



Sustainability Report

2023

Think Circular



About this report

This report provides an overview of our sustainability performance for our stakeholders to get insights into the impact of our business on the environment and society. The reporting period is the calendar year 2023 and unless specified otherwise, data presented encompasses Reverse Logistics GmbH entities located in Germany, Austria, Italy, Hungary, Poland, Romania, Canada, US, Latam (Argentina, Chile, Colombia, Mexico and Peru) and India.

This report reflects a materiality assessment that identifies and evaluates the key sustainability topics relevant to our business and stakeholders on a five-year time horizon into the future.

RLG is part of Reconomy Group, please see the [Reconomy Group Sustainability report](#) for a broader perspective of the actions undertaken group-wide.

Welcome Message

Dear reader,

I'm delighted to present our second public Sustainability Report, showcasing our ongoing commitment to sustainability and transparency. At RLG, sustainability is integral to our business and drives every service we offer. Guided by a business model that aims to maximize positive impacts, we believe that developing effective circular economy solutions enables society, environment and business to thrive.

We are in the business of addressing sustainability challenges and promoting a more circular approach to end-of-life products and materials. In the past year alone, we have achieved significant milestones. We have assisted several customers in improving efficiencies and meeting sustainability targets by integrating processes that enhance visibility, control, and impact.

In our own operations, our environmental footprint was third-party assured for the first time, enabling us to assess our progress against our baseline this year. We have also broadened our evaluation scope to include ethics, labor practices, and procurement strategies. In our first assessment covering these areas, we were awarded a Silver Medal, positioning us ahead of 87% of companies assessed by EcoVadis.

Moving forward, we remain committed to achieving our interim targets for 2028 within our own operations, while also collaborating with our stakeholders to enhance global environmental performance.

Patrick Wiedemann
Chief Executive Officer

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I WANT TO THANK ALL OUR COLLEAGUES FOR THEIR DEDICATION TO OUR WORK AND SUSTAINABILITY. I'M LOOKING FORWARD TO ANOTHER YEAR OF MAKING PROGRESS TOWARDS OUR GOAL OF ADVANCING CIRCULAR PRACTICES.



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Who we are

RLG is dedicated to helping businesses understand their environmental impact and reach their sustainability milestones effectively. We provide expert guidance using reliable data and deep expertise to offer tailored solutions that meet our customers' needs globally, leveraging our presence in more than 80 countries through 26 local hubs across 4 continents.

Products:



Environmental compliance

Data management

Deposit returns

Consultancy & advice

Circular take-back

At RLG, we leverage our global market knowledge and specialist services to ensure total compliance with complex environmental legislation in every country. From registration to reporting, we uphold regulatory standards, contributing to overall environmental sustainability.

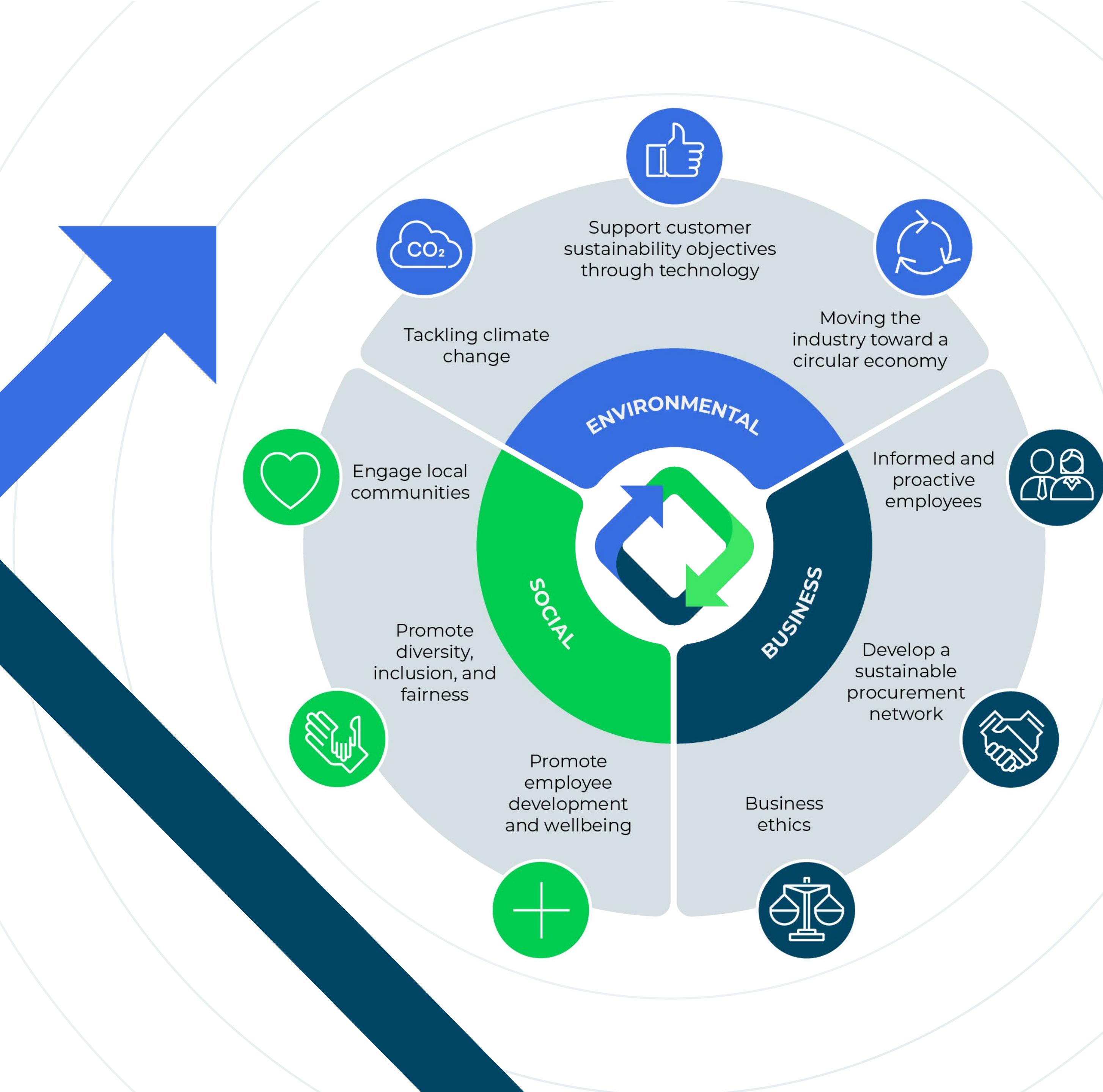
We simplify compliance reporting processes and provide data insights to empower our customers to make impactful changes in creating more sustainable packaging, maximizing current and potential opportunities.

We design and operate successful deposit return systems, offering comprehensive support from setup to operation management. This facilitates efficient resource management, reduces waste generation, and promotes recycling.

Our consultancy services assist global businesses in addressing sustainability challenges, including legislation review, specialist impact assessments for Extended Producer Responsibility, environmental impact analysis, waste auditing, and ISO environmental management. We ensure compliance and identify opportunities for improvement.

We facilitate safe recycling and waste handling through our circular take-back services, putting materials back into the recycling loop. This approach improves recycling rates and promotes sustainable waste management practices, contributing to a circular economy.

Learn more about our products: Products - [Reverse Logistics Group \(rev-log.com\)](https://ReverseLogisticsGroup.com)



Our approach to Sustainability

At the core of our work is the promotion of a circular economy and therefore integrating sustainability ambitions, targets and data into our business strategy is integral to our growth.

We monitor and assess progress on these topics using specific objectives, targets, and key performance indicators (KPIs) that are reported annually in our sustainability report. The year 2022 serves as the baseline for measuring progress.

[Sustainability - Reverse Logistics Group \(rev-log.com\)](http://Sustainability - Reverse Logistics Group (rev-log.com))

Sustainability Performance



Environmental value:

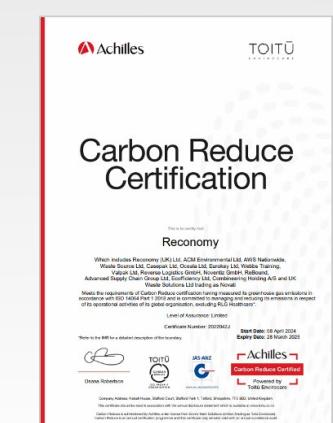
Our goals are to mitigate the adverse effects of climate change resulting from our operations and to achieve a net positive impact through effective environmental management. Our targets have been submitted to and validated by the Science Based Targets initiative (SBTi).

Goal	Objectives	Progress
Tackling climate change	Reduce 33,6%* Scope 1 emissions by 2028	3,5% reduction (10% progress)
	Reduce 33,6%* Scope 2 emissions by 2028	16,7% reduction (50% progress)
	Electricity sourced 100% from renewables by 2028**	Currently 23%

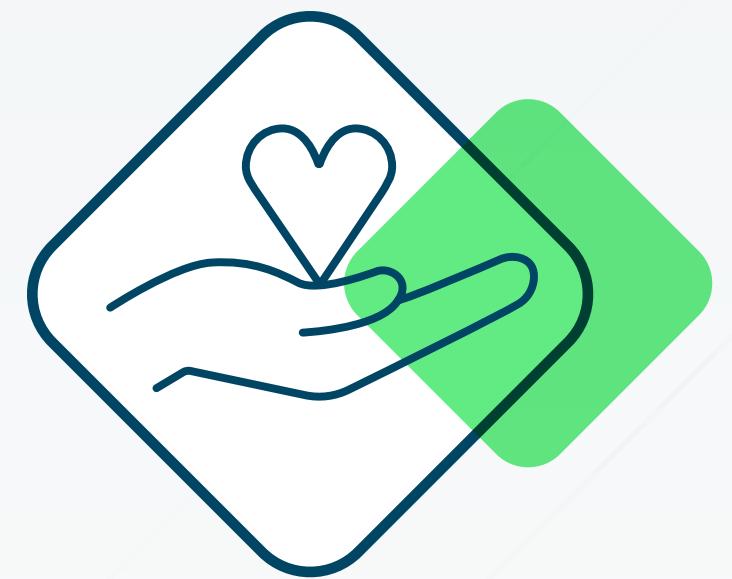


Notes:
 *vs. baseline (2022)
 ** where feasible (Europe and North America)

CARBON REDUCE CERTIFICATE



[Independent certification and verification programme to measure and manage carbon emissions](#)



Social value:

With our global presence, we recognize the opportunity to enhance education and awareness about end-of-life materials handling to promote social resilience in the communities where we operate.



Employees working
for RLG worldwide



Nationalities



Euros invested in
social awareness
campaigns



Hours of employee
volunteering



Euros in company
donations

DO YOU WANT TO KNOW MORE
ABOUT OUR SOCIAL AWARENESS
CAMPAIGNS? CHECK OUT THE
LINK [HERE](#)



Business value:

We continuously expand and innovate across our product portfolio to enhance the sustainability of end-of-life materials management. Collaborating with customers, suppliers, and partners, we aim to increase global circularity.



Tonnes of materials collected & recovered

- 148K t Packaging material
- 160K t WEEE
- 28K t Batteries
- 265K t Industrial and automotive materials



EPR assessments in almost 50 countries



Spend with SMEs* suppliers**

*small and medium-sized enterprises

** against total spend on suppliers

KEEP YOURSELF UP TO DATE WITH ALL RLG'S NEW DEVELOPMENTS [HERE](#)



[EcoVadis Silver Sustainability Rating](#)



Get in touch

Please contact us if you have any questions or would like to learn more about sustainability at RLG.

Leonor De Toro Oviedo,
Sustainability Manager
leonor.detoro@rev-log.com

Annexes

Stakeholder engagement:

Continuous engagement with stakeholders goes beyond risk management. Partner collaboration helps us develop inclusive, sustainable business models that address global challenges and drive positive impact.

Investors:

We conduct quarterly briefings with Reconomy Group's owners to maintain profitability and responsibility.

Customers:

We regularly interact with clients to foster innovative project development and enhance service delivery. We participate in seminars and conferences, and engage with our customers through meetings and workshops, proactively communicating and promptly responding to their questions and concerns about environmental services and impacts.

Suppliers:

We collaborate closely with suppliers to meet RLG's and customers' standards for quality, safety, and efficiency. Our supplier policy guides our supplier assessments, ensuring the network's alignment with our sustainability goals.

Employees:

We conduct satisfaction surveys and host townhall meetings to engage our workforce.

Communities:

We work closely with communities and NGOs to ensure the effectiveness and impact of our programs.

Regulators and policy makers:

We engage proactively to comply with and advocate for circular economy initiatives.

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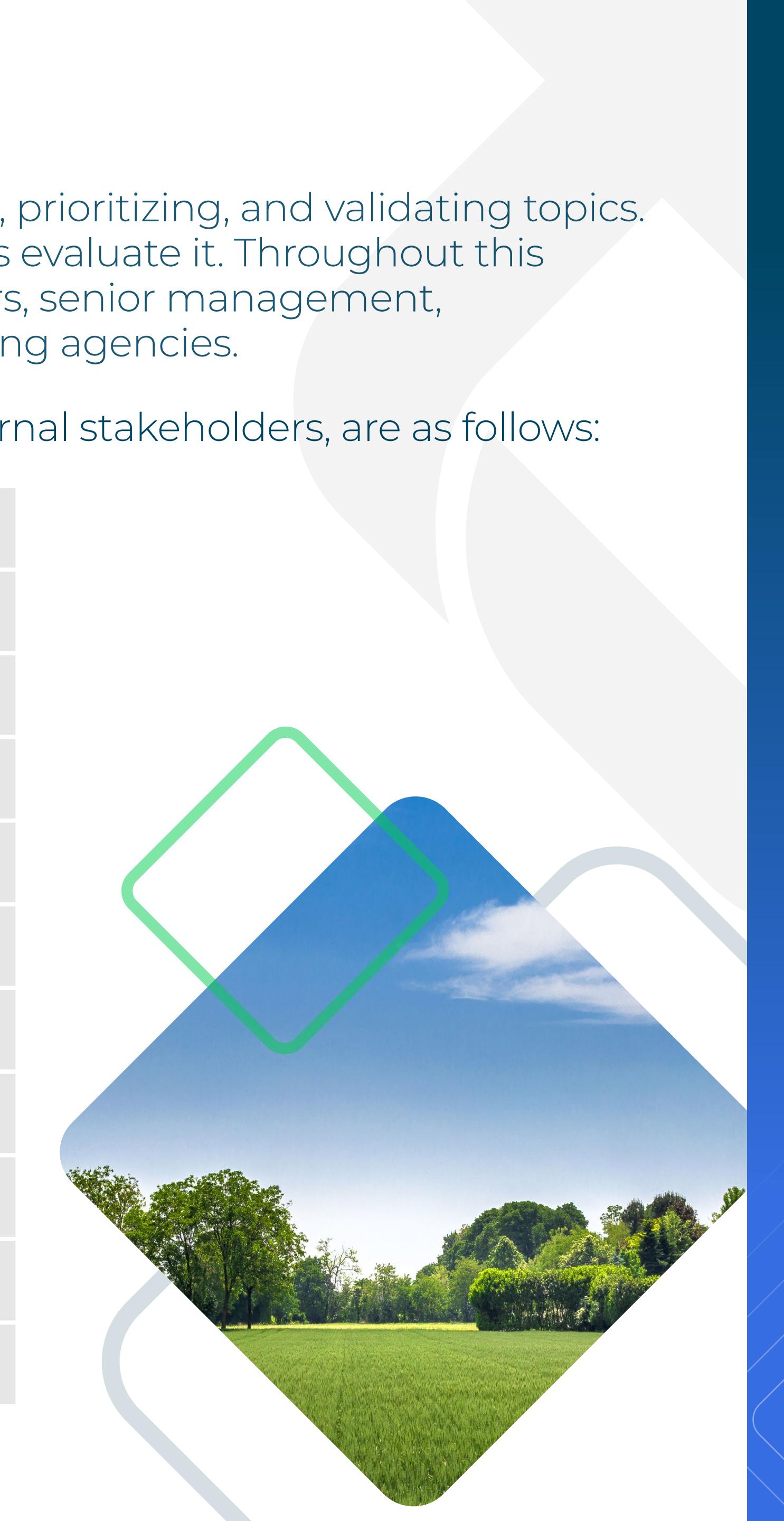
Materiality Assessment:

Our materiality process involved three key steps: identifying, prioritizing, and validating topics. In 2021, we compiled a list of issues and had external experts evaluate it. Throughout this process, we engaged with stakeholders including customers, senior management, employees, investors, trade associations, regulators, and rating agencies.

The top material issues, identified by both internal and external stakeholders, are as follows:



	Health and wellbeing
	Water stewardship
	Net zero carbon / Renewable energy / Zero carbon from services
	Ethical business
	Natural resource management / Zero environmental harm from services
	Fair employment
	Diversity and inclusion
	Net zero environmental harm
	Living wage
	Circular economy, zero waste and repurposed products
	Social values



GRI Content Index

RLG has reported the information cited in this GRI content index for the period January 1, 2023 to December 31, 2023 with reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	LOCATION (page number or external reference) and additional information
GRI 2: General Disclosures 2021	2-1 Organizational details	Back cover
	2-2 Entities included in the organization's sustainability reporting	Front cover
	2-3 Reporting period, frequency and contact point	Front cover, p.09
	2-4 Restatements of information	No significant restatements required
	2-5 External assurance	Formal external assurance is employed for our environmental indicators but is not currently applied to our entire reporting. This approach is subject to ongoing review
	2-6 Activities, value chain and other business relationships	p. 03, 10
	2-7 Employees	<p>p.07</p> <p>There are no significant variations in RLG's employment numbers during the year (such as seasonal variations). Additional information regarding the Company's workforce:</p> <p>Gender diversity - Whole company - Total Female employees: 250 Gender diversity - Whole company - Total Male employees: 260 Gender diversity - Whole company - Total undefined employees: 17 Age diversity - Whole company - Under the age of 30: 110 Age diversity - Whole company - Between the ages of 30 and 50: 279 Age diversity - Whole company - Over the age of 50: 78 Age diversity - Whole company - Undefined: 60</p>

GRI STANDARD	DISCLOSURE	LOCATION (page number or external reference) and additional information
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	none
	2-9 Governance structure and composition	https://www.reconomy.com/discover/management-team/
	2-10 Nomination and selection of the highest governance body	https://www.reconomy.com/discover/management-team/
	2-11 Chair of the highest governance body	https://www.reconomy.com/discover/management-team/
	2-12 Role of the highest governance body in overseeing the management of impacts	https://www.reconomy.com/discover/management-team/
	2-13 Delegation of responsibility for managing impacts	At a Group level, the Board is responsible for managing our sustainability and environmental risks. Oversight is delegated to the Quality and Sustainability Managers, and on a day-to-day basis, sustainability and environmental risks and opportunities are managed by the QMEM and Sustainability taskforce across each RLG location.
	2-14 Role of the highest governance body in sustainability reporting	https://www.reconomy.com/discover/management-team/

GRI STANDARD	DISCLOSURE	LOCATION (page number or external reference) and additional information
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	RG_Anti Bribery Corruption Policy: Commitment to avoid conflicts of interest, including ownership in companies related to vendors, suppliers, competitors, or contractors, which must be disclosed to managers. Disclose any financial indebtedness to competitors or suppliers, except for typical consumer debt.
	2-16 Communication of critical concerns	p.10
	2-17 Collective knowledge of the highest governance body	https://www.reconomy.com/discover/management-team/
	2-18 Evaluation of the performance of the highest governance body	https://www.reconomy.com/discover/management-team/
	2-19 Remuneration policies	Our remuneration practices prioritize equitable compensation, performance-based incentives, and regular reviews of the reward structures.
	2-20 Process to determine remuneration	Informed by process that considers performance, market benchmarks, and business objectives.
	2-22 Statement on sustainable development strategy	p.01
	2-23 Policy commitments	https://www.reconomy.com/legal/

GRI STANDARD	DISCLOSURE	LOCATION (page number or external reference) and additional information
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Our organization integrates sustainability commitments into governance and strategy, engaging employees and suppliers. Regular performance measurement and stakeholder engagement drive ongoing policy improvement.
	2-25 Processes to remediate negative impacts	We follow a continuous improvement cycle that includes identifying impacts, implementing corrective actions, monitoring effectiveness, and engaging stakeholders to ensure sustainable outcomes.
	2-26 Mechanisms for seeking advice and raising concerns	https://rev-log.com/whistleblower-protection-act/ and Regular employee feedback surveys.
	2-27 Compliance with laws and regulations	100%. We commit to monitoring and addressing any legal requirements relevant to our operations.
	2-28 Membership associations	EcoVadis, UN Global Compact, Science-Based Targets initiative, Achilles
	2-29 Approach to stakeholder engagement	p.10
	2-30 Collective bargaining agreements	Working council to facilitate collective bargaining agreements, fostering dialogue and ensuring fair labor practices and employee representation.

GRI STANDARD	DISCLOSURE	LOCATION (page number or external reference) and additional information
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p.11
	3-2 List of material topics	p.11
	3-3 Management of material topics	https://www.reconomy.com/discover/management-team/
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	p.10
	201-2 Financial implications and other risks and opportunities due to climate change	CDP disclosure
	201-3 Defined benefit plan obligations and other retirement plans	Benefits offered to employees differ by work location; however, benefits package can include: medical; dental; vision; retirement savings/pension termination indemnities; life insurance; short-term and long-term disability insurance; business travel accident coverage; flexible work arrangements; paid time off (vacation, personal days, sick leave, marriage leave, child care leave, compassionate leave, study leave, military leave and holidays); maternity leave; parental leave; educational assistance; meal benefits; child care support; employee referral program.

GRI STANDARD	DISCLOSURE	LOCATION (page number or external reference) and additional information
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	p.08
GRI 205: Anti- corruption 2016	205 -1 Operations assessed for risks related to corruption	All (100%) governance body members and employees receive communication on our Code of Conduct and other Anti-bribery and corruption materials as appropriate to their role and function, and all (100%) receive regular mandatory training annually on ethics and ABC. All suppliers receive information on our expectations through our Supplier Policy to ensure awareness and understanding of Anti-bribery and corruption requirements
	205-2 Communication and training about anti-corruption policies and procedures	All (100%) employees read and sign for the Group Anti-bribery and corruption Policy and undertake mandatory training
	205-3 Confirmed incidents of corruption and actions taken	Confirmed incidents of corruption: None Number of confirmed information security incidents: None Number of confirmed Whistleblowing reports received: None
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Total energy use: 562.034,36 kWh; of which renewable: 126.899,11 kWh
	302-3 Energy intensity	0,00966 (kWh/Euro Gross profit)
	302-4 Reduction of energy consumption	-16,70%

GRI STANDARD	DISCLOSURE	LOCATION (page number or external reference) and additional information
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Whilst we have a management approach for water use in our offices and on our three sites, we consume relatively small volumes for offices. We continue to review risk and opportunity related to water in our Group at all sites, we are aware of tools to evaluate and assess related impacts in the value chain. We are clear on all interactions with water as a resource. We continue to monitor risks as part of our risk management protocols
	303-5 Water consumption	9.95892 Mega-liters
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	None
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2824,06 tCO2e
	305-2 Energy indirect (Scope 2) GHG emissions	107 tCO2e
	305-3 Other indirect (Scope 3) GHG emissions	864,53 tCO2e
	305-4 GHG emissions intensity	0.00006523 (tCO2/ Euro Gross profit)
	305-5 Reduction of GHG emissions	Scope 1: -3,5% ; Scope 2: -16,7%

GRI STANDARD	DISCLOSURE	LOCATION (page number or external reference) and additional information
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	In 2023, 51% of all waste managed by RLG was diverted from landfill
	306-2 Management of significant waste-related impacts	RLG aims to consistently manage waste using consistent recycling systems
	306-3 Waste generated	60,9 t; of which hazardous: 0 t
	306-4 Waste diverted from disposal	31,3 t
	306-5 Waste directed to disposal	29,6 t
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	All (100%) suppliers receive communication of our Supplier Policy Charter subject to environmental indicators
	308-2 Negative environmental impacts in the supply chain and actions taken	<p>Negative environmental impacts in the supply chain: None</p> <p>Percentage of targeted suppliers who have signed the supplier code of conduct: 100%</p> <p>Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements: 100%</p> <p>Percentage or number of targeted suppliers covered by a CSR assessment: 22%</p> <p>Percentage or number of targeted suppliers covered by a CSR on-site audit: 0%</p>

GRI STANDARD	DISCLOSURE	LOCATION (page number or external reference) and additional information
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	78 Organic net new hires and 5% attrition rate
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits offered to employees differ by work location; however, benefits package can include: medical; dental; vision; retirement savings/pension termination indemnities; life insurance; short-term and long-term disability insurance; business travel accident coverage; flexible work arrangements; paid time off (vacation, personal days, sick leave, marriage leave, child care leave, compassionate leave, study leave, military leave and holidays); maternity leave; parental leave; educational assistance; meal benefits; child care support; employee referral program
GRI 403 - Occupational Health and Safety 2018	403-1 Occupational health and safety management system	RLG is committed to complying with all environmental, health, and safety laws and regulations in every country and locality where it operates
	403-2 Hazard identification, risk assessment, and incident investigation	Workspaces at our offices undergo site-based inspections in compliance with local regulations, which cover safety and fire standards.
	403-3 Occupational health services	Health check-ups are offered to employees: Workstation screening, Flu-vaccinations, ergonomics of the workplace. Mental health workshops
	403-4 Worker participation, consultation, and communication on occupational health and safety	All (100%) employees go through a mandatory onboarding training on Health & Safety and Fire protection
	403-5 Worker training on occupational health and safety	All (100%) employees go through a mandatory onboarding training on Health & Safety and Fire protection
	403-6 Promotion of worker health	Health check-ups are offered to employees: Workstation screening, Flu-vaccinations, ergonomics of the workplace. Mental health workshops

GRI STANDARD	DISCLOSURE	LOCATION (page number or external reference) and additional information
GRI 403 - Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	RLG is committed to safeguarding the safety, health, and well-being of everyone in its workplaces and expects employees to support these efforts. We prioritize compliance with all environmental, health, and safety laws and regulations across our global operations.
	403-8 Workers covered by an occupational health and safety management system	100%
	403-9 Work-related injuries	0,005% Total recordable injury rate (TRIR)
	403-10 Work-related ill health	0%
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	5,9 hours
	404-3 Percentage of employees receiving regular performance and career development reviews	100%
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<p>https://www.reconomy.com/discover/management-team/</p> <p>Gender diversity - Whole company - Total Female employees: 250 Gender diversity - Whole company - Total Male employees: 260 Gender diversity - Whole company - Total undefined employees: 17 Age diversity - Whole company - Under the age of 30: 110 Age diversity - Whole company - Between the ages of 30 and 50: 279 Age diversity - Whole company - Over the age of 50: 78 Age diversity - Whole company - Undefined: 60 Percentage of female employees in management: 44,7% Percentage of male employees in management: 55,2% Gender diversity – Executive Board - Total Female employees: 0 Gender diversity – Executive Board - Total Male employees: 3</p>
	405-2 Ratio of basic salary and remuneration of women to men	41,7% gender pay gap, all employees

GRI STANDARD	DISCLOSURE	LOCATION (page number or external reference) and additional information
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	None
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	None
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	None
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	All (100%) employees go through a mandatory onboarding training on Human Rights
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	None
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	All (100%) operate a community engagement programme
	413-2 Operations with significant actual and potential negative impacts on local communities	None
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	All (100%) suppliers receive communication of our Supplier Policy Charter subject to social indicators
	414-2 Negative social impacts in the supply chain and actions taken	None

Contribution towards United Nations Sustainable Development Goals.

SDG	SDG Target	RLG activity	RLG KPIs
 Make cities and human settlements inclusive, safe, resilient and sustainable	Reduce the adverse per capita environmental impact of cities	Provide access to safe, accessible and sustainable waste management	Total amount of material collected and recovered: p. 08
 Ensure sustainable consumption and production patterns	Reduce waste generation through prevention, reduction, recycling and reuse	Estimated amount of waste reductions achieved by the company as a result of initiatives	DRS Uruguay project: 85% return rate increase for in-scope material (projected, vs. 2023)
 Take urgent action to combat climate change and its impacts	Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Set and meet time-bound targets to reduce GHG emissions: absolute targets; intensity targets; reporting progress; time-bound targets; science-based assessment that limits temperature change to 2°C	Greenhouse gas GHG emissions (Scope 1, 2, 3): See GRI 305: Emissions 2016
		Engagement in initiatives that promote resilient practices in order to address climate change in surrounding communities	Energy consumption within the organization (Energy intensity): See GRI 302: Energy 2016
			Investment in awareness campaigns: p.07



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