitment is exemplified by Hinojosa Packaging Group through its dedicated talent development programmes, more specifically the Dual Vocational Training Course in Graphic Printing and the recently launched Graduates Programme.

Training the future generation of graphic experts

Hinojosa Packaging Group is committed to developing high-level junior talent. To strengthen this commitment, the company pioneered an impactful training initiative in Spain: the Dual Vocational Education and Training module in graphic arts. This specialized programme gives young people the opportunity to master the various printing techniques that are applied in the packaging sector, including offset, flexo, high quality and digital printing.

The entire programme spans two years and over 2,000 theoretical and practical training hours provided by industry professionals. The theoretical aspect is collaboratively organized with the La Costera Professional Training Institute,

located in Xàtiva, Valencia. The practical component takes place at the Hinojosa Packaging Xàtiva and Cartonajes Bernabeu plants.

Upon completion, these young professionals join a Hinojosa plant. The graduates bring with them a high-value profile, a comprehensive familiarity with the entire work process, and an in-depth understanding of the company's values. 72% of the Dual FP students they had, obtained work contracts at Hinojosa.

Developing tomorrow's leaders

Another testament to Hinojosa's dedication to young talent is its Graduates Programme. Tailored to attract, integrate, and mould the future leaders of the company, this programme is open to recently graduated individuals. Their first mission is to develop and lead a six-month project within one of the 19 Hinojosa plants across Spain, France, and Portugal.

Simultaneously, the graduates undergo a comprehensive training programme covering processes, products, technologies, as well as management skills and competencies. After this period, the graduates assume positions within the group's plants, marking their first steps towards becoming future leaders within the company.

The second edition of the Graduates Programme is set to kick off in April 2024. In the first edition, the programme gained significant interest, with over 900 applicants. Following a rigorous selection process, only six individuals were chosen to participate, emphasizing the programme's exclusivity and the high standards set by Hinojosa Packaging Group.

“Upon completion, these young professionals join a Hinojosa plant. The graduates bring with them a high-value profile, a comprehensive familiarity with the entire work process, and an in-depth understanding of the company's values.”



Chapter 03

Annex

GRI std nr	Disclosure nr	Disclosure Title and Description	Page(s)
Universal standards			
GRI 1: Foundation			
GR 1		Statement of use	2
		GRI content index	53
GRI 2: General Disclosures			
The organization and its reporting practices			
GRI 2	GRI 2-1	Organizational details	2
	-	Date of most recent report	2
Activities and workers			
	GRI 2-6	Activities, value chain and other business relationships	6, 10, 11
	GRI 2-7	Employees	42-43
Strategy, policies and practices			
	GRI 2-22	Statement on sustainable development strategy	5
	-	Key impacts, risks, and opportunities	5
	GRI 2-28	Membership associations	9
Stakeholder engagement			
	GRI 2-30	Collective bargaining agreements	43
GRI 3: Material Topics			
GRI 3	GRI 3-2	List of material topics	17
Category Environment			
GRI 302: Energy			
GRI 302	GRI 302-1	Energy consumption within the organization	19
	GRI 302-3	Energy intensity	18
	GRI 302-4	Reduction of energy consumption	19
GRI 305: Emissions			
GRI 305	GRI 305-1	Direct (Scope 1) GHG emissions	36
	GRI 305-2	Energy indirect (Scope 2) GHG emissions	36
	GRI 305-4	GHG emissions intensity	37
GRI 306: Waste			
GRI 306	GRI 306-1	Waste generation and significant waste-related impacts	34-35
	GRI 306-2	Management of significant waste-related impacts	34-35
	GRI 306-3	Waste generated	33
	GRI 306-4	Waste diverted from disposal	33
	GRI 306-5	Waste directed to disposal	33
Category Social			
GRI 403: Occupational Health and Safety			
GRI 403	GRI 403-9	Work related injuries	41
	-	Work related hazards and incidents	40
GRI 404: Training and Education			
GRI 404	GRI 404-1	Average hours of training per year per employee	46

company	division	plant name	ISO9001	ISO14001	OHSAS18001/ ISO45001	ISO50001	FSC	PEFC	C2C	BRC	ISO22000	ISO 14006 (Ecodesign)	ISO 18604 (Recyclability)	Zero waste	GMP	WCA	HPC420	SMETA 4 PILLARS	ECOVADIS	ISO 17025	LNE Emballage C.27	TMD	UNI-PDR 125:2022	EPD
VPK group	Cores and tubes	Bäckefors	■	■															Silver					
VPK group	Cores and tubes	Beihai	■	■	■																			
VPK group	Cores and tubes	Belgium	■	■							■													
VPK group	Cores and tubes	Bursa	■	■																				
VPK group	Cores and tubes	Corlu																						
VPK group	Cores and tubes	Differdange	■																					
VPK group	Cores and tubes	Foshan	■	■	■																			
VPK group	Cores and tubes	Hangzhou	■	■	■																			
VPK group	Cores and tubes	Imatra	■	■							■													
VPK group	Cores and tubes	Krefeld	■	■																				
VPK group	Cores and tubes	Leers	■	■			■																	
VPK group	Cores and tubes	Leiza	■																					
VPK group	Cores and tubes	Liljendal																						
VPK group	Cores and tubes	Loviisa	■	■																				
VPK group	Cores and tubes	Mohed	■	■															Silver					
VPK group	Cores and tubes	Nijkerk	■	■			■																	
VPK group	Cores and tubes	Salonta	■				■																	
VPK group	Cores and tubes	Sosnowiec																						
VPK group	Cores and tubes	Swiecie																						
VPK group	Cores and tubes	Tolosana	■																					
VPK group	Cores and tubes	Vyskov	■	■																				
VPK group	Cores and tubes	Wierden	■	■			■			A+	■													
VPK group	Cores and tubes	Wigan	■																					
VPK group	Corrugated packaging	Andelle	■				■												Gold			■		■
VPK group	Corrugated packaging	Bäckefors	■	■			■												Silver					
VPK group	Corrugated packaging	Banbury	■				■			AA									Gold					
VPK group	Corrugated packaging	Borgenhaugen_Display																						
VPK group	Corrugated packaging	Courcelles					■																	
VPK group	Corrugated packaging	Desborough		■			■			AA									Gold					
VPK group	Corrugated packaging	Distribution					■																	
VPK group	Corrugated packaging	East Kilbride	■				■			AA+									Gold					
VPK group	Corrugated packaging	Erembodegem					■			A							■		Silver					
VPK group	Corrugated packaging	Groisy																	Gold					
VPK group	Corrugated packaging	Halden	■	■			■			A														
VPK group	Corrugated packaging	Leeds	■				■			AA									Gold					
VPK group	Corrugated packaging	Les Echets					■																	
VPK group	Corrugated packaging	Lille	■				■												Gold					
VPK group	Corrugated packaging	Limerick	■				■			AA														
VPK group	Corrugated packaging	Lisieux	■				■												Gold		■		■	■
VPK group	Corrugated packaging	Longjumeau	■				■												Gold		■		■	
VPK group	Corrugated packaging	Norrköping	■	■			■			A									Silver					
VPK group	Corrugated packaging	Oudegem					■			A									Gold					
VPK group	Corrugated packaging	Raamsdonksveer	■	■			■		■		■								Gold					
VPK group	Corrugated packaging	Randers					■			A+									Gold					
VPK group	Corrugated packaging	Roye	■				■												Gold					■
VPK group	Corrugated packaging	Saint-Quentin	■	■			■			A									Gold		■		■	
VPK group	Corrugated packaging	Salonta	■	■			■			AA									Gold					
VPK group	Corrugated packaging	Selby		■			■			AA									Gold					
VPK group	Corrugated packaging	Sykkylven	■				■																	
VPK group	Corrugated packaging	Tourcoing																						
VPK group	Corrugated packaging	Viallon					■														■	■	■	■
VPK group	Corrugated packaging	Viallon CDSJM					■														■	■	■	■
VPK group	Corrugated packaging	Wellington		■			■			AA									Gold					
VPK group	Corrugated packaging and sheets	Brzeg	■	■			■			AA									Gold					
VPK group	Corrugated packaging and sheets	Radomsko	■	■			■			AA+									Gold					
VPK group	Corrugated sheets	Corrboard Scunthorpe					■																	
VPK group	Corrugated sheets	Leinefelde				■	■																	
VPK group	Corrugated sheets	Września					■												Gold		■			
VPK group	Paper	Blue Paper	■	■	■	■	■								■				Bronze					
VPK group	Paper	Oudegem	■	■	■	■	■		■															
VPK group	Paper (Corrugated Packaging)	Corex Board Atlantic	■	■	■		■																	
VPK group	Paper (Corrugated Packaging)	Pori	■	■	■		■									■	■	■	■					
VPK group	Paper (Solid board)	Loenen	■	■			■			B														
VPK group	Solid board packaging	Loenen					■			B														
VPK group	Solid board packaging	Meer					■			AA														
VPK group	Solid board packaging	Oudegem					■			A														
Hinojosa	CORRUGATED	Hinojosa Packaging xàtiva	■	■		■	■			A				■					GOLD					
Hinojosa	CORRUGATED	Hinojosa Packaging Pacs	■	■			■			A								■	GOLD					

company	division	plant name	ISO9001	ISO14001	OHSAS18001/ ISO45001	ISO50001	FSC	PEFC	C2C	BRC	ISO22000	ISO 14006 (Ecodesign)	ISO 18604 (Recyclability)	Zero waste	GMP	WCA	HPC420	SMETA 4 PILLARS	ECOVADIS	ISO 17025	LNE Emballage C.27	TMD	UNI-PDR 125:2022	EPD
Hinojosa	CORRUGATED	Hinojosa Packaging Sarrià	■																	GOLD				
Hinojosa	CORRUGATED	Hinojosa Packaging Cardedeu	■				■													GOLD				
Hinojosa	CORRUGATED	Vegabaja Packaging	■				■			B+										GOLD				
Hinojosa	CORRUGATED	Hinojosa Packaging Guadalajara	■				■													GOLD				
Hinojosa	CORRUGATED	Hinojosa Packaging Córdoba	■	■			■			B										GOLD				
Hinojosa	CORRUGATED	Hinojosa Packaging Vigo	■				■			A										GOLD				
Hinojosa	CORRUGATED	Hinojosa Packaging Valladolid	■		■		■			B		■								GOLD				
Hinojosa	CORRUGATED	Cartonajes Bernabeu	■				■			B	■							■		GOLD				
Hinojosa	CORRUGATED	Ondutlex								AA										GOLD				
Hinojosa	CORRUGATED	Hinojosa Packaging Graphicleader	■				■											■		GOLD				
Hinojosa	CORRUGATED	Hinojosa Packaging Galería Gráfica					■	■		B										GOLD				
Hinojosa	CORRUGATED	Allard Emballages Saint Vulbas	■				■			■										SILVER				
Hinojosa	CORRUGATED	Allard Emballages Compiègne	■				■			B										SILVER				
Hinojosa	CORRUGATED	Allard Emballages Brive	■				■													SILVER				
Hinojosa	CORRUGATED	Cipasi	■	■									■							GOLD				
Hinojosa	CORRUGATED	Hinojosa Packaging Foodservice								B										GOLD				
Hinojosa	PAPER	Hinojosa Paper Alqueria	■	■	■	■	■							■						GOLD				
Hinojosa	PAPER	Hinojosa Paper Sarrià	■	■		■	■													GOLD				
Hinojosa	PAPER	Hinojosa Paper Varennes	■	■		■	■													SILVER				
Klingele	CORRUGATED	Remshalden	■	■		■	■			AA+										■				
Klingele	CORRUGATED	Delmenhorst	■	■		■	■			AA										■				
Klingele	CORRUGATED	Hilpoltstein	■	■		■	■			AA+										■				
Klingele	CORRUGATED	Werne	■	■		■	■			AA										■				
Klingele	CORRUGATED	Wunsiedel	■																					
Klingele	CORRUGATED	Nijmegen	■				■			A														
Klingele	CORRUGATED	Wolverhampton	■				■																	
Klingele	CORRUGATED	Villmar					■													■				
Klingele	CORRUGATED	Embalajes Canarias	■				■																	
Klingele	CORRUGATED	Ondunova	■				■																	
Klingele	CORRUGATED	Nouakchott																						
Klingele	CORRUGATED	Nouadhibou																						
Klingele	CORRUGATED	Baillif																						
Klingele	PAPER	Weener	■	■		■	■																	
Klingele	PAPER	Nova Campina	■				■																	
CART-ONE Salerno	CORRUGATED	Antonio Sada & figli		■	■		■	■		AA								■	GOLD				■	■
CART-ONE Salerno	CORRUGATED	Sabox		■			■	■															■	
CART-ONE Salerno	CORRUGATED	Sifim		■			■	■															■	
CART-ONE Parma	CORRUGATED	San Polo	■	■			■				■					■	■	■	SILVER					■*
CART-ONE Parma	CORRUGATED	Mezzani	■	■			■				■					■	■	■	SILVER					■*

Sustainability Report Data 2022

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