



schumacher

2021

Sustainability report/CR report

Innovation

Responsibility

Sustainability



Schumacher Packaging Group

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Schumacher Packaging takes responsibility



Hendrik Schumacher

Björn Schumacher

There's a reason our name translates to "maker"

Schumacher Packaging is a family business, based in Ebersdorf (Bavaria, Germany) currently managed by the third generation.

Our greatest advantage is our ability to act quickly and flexibly and to adapt our strategy to market conditions. As makers and creators of packaging innovations, we have a strong, distinct doer mentality, thanks to which we have risen to the position of one of the leading manufacturers of corrugated and solid board packaging in Europe.

Invest 2025: Sustainable expansion

In November 2021 we launched our biggest investment program since we were founded in 1948: By 2025 we will have invested around 700 million Euros into the steady expansion of our companies development of corrugated board plants and paper factories as well as sustainable future technologies. Our goals are to increase our competitiveness and continue to expand our international presence as well as be able to provide our customers with short and long term supply reliability.

People are at the heart of what we do

Using our investment package we also want to create up to 500 new jobs, after all people are at the heart of everything we do – „Packaging made by people, for people“ is our philosophy.

To us this is not just an empty phrase, but a day-to-day reality.

We value long term and trusting relationships with our employees, customers, suppliers and partners.

Since people play such a central role in our business we are also acutely aware of the social responsibility a company like ours has towards them as well as the environment.

Hendrik and Björn Schumacher

- CEOs Schumacher Packaging Group -

Schumacher Packaging Group: A short profile

With its headquarters in the Bavarian town of Ebersdorf near Coburg, the Schumacher Packaging Group is an expert in tailor-made packaging solutions made from corrugated and solid board. (www.schumacher-packaging.com) The medium-sized, owner-run company has been one of the productivity and technology leaders in the packaging industry for many years. Schumacher Packaging is a pioneer when it comes to customised digital printing within the German market.

Europe-wide growth

The company has been located in Ebersdorf near Coburg since it was founded in 1948. Other German production sites belonging to Schumacher Packaging are located in Bielefeld, Forchheim, Greven, Hauenstein, Schwarzenberg, Sonneberg and Delligsen.

Five other business establishments are operated in Poland: One each in Bydgoszcz and Grudziądz and two in Wrocław; in 2016, the Group also took over a paper mill in Myszków.

The Breda plant in the Netherlands is a production site for displays, the Nýrsko plant in the Czech Republic manufactures special and composite packaging and the German site at Lehrte provides co-packing services. In November 2019, the Group took over a packaging plant in Birmingham, United Kingdom.



High standards across the board

One important strategic advantage is that Schumacher Packaging combines a wide presence on the European market with uniformly high technology, quality and service standards at every location. Its extensive product range covers the packaging needs of many different industries and ranges from packaging for transportation, automatic machines and sales packaging, as well as folding boxes and trays through to gift packaging and displays.

Schumacher Packaging also develops and produces customer-specific, turnkey packaging solutions. In its capacity as a full-service supplier, it provides extensive services for all stages in the supply chain.

Top-level quality standards

Our claim to leading the packaging industry in terms of productivity and innovation stems from our continuous investments and ongoing improvement of visionary technologies and processes. We offer our customers and partners current solutions that correspond to their individual requirements. The quality of our products and services is of paramount importance for our company as well as all other interested parties. To us, quality means meeting every demand and fulfilling all agreements we make with our customers. For this reason, we also consider it to be our duty to continuously improve our quality management system.

Turnover increase 2021

In the 2021 financial year, Schumacher Packaging posted an annual turnover of 857 million Euros, achieving an increase of 27 percent compared to the previous year. The Group currently has a workforce of around 3700 employees.



UN Global Compact

Universal sustainability principles

The United Nations' Global Compact is the largest and most important initiative in the world today for conducting business in a sustainable and responsible way. At its foundation, the UN Global Compact has ten universal principles and 17 sustainable development goals which aim to establish a vision of a more inclusive and sustainable economy.

More than 17,500 companies and organisations are already part of this global network. In June 2021, Schumacher Packaging also signed up to the UN Global Compact, meaning their ten principles will form the basis of our strategy from now on.

This helps us to meet our obligations in terms of human rights, working conditions, protecting the environment and fighting corruption. As part of this, we have firmly anchored the sustainable development goals – 17 goals for ensuring sustainable development on an economic, social and environmentally friendly level – in our company structure.

Vision 2045 summit in Scotland

As a member of the UN Global Compact, Schumacher Packaging took part in the Vision 2045 summit in Edinburgh in late 2021, the biggest global discussions on the future of the world.

The three-day summit, as part of the 26th world climate change conference, gave leading companies from all over the world the opportunity to discuss the most important questions on the subject of sustainability. The aim of the event was to mobilise innovative business ideas which would have a positive impact on the future of our planet. Participation included panel discussions about the 17 sustainable development goals of the UN Global Compact. Our contribution was for global sustainable development goal 4: Quality education.

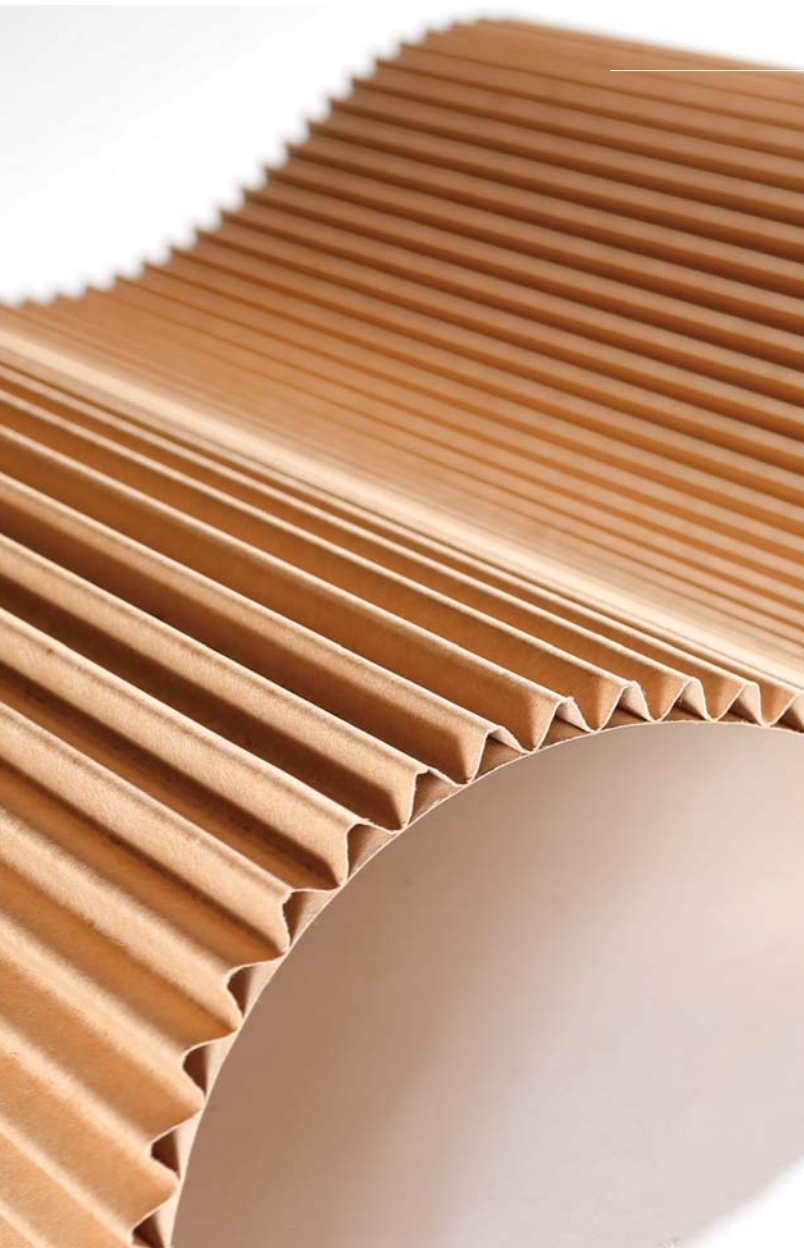
We consider the following ten sustainable development goals when making any business decision:

- | | |
|--|--|
| 3 Health & well-being | 9 Industry, innovation & infrastructure |
| 4 Quality education | 12 Responsible consumption & production |
| 5 Gender equality | 13 Climate action |
| 7 Affordable and clean energy | 15 Life on land |
| 8 Decent work & economic growth | 17 Partnerships for the goals |

For the environment

As a manufacturer of corrugated and solid board packaging, at Schumacher Packaging, we use natural renewable raw materials – with a correspondingly beneficial carbon footprint. After all, cardboard is made entirely of renewable raw materials and can be fully recycled. We are aware of our impact on the environment and for this reason we also consider it to be our duty to conduct business in a conscientious and forward thinking way and to continuously develop our sustainability policy.





Cardboard: A natural product

Corrugated board is a sustainable packaging material

Paper, the source material used in the corrugated board material cycle, consists of renewable raw materials and originates in sustainably cultivated forests. Responsible forest management ensures that the sustainability concept is implemented, which in turn ensures an adequate level of improvement to the biological diversity in the forest ecosystem.

Damaged wood and wood from thinned out trees is turned into corrugated board

While caring for cultivated forests damaged wood and wood from thinned out trees is accumulated, this is the primary raw material for producing paper. The vast majority of the paper in Germany is made up of around 85 percent recycled material such as recovered paper, cardboard packaging and used corrugated board. In contrast virgin fibers make up a mere 15% of the raw material for corrugated board on average and this figure is still falling.

Packaging materials made of paper and starch glue

The adhesive we use to stick smooth and corrugated paper webs together is also a natural product – it is a glue based on starch from corn, wheat or potatoes. Being purely plant based guarantees easy disposal of the corrugated board: After used the corrugated board is simply disposed of with the waste paper and is then reintroduced to the reusable material cycle. Corrugated board is a genuine recyclable product.



Recycling: The good things always come back



Almost 100 percent of all used transport packaging made of corrugated cardboard is recycled. It therefore remains in the raw materials cycle and can be used again in paper production. This makes sense both economically and ecologically.

Corrugated packaging is a single material packaging solution and because it is made of only one material it is easy to dispose of with waste paper.

This does not just apply to private households, supermarkets also sort the corrugated out from other waste – they bundle it, store it in a space saving manner and then return it to the recycling loop via a waste paper disposal company.



Guaranteed reuse thanks to RESY

The RESY recycling system is a strong community of corrugated board manufacturers, waste paper disposal companies and producers of raw paper for corrugated board. If the RESY symbol is printed on the packaging, it is guaranteed to be recyclable: It will be fully disposed of by the partners of RESY Organisation für Wertstoffsorgung GmbH and the materials will be reused.

A natural recyclable product

Used corrugated board is anything but rubbish. Due to its optimal recyclability, it is a substantial and valuable raw material in paper production. The utilisation rate of waste paper in the production of corrugated board is correspondingly high, long term this ensures that used corrugated continues to be a sought after commodity.

Recycled material in corrugated board

A significant proportion of the corrugated board is itself made up of used paper and paper products: Around 85 percent of the corrugated board is made up of recycled material such as used corrugated board, waste paper or cardboard packaging. Collections of recyclable materials in municipalities, trade and industry add paper, card and cardboard to the recycling loop. Our punching waste, just like packaging remnants and office paper, are also new raw materials for new corrugated board.

Recycling: The good things always come back



Solid board: The result of recycling in practice

Solid board generally consists of recyclable paper and is manufactured as single ply, multi-ply or multilayer. It is a very strong cardboard, characterised by its great density and homogenous structure. We produce our sustainable solid board in all grammages on our own board machines. For packaging made from solid board, there are extensive reclaim and utilisation guarantees in the paper production and the waste management industries. This ensures that used solid board packaging is disposed of via dual waste management systems and that the materials can be reused. Packaging which has served its purpose from households, industry, trade, etc. are gathered by these systems and made available to the paper production industry as raw materials for the production of new cardboard and solid board products.

Closing the recycling loop

Packaging is essential to ensure an efficient supply chain for consumer goods. In this respect, packaging fulfils three main functions: Protection, conservation of goods and presentation. The basic raw material of paper and cardboard is renewable, since the wood fibres originate from sustainably managed woodland. Paper and cardboard are the most frequently recycled packaging materials in Europe. More than 80 percent of packaging made from paper and cardboard is fed back into the recycling loop.

Closed loop: We close the material cycle

Together with GreenCycle, a waste-disposal company from the Schwarz Group, we have set the course for a modern waste management and circular-flow economy, in order to ensure that we get as much use out of products and raw materials as possible:

The „Closed Loop“ collects used packaging from branches of LIDL and Kaufland in the immediate vicinity of our two Polish paper mills, the aim is to extract the raw materials from the packaging and return them to the raw materials cycle where they are used to make new products.



FSC® certification: Forests – for ever, for everyone

FSC® is the abbreviation for the Forest Stewardship Council®, an international non-profit organisation.

The FSC®'s vision is the continuous growth of sustainable, FSC®-certified forests. These forests are cultivated in such a way that they satisfy the social, economic and ecological rights and requirements of today's generation.

To do this, a responsible forestry management system as per the above criteria is to be promoted across the world, a system which is:

- Ecologically adaptive and ensures that the removal of wood and non-wood products does not impact the species diversity, productivity or ecological processes of the forest.
- Socially conducive and therefore helps both the local population and society in general to feel the long term benefits of managing the forest this way. It also creates powerful incentives for the local population to preserve the forest resources and to follow the long-term management plans.

- Economically cost-effective. For forest operations, this means creating a structure and a management system that do not generate a profit at the expense of forest resources, the ecosystem or the people that live in or rely on the forest.

Schumacher Packaging supports the creation of globally uniform standards regarding forest management with its own FSC® certification. Our plants have been certified since 2011 and have banded together under the Multi-site Chain of Custody certification with the license number FSC-C108888 (see www.FSC.org). This is renewed every year in November via a follow-up audit.

As an example, all the sizes in which we make our corrugated board at Schumacher Packaging – 2.80 meter-wide paper rolls weighing up to five tonnes – come from sustainable sources which meet the FSC® requirements for use in FSC®-certified products.



Energy management secures our future



Just like many industrial production processes, the manufacture of packaging made of solid and corrugated board also requires a significant amount of energy. The less energy is required during production, the better. This applies from an ecological as well as an economic perspective. Since as early as 2014, Schumacher Packaging has therefore had its German sites certified in accordance with the ISO 50001 energy management standard. This certification is accompanied by a detailed audit carried out by TÜV Rheinland which we renew every year in May with follow-up audits.



We comply with the ISO 50001 standard

ISO 50001 is a globally valid standard issued by the International Organization for Standardization (ISO) which aims to support companies in systematically managing their energy consumption. To do this, the energy flows across the whole company – including energy sources, usage and consumers – are recorded and evaluated with regards to their energy efficiency. On this basis, we can derive technical, strategic and organisational measures to increase the energy efficiency of our systems and processes and significantly reduce our energy consumption.

Continuously improving our energy operating figures

The certificate verifies that the German Schumacher Packaging sites fulfil the current ISO 50001:2018 standard: These include plant Ebersdorf Zentrale, plant Ebersdorf Produktion, plant Bielefeld, plant Forchheim, plant Greven, plant Hauenstein, plant Schwarzenberg and plant Sonneberg. Besides the German sites, our Polish paper factories in Grudziadz and Myszków are certified in accordance with ISO 50001:2018. We use the econ4 solution from econ Solutions as an energy monitoring system. By using our energy management system, we are able to consistently identify and utilise energy-saving opportunities.

LEDs instead of neon tubes

One of the current ways in which we are trying to save energy is, for example, by gradually replacing the lighting at all our plants and switching from neon tubes to LED lights. At our headquarters in Ebersdorf we are already half way through this transition and at our new building (which will expand our plant in Greven) we are installing LED light sources from the start. The advantage being that a neon light with the same light output consumes 116 W of power while an equally bright LED light requires only 35 W – reducing the electricity consumption by around 70 percent.

Photovoltaics, district heating and a steam turbine

At our sites in Forchheim and Sonneberg, we use photovoltaic systems which produce a total of 600,000 kWh of electricity each year, saving around 330 tonnes of CO₂ when compared with fossil fuels. We heat the Greven plant via district heating from a nearby airport. At the Schwarzenberg site, we operate a pulverised lignite combined heat and power plant with cogeneration. Here, a steam turbine generates electrical energy and the exhaust steam is used to dry the solid cardboard.



Environmental management



Environmental management system standard DIN ISO 14001

The international standard ISO 14001 sets out requirements for an environmental management system which helps an organisation improve its environmental impact, achieve its environment goals and fulfil its obligations, both legal and otherwise. We are making an effort to minimise as much as possible the inevitable impact we have on our environment when producing corrugated and solid board. In order to significantly contribute to the protection of the environment, our German site in Schwarzenberg as well as our Polish plants in Bydgoszcz and Wrocław and the paper factory in Grudziądz have been certified in accordance with ISO 14001.



Environmental management system EMAS

At the Schwarzenberg site, we manufacture packaging made of solid board. Since the manufacture of solid board is energy-intensive, measures for saving resources and energy are particularly noticeable there – in a positive way.



EMAS standard for energy, water and waste

EMAS, an abbreviation of "Eco Management and Audit Scheme", is the name of a voluntary environmental management system as per Regulation (EC) No. 1221/2009 – which also contains the ISO 50001 certificate for energy management. Every year, we also renew our voluntary EMAS certificate through new audits.

Our plant at Schwarzenberg has been certified according to this highest of global environmental standards since as early as 2005. The environmental management system has helped us to save energy and resources, thus striking a balance between nature and industrial production.



Generating power using steam

Back in 2010, we put a state-of-the-art steam turbine into operation at our Schwarzenberg plant.

Advantages: The steam, which we need to produce solid board, is now routed first through a turbine, where it is used to generate power. In this way, we increase the energy efficiency of solid board production while simultaneously reducing production costs.

Saving 500 tonnes of CO₂

Our investment in the steam turbine – almost three quarters of a million Euros – was ecologically and economically worthwhile. With the steam turbine, we produce 1 million kWh of electricity ourselves every year – in contrast with fossil fuel-based power generation, this entails a saving of 500 tonnes of CO₂. We chose a SST-060 series turbine from Siemens Turbomachinery Equipment in Frankenthal. We route the entirety of the fresh steam which is produced in the boiler at the Schwarzenberg plant through the turbine first to generate electricity before it becomes available to the cardboard packaging making machine.

We have had a pulverised lignite combined heat and power plant in operation in Schwarzenberg ever since 2007. As part of the move to stop using lignite, this will continue to be in use until 2025.



Logistics without nitrogen oxide



Our own logistics fleet, with more than 200 lorries, has complied with the stringent new Euro-6 emissions standards for years. We use modern AdBlue® technology: Using this additive in our lorries' diesel fuel allows us to use special SCR exhaust gas catalysts which transform environmentally harmful nitrogen oxide into harmless nitrogen and water.

AdBlue® for the environment

AdBlue (ISO 22241/DIN 70070/AUS32) is the brand name of a synthetic solution which is as clear as water, has a concentration of 32.5 percent ultrapure urea dissolved in demineralised water and is used to treat exhaust gases in an SCR catalyst. During this process, selective catalytic reduction (SCR) reduces the output of nitrogen oxide (NOx) by around 90 percent.

What has only just been picked up by the newest version of the Euro 6 standard for the passenger car sector, has been successfully in use for many years in our fleet of lorries every day.



Good aerodynamics saves fuel

For several years now, our own logistics company, Schumacher Packaging Logistik GmbH, has been investing in sustainability: In 2017, they purchased 30 Mercedes Actros VI semi-trailer trucks. The aim is to add another 30 new machines by the end of 2021. A whole ream of technological innovations lowers the consumption here: From the ecologically advantageous aerodynamics of the streamlined cabs to the low-consumption engine cooling water pump. Thus, the newest generation of Mercedes Actros semi-trailer trucks consumes 5 to 6 litres less fuel to drive 100 km compared with its predecessor. In comparison with other modern semi-trailer trucks, this one still takes up to 3 litres less to drive 100 km.

Greater efficiency thanks to 2WIN trailers and ginaliners

Our three 2WIN trailers each have a capacity of up to 54 Euro pallets, which allows them to transport 63 percent more cargo and therefore reduce CO₂ emissions by about 30 percent.

Our two ginaliners (each 25.5 m long, with an unladen weight of 22.1 tonnes and 52 spaces for pallets) have been on the road in the so-called positive network since 2020. Here, they demonstrate their impressive size and transport capacity. The long heavy vehicles reduce CO₂ emissions by up to 30 percent per trip.

Hybrid vehicles

Our vehicle fleet also includes 13 hybrid vehicles which serve as company cars. At the Ebersdorf site, we have therefore installed several vehicle charging stations for company as well as customer vehicles.

EcoVadis



In order to be able to give our customers and suppliers a comprehensive overview of our efforts in terms of corporate responsibility, Schumacher Packaging plants submit to regular assessment of our CSR practices by the rating agency EcoVadis.

The assessment looks at four aspects: The environment, employment and human rights, ethics, and sustainable procurement. Besides the certified management system, the main focus is on responsible and sustainable management, not only in terms of natural resources, the environment and our employees, but also how we implement these principles in our procurement processes.



Our CSR performance is always at the forefront: So far, the majority of our plants have been certified with platinum, gold and silver medals for their sustainability rating.

You can find a comprehensive overview of our current EcoVadis ratings on our website under:

<https://www.schumacher-packaging.com/de/nachhaltigkeit-csr.html>



Climate partners for climate action

Since 2018, Schumacher Packaging has been a licence partner of Climate Partner, in order to calculate the carbon footprint of individual sites. This means that it is possible for customers to choose to make packaging carbon neutral, thus contributing to fighting climate change.



Lastly, we have supported the climate action project in Guanaré in Uruguay, which is a reforestation project which aims to transform degraded grassland into useful land. Reforested woodland stores CO₂ or extracts it from the atmosphere. The resulting forested areas are managed sustainably according to FSC guidelines.

Quality management – sustainable and future-oriented



At Schumacher Packaging, we ensure the quality of the packaging we produce via consistent quality management. We integrate quality checks as an essential task for all employees involved in production processes.

This provides reliability, reduces energy consumption and material usage and saves valuable resources. We consider our customers' interests as well as possible risk factors in order to ensure supply reliability as well as outstanding quality.



Certified quality assurance as per ISO 9001

Schumacher Packaging is certified in accordance with the ISO 9001 quality management system. Within the company ISO 9001 supports the entire value-added chain – from the request to order processing, right through to the individual inspection facilities on the production lines. Our quality assurance system makes sure that the packaging is produced in an environmentally friendly and sustainable way and ensures the required reliability regarding logistics and recycling.

Certified supply chain reliability in Bydgoszcz

Our Polish plant in Bydgoszcz has been certified as per the international standard ISO 28000, which regulates specifications regarding security management systems for the supply chain, since 2020.

IFS logistics certification for the Lehrte service centre

In 2021, Schumacher Packaging Services in Lehrte received IFS logistics certification for the control and transparency of logistics activities for the first time. This proves our dedication to the complete security of food and non-food products along the entire supply chain – for more transparency as well as the highest quality and customer satisfaction.

HACCP and BRC certification for food security

The HACCP concept (Hazard Analysis and Critical Control Points) requires all potential points of hazard within a food product production process to be analysed and controlled in order to ensure the safety of the consumers of the food product. Intervention limits must be defined for the critical control points, processes for the continuous monitoring of the critical points must be introduced and corrective measures must be defined for cases of deviations. In addition, it must be checked whether the system is suited to guaranteeing food safety. Our sites at Schwarzenberg and Forchheim have been certified according to this very standard.

Building on this, we achieved the globally recognised BRC certification for the Forchheim plant in 2020 – as we already had for the Birmingham plant. This confirms that we meet the highest international standards of hygiene, quality and safety in food packaging production. The BRC Global Standard for Food Safety supports risk limitation in the food industry and promotes the implementation of legal requirements for the benefit of all stakeholders as well as the end consumer.

At our website under:

www.schumacher-packaging.com/de/news-downloads/zertifikate.html
you can find all Schumacher Packaging Group certificates to download.



Sustainable process and product innovation

Customised digital printing: A packaging printing revolution

Since 2015, Schumacher Packaging has been at the forefront of fast digital printing for corrugated board packaging with high-quality colour print images. We can split large print runs into partial series according to the customer's needs and preferences – whether for seasonal or regional variations, or for specific events or target groups. Such customisation opens up entirely new marketing potential for our customers.

Modern digital printing combines high speeds with first class, multicoloured print images that rival offset quality. With this, we can for the first time print not only on white board grades but also on uncoated and brown outer surfaces as well as on single-faced board – even multicoloured designs. This was not feasible with flexographic printing due to the high plate costs involved. We can also make changes to packaging designs very quickly and easily. With data-to-print technology, we simply adapt the print data according to requirement. The costs and delays associated with new printing plates are a thing of the past thanks to digital printing. This is because it requires no printing blocks or plates and prints exclusively with water-based inks. This makes this digital printing technology significantly quicker and more environmentally friendly than flexographic printing.

In spring 2021, we commissioned a newly developed, highly efficient digital printing machine at the Greven site: The RSR® printer (RSR®: Roll to printed sheet in real time).

The printer is the result of a long-standing development partnership between Schumacher Packaging and BHS Corrugated Maschinen- und Anlagenbau GmbH. Its high print speed of up to 300 m/minute and the fully automated process workflow mean it can dramatically increase productivity in the manufacture of corrugated board packaging compared with traditional flexographic printing methods.



We have received more than 2.8 million Euros from the Federal Environment Ministry as part of the environment innovation program to develop and realise this innovative digital printing technology.

<https://www.bmu.de/pressemitteilung/bundesumweltministerium-foerdert-innovativesdruckkonzept-von-wellpappe>



Sustainable process and product innovation



Halopack®:

MAP food packaging made from cardboard

Paper-based HALOPACK® food packaging replaces conventional plastic trays and thereby reduces plastic use by 70 to 90 percent. This innovative hybrid packaging largely consists of a sturdy cardboard box which is lined with a thin, fully-hygienic, gas-tight plastic film on the inside. This makes HALOPACK® an ideal modified atmosphere packaging (MAP) for perishable foods such as meat or ready meals.

With this, we confront a pressing ecological issue with a solution that is both innovative and pragmatic.



EcoSafeBoard:

The environmentally friendly Covid-safe divider

The EcoSafeBoard is a divider with a large window made from corrugated board which is designed to protect against direct contact and droplet infections. The thick window foil is glued in and can, for the purposes of material separation, be simply removed from the corrugated board frame and disposed of separately. Digitally printed, the divider has five appealing standard designs and can even be printed with a customised design as required. Thus, our EcoSafeBoard offers an environmentally friendly and aesthetic alternative to conventional dividers made from Plexiglass and similar materials.

Another benefit is that shipping via our online shop is 100 percent carbon neutral thanks to GLS KlimaProtect.



For the people

Whether our customers, employees or partners are concerned: People are always at the centre of what we do. We take as much interest in topics such as providing a good education for young people, promoting equality, training our employees and supporting occupational health and safety, as we do in supporting social projects. Schumacher Packaging has also been committed to supporting competitive sport for a long time.



Our principles



Ethical and moral business practices

At Schumacher Packaging, we conduct our business in an ethical way and expect the same from all our business partners. To promote this, we have created a Code of Conduct for suppliers which forms the foundation of our business relationships. This ensures that our suppliers respect the human rights of the UN declaration, protect the environment, follow an ethical and moral business code, respect corruption laws, avoid and prevent conflicts of interests from arising and honour data protection regulations, i.e. respect data confidentially.



Equal treatment and equal opportunities

Schumacher Packaging takes responsibility for ensuring that all employees are treated equally and fairly. At no point will discrimination of any kind be tolerated. We accept and respect everyone's personality and individuality. Equal opportunities and equal treatment are of paramount importance to us. Violations of these principles can result in legal action. So far, no cases of discrimination have been recorded.

Promoting diversity

From culture, religion and language to education and ability, to gender: Our employees' diverse range of backgrounds and experiences bring a huge range of perspectives and approaches to the table. Diversity in the workplace promotes innovation and creativity. It is indispensable to creating a lively working environment. The aim is to utilise this diversity such that we can achieve optimal results for our customers and thus also increase our own productivity and efficiency.

Proportion of women at our company

In 2021, Schumacher Packaging had a total of 3613 employees across the group of whom 786 were women.

Health management and occupational health and safety



Active health promotion

The health and safety of our employees is a valuable asset for us. That's why we offer regular relevant training sessions at our own training centre at the Schwarzenberg site. This includes, for example, training on the conscious handling of food or demonstrations of fitness exercises which can be easily integrated into the daily (office) routine. In addition, Schumacher Packaging works in collaboration with external occupational health experts who are available as a first port of call if any employees have occupation-based health complaints.



Occupational health and safety

Schumacher Packaging takes responsibility for the safety and well-being of its employees. Since this is a fundamental condition for our company to be successful, we see it as our duty to provide employees with a safe working environment. In order for us to achieve our safety goals together, we offer annual occupational health and safety training which all employees are invited to attend. Additional, special, compulsory training sessions are conducted for employees working in areas with greater safety risks. Of course, corresponding personal protective equipment is provided.



Certified occupational safety management at the Bydgoszcz plant

Our Polish plant in Bydgoszcz has been certified as per the standard ISO 45001 since 2016 and thus fulfils the highest occupational safety management system requirements.

Employee development

Career development training

For us, employee development means promoting the competence of the workforce, i.e. expanding their qualifications and skills to prepare them for future company developments.

From the employee's perspective, an employee development plan ensures their long-term employability and reduces labour turnover at the company at the same time. In order to create an innovative corporate culture, we offer our employees a range of training options which allow them to develop their professional and personal skills.

Our training centre in Schwarzenberg hosts cross-plant training sessions for trainees as well as seasoned employees. Schumacher Packaging places great importance on ensuring that everyone has a uniform knowledge base. To achieve this, we have developed specific modules which, besides important core competencies for work, also deliver valuable additional qualifications.

In order to further support the digitisation of the Group, we have been using EHS software (Schumacher e-learning) at all sites since 2021. This allows training sessions and safety inductions to be conducted and documented. Regular feedback discussions with managers round off our efforts in terms of employee development.

Training the skilled workers of tomorrow



Young people are the future

Only with excellently trained employees can we meet our customers' requests to the highest standard and achieve our company's goals. Here, professional training lays the groundwork for a successful future. Today, the Schumacher Packaging Group employs around 3600 people at 27 sites. Currently, around 100 young people across all professional groups are training with us – from professional drivers to technical product designers.

We offer all trainees high-quality, well-structured and comprehensive training while also offering individual challenges and support. We quickly introduce our trainees to demanding and responsible tasks and provide them with an established position in our team right from the outset so that they are happy to continue working for us once their training is complete.

We have been able to offer every successful trainee a job in past years.

Schumacher Packaging is training young people to meet their own demand. As we are constantly growing, we always need new young talent to come and become familiar with our company and its processes from the ground up. Besides building expertise, personal development also plays an important role. We want to prepare our trainees for the world of work as well as promoting their independence and communication skills. We want our trainees to recognise their personal value in the world of work and in society.

We break up the working routine with team training sessions, trips and events and promote solidarity as well as strengthening the bond between the trainees and our company.

Committed to serving the community



The significance of social projects

The topic of communal projects, especially in the field of youth work, has been of great importance to us from the outset. We support nurseries, schools and clubs, especially in our home region of Upper Franconia.

To give you a taste of the many other projects we support, we will present an educational circus initiative called the Don Bosco Jugendwerks in Bamberg below. Back in 1994, people in Bamberg began drawing on circus ideas for their educational and remedial work with children and young people: The "Zirkus Giovanni" was formed. In particular, young people who are limited or disadvantaged in certain aspects of their lives were to be given the opportunity to experience what it means to set yourself goals and then to achieve them. Even though the "Zirkus Giovanni" project does not have the intention of training people to become professional artistes, some of the children and young people there demonstrate some astonishing talent and a huge amount of willingness to perform, almost like professional circus performers.

We support nurseries and schools with donations all year round. This includes enabling the children to take part in a cultural event once a year: Visiting a theatre, performances by the Bamberg Symphony or taking part in cinema projects.



We also regularly donate to the Klinikum Coburg hospital, especially for children suffering from cancer and the "Klinik Clowns" project.

In the summer of 2020, our management team arranged for the company to produce imposing knights' castles made of corrugated board and presented them to about 30 nursery schools in the Coburg region, to help take the children's minds off these strange Covid times.

Every year, Schumacher Packaging provides several thousands of boxes for the "Love in a box" Christmas project, which are manufactured specifically for this cause. This campaign was started by volunteers from Würzburg. The aim is to bring some Christmas joy to the less fortunate in society.



Sponsoring sports



From handball to basketball

Schumacher Packaging is also committed to sponsoring sports by supporting a wide variety of clubs and different kinds of sport in the region. This includes the HSC 2000 Coburg, which is currently competing in the second handball Bundesliga, as well as the BBC Coburg which is currently competing in the second basketball Bundesliga Pro B. Brose Bamberg is even represented in the highest German basketball division in the easyCredit basketball Bundesliga.

The same applies to the s.Oliver club in Würzburg, which we also support. And finally, we also contribute to Upper Franconian motor sport through our donations.



Sponsorship of equestrian sports

Our company has a long tradition of sponsoring show jumping and dressage in Oberfranken (Germany) and neighbouring regions.

Senior Director Wulf Schumacher, who sadly passed away in 2017 after having led our company on the road to success over many decades, was an enthusiastic equestrian in his youth. This is why Schumacher Packaging has always supported horse shows through sponsorship, right up to difficult S category show jumping trials. The tradition of sponsoring a major riding club from the region has also become established at our company – the "Reit- und Fahrvereins Sonnefeld und Umgebung e.V." We make a significant contribution to the club by renovating its equestrian centres and halls and supporting its youth work. In 2020, the Schumacher Cup was born. This tournament series serves the promotion of Franconian youth show jumping and consists of four qualification jumps and one final trial.

Patrons of professional judo

For a long time, the family who owns Schumacher Packaging has been a particular patron of judo – one reason is its own history of being actively involved in this sport. Even today, we therefore still support not only Bavarian judo clubs but also Post SV Bamberg, TSV Großhadern and TV Erlangen, along with Olympians and aspiring Olympians from Bavaria. At the Olympic Games in Tokyo, which had to be moved from 2020 to 2021 due to Covid-19, four Schumacher judokas stepped up to the mat: The brothers Karl-Richard and Johannes Frey, Theresa Stoll and Sebastian Seidl. As part of the German judo team, our athletes won bronze at the Olympic premiere of the mixed-team event in Tokyo.





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