




HALFAR® SUSTAINABILITY- MATRIX 2022/23







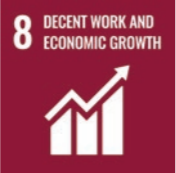

HALFAR
Best of Bags.



SDGs MATRIX RESULTS



In 2015, the United Nations adopted the Sustainable Development Goals (SDGs). These 17 goals have global validity and are designed to ensure sustainable development in economic, social, and ecological terms. At Halfar System GmbH, we have integrated the Sustainable Development Goals into our sustainability reporting. The following pages present a transparent overview of our implemented and planned measures in relation to the relevant goal.




Goal			
General Definition	End poverty in all its forms everywhere.	End hunger, achieve food security and improved nutrition and promote sustainable agriculture.	Ensure healthy lives and promote well-being for all at all ages.
Already implemented measures	<p>In the supply chain:</p> <ul style="list-style-type: none"> amfori BSCI membership Use of the amfori BSCI CoC Commitment of all suppliers to comply with the ILO core labor standards Products partly certified according to GOTS, GRS and Fairtrade Annual supplier evaluations <p>Within the company:</p> <ul style="list-style-type: none"> Salaries above the minimum wage Offer of a company pension scheme Inclusion through a cooperation with the integration company prosigno Subsidization of mobility alternatives (JobRad, public transportation) Living wages 	<p>In the supply chain:</p> <ul style="list-style-type: none"> Measures within the supply chain (see Goal 1) <p>Within the company:</p> <ul style="list-style-type: none"> Free organic fruit and vegetable baskets for employees (regional delivery) Free Fairtrade coffee and organic milk for employees Monthly breakfasts altogether Canteen with all common kitchen appliances Redesign of unused company property to promote biodiversity <p>Community:</p> <ul style="list-style-type: none"> Cooperation & measures to support insects (Insect Aid, Insect Respect) Support for the Bielefeld food bank Biodiversity measures 	<p>In the supply chain:</p> <ul style="list-style-type: none"> Health protection of our suppliers through amfori BSCI auditing <p>Within the company:</p> <ul style="list-style-type: none"> Regular risk assessment Hazardous substance management Use of organic cleaning supplies <p>Employees/company</p> <p>Health care measures:</p> <ul style="list-style-type: none"> Occupational health & safety measures Flexible working hours Promotion of active breaks Job bike offer Ergonomic workplaces in the entire company Mobile working <p>Measures during the pandemic:</p> <ul style="list-style-type: none"> Installation of high-performance Hepa air filters Provision of disinfectant, protective masks and mouthwashes Production of masks Covid-19 vaccination by the company doctor (1st/2nd & booster vaccination) <p>Community:</p> <ul style="list-style-type: none"> DKMS donor registration event Participation in blood donation event Support for an aid project for the victims of the 2021 flood disaster in NRW & Rhineland-Palatinate
Planned measures			

Goal			
General Definition	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	Achieve gender equality and empower all women and girls.	Ensure availability and sustainable management of water and sanitation for all.
Already implemented measures	<p>In the supply chain: -</p> <p>Within the company:</p> <ul style="list-style-type: none"> Internal wiki/knowledge management (Confluence) Professionalization of HR work through an HR officer Vocational training in 6 professions Vocational training cooperation with a regional textile company Extended exam preparation for trainees Expanded offer: dual studies, working student activities & internships Onboarding plan for new employees Annual appraisal interviews Company training programs Standardized internal training on specific topics (e.g. sustainability, products, brand, safety...) Management and team coaching Development program for junior staff (promotion of potential) Offer of in-house job rotation Creation of a structured, standardized advanced training offer <p>Community:</p> <ul style="list-style-type: none"> Continuous sustainability communication via report, blog, intranet, green pinboard Collaboration/support within the corporate group on sustainability issues Sustainability training for retailers Cooperation with (high) schools Support for education, e.g. through: donation of reading backpacks, offer of scholarships to pupils who demonstrate commitment, donation of high-quality notebook backpacks 	<p>In the supply chain:</p> <ul style="list-style-type: none"> Promotion of equality in countries of production (procurement policy, amfori BSCI) <p>Within the company:</p> <ul style="list-style-type: none"> No gender-specific salary differences Enable work-life balance, e.g. through flexible working hours Individual support for caregiving relatives Support for parental leave <p>Community:</p> <ul style="list-style-type: none"> Support for projects that promote women 	<p>In the supply chain:</p> <ul style="list-style-type: none"> BSCI and personal visits to suppliers are used to address water issues <p>Within the company:</p> <ul style="list-style-type: none"> Water management including reduction measures (e.g. by using aerators) Water dispenser for employees (filtered tap water & sparkling mineral water) Mineral water from glass bottles for catering <p>Community:</p> <ul style="list-style-type: none"> Water areas at both locations as drinking troughs for animals & insects
Planned measures			

Goal			
General Definition	Ensure access to affordable, reliable, sustainable and modern energy for all.	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.
Already implemented measures	<p>In the supply chain: see below</p> <p>Within the company:</p> <ul style="list-style-type: none"> Energy officer In-house generation of renewable energy at both locations (photovoltaic systems) Installation of an energy storage system for surplus solar energy at the logistics site Feeding surplus solar energy into the local power grid Purchase of certified green energy Implementation of energy saving measures (e.g. LED lighting, lighting control) Sustainable mobility concept Conversion of the vehicle fleet to 75 % electric vehicles 12 e-charging points for electric cars at the Oldentrup site 2 e-charging points for electric cars at the logistics site in Altenhagen Compensation of transport emissions (e.g. with Halfar compensation projects) Compensation of all company-related emissions via ClimatePartner Expansion of the photovoltaic system + installation of an energy storage system at the main site Compensation of the CO₂ emissions of the standard range <p>Community:</p> <ul style="list-style-type: none"> Support for renewable energy projects in China & India through ClimatePartner 	<p>In the supply chain:</p> <ul style="list-style-type: none"> Commitment of all suppliers to comply with the ILO core labor standards GOTS certification GRS certification BSCI audits Use of the amfori BSCI CoC Sustainable Halfar procurement policy (includes social criteria) Annual supplier evaluation Regular visits to the manufacturing plants by management/managing employees from Halfar (control & support) <p>Within the company:</p> <ul style="list-style-type: none"> Modern, ergonomic work environment Possibility of flexible working hours High retention rate after fixed-term contracts Vocational training rate between 10-15 % with a high retention rate Creation of inclusive jobs Training and further education offers (see also SGD 4) Own modern logistics center <p>Community:</p> <ul style="list-style-type: none"> Support of the regional business location through active membership in regional networks (e.g. DkaB) Preference for regional fruit and vegetable suppliers 	<p>In the supply chain:</p> <ul style="list-style-type: none"> Compliance with sustainability criteria in the supply chain (Halfar System environmental policy) <p>Within the company:</p> <ul style="list-style-type: none"> Process management in accordance with DIN ISO (9001:2015) Design & product development in-house Interdisciplinary Halfar quality team Implementation of an annual EcoVadis CSR rating Operation of a modern logistics site Calculation of a corporate carbon footprint Purchase of climate-neutral print products <p>Community:</p> <ul style="list-style-type: none"> Cooperation with in-house integration company prosigno Regional networking (e.g. DkaB, WEGE, IHK OWL etc.) Cooperation with the NRW efficiency agency Selective cooperation with universities
Planned measures	<ul style="list-style-type: none"> Acquisition of additional electric cars Conversion of the vehicle fleet to 85 % electric vehicles 		<ul style="list-style-type: none"> Continuing cooperation with universities and local networks

Goal			
General Definition	Reduce inequality within and among countries.	Make cities and human settlements inclusive, safe, resilient and sustainable.	Ensure sustainable consumption and production patterns.
Already implemented measures	<p>In the supply chain:</p> <ul style="list-style-type: none"> Promoting the reduction of inequality in countries of production (amfori BSCI, Fairtrade, GOTS), see also SDG 8 Introduction/use of a sustainable procurement policy Support for partner factories abroad during the 2020/21 pandemic Helping to create and secure jobs <p>Within the company:</p> <ul style="list-style-type: none"> Promotion of diversity & inclusion Integration of refugees Entry-level qualification offer "Plus language" <p>Community:</p> <ul style="list-style-type: none"> Cooperation with Werkhaus GmbH Close cooperation with the integration company prosigno Support for the "Heidelberg Project" as part of a customer project 	<p>In the supply chain:</p> <ul style="list-style-type: none"> Compliance with sustainability criteria in the supply chain (Halfar environmental policy) GRS, GOTS and Fairtrade <p>Within the company:</p> <ul style="list-style-type: none"> Photovoltaic systems with energy storage system Purchase of green energy & eco-gas Job bike promotion Formation of car pools Offer of a "job ticket" for public transportation Participation in "city cycling" (2019 - 2023) Insect-friendly revegetation of several areas Promotion of biodiversity at the sites Participation in CheckA, CheckN Training cooperation with a regional textile company Expansion of the photovoltaic system + installation of an additional energy storage unit <p>Community:</p> <ul style="list-style-type: none"> Business cooperation "industry & climate" Foundation of the "Insect Aid"-initiative by Armin Halfar Launch of the "Bielefeld round table for more biodiversity" initiative Revegetation of a communal area adjacent to company buildings Membership in regional networks, e.g. DkaB Cooperation with WEGE Bielefeld Cooperation with Werkhaus GmbH Cooperation with schools in Bielefeld Support of the initiative "Fruchtalarm" in Bielefeld Support for the "Bielefelder Bürgerstiftung" (sponsorships, bag donations, etc.) Support of the Olderdissen Zoo in Bielefeld Support of a secondary school in Heepen Support for the food bank in Bielefeld 	<p>In the supply chain:</p> <ul style="list-style-type: none"> Use of sustainable standards such as: GOTS, GRS, Fairtrade etc. Compliance with sustainability criteria in the supply chain (Halfar environmental policy)) <p>Within the company/product segment:</p> <ul style="list-style-type: none"> Environmental management system in accordance with DIN ISO 14001:2015 Own product development according to sustainability criteria GOTS certification EcoVadis CSR rating Testing of chemical and physical-technical characteristics by independent laboratories Risk-based sampling system for material tests High product quality → long durability (guarantee for 3 years) Cross-departmental Halfar quality team Products with Fairtrade cotton Products according to OEKO-TEX® Standard100 Products & product series produced in Europe Products with cotton from offcuts Products with recycled polyester (rPET) Conversion of all felt articles to polyester felt made from rPET Offer of a repair service Manufacture of products from customers' used materials (upcycling) High storage capacities, associated with emission-optimized transports Offer of 14 different textile finishing technologies on site - associated with short transportation routes to the finishing department Use of recycled paper Improvement of waste separation ClimatePartner certified company & standard range including a financial climate contribution since 2022
Planned measures		<ul style="list-style-type: none"> Continuing local business cooperation 	<ul style="list-style-type: none"> Further increase in the proportion of PVC-free bags in the standard range

Goal		
General Definition	Take urgent action to combat climate change and its impacts.	Conserve and sustainably use the ocean, seas and marine resources for sustainable development.
Already implemented measures	<p>In the supply chain:</p> <ul style="list-style-type: none"> Sustainable procurement policy Environmental policy <p>Within the company:</p> <ul style="list-style-type: none"> Environmental management system in accordance with DIN ISO 14001:2015 ClimatePartner certified company with a financial climate contribution Pellet heating system Implementation of energy-saving measures (e.g. LED lamps, lighting control) In-house generation of renewable energy (photovoltaic systems) Purchase of green energy Purchase of certified green gas Electrification of the vehicle fleet (12 vehicles) Installation of charging infrastructure (14 charging points) Participation in the "Energy Scout"-project to identify potential savings Mobility offers to reduce motorized private transport (JobRad, public transportation ticket, carpooling) Participation in the "city cycling" event (2019 - 2023) CO₂ compensation for transportation and shipping Calculation of CO₂ footprints for our company & products Insect-friendly revegetation of several areas Paperless archiving Consideration of sustainability in finishing technologies, e.g. switching to low-solvent printing inks Implementation of the "CheckN" & "CheckA" by B.A.U.M. Consult GmbH Compensation of all unavoidable emissions from the standard range since 2022 Conversion of the vehicle fleet to electric vehicles Installation of further e-charging points Expansion of the photovoltaic system + installation of an energy storage unit <p>Community:</p> <ul style="list-style-type: none"> Supporting projects to promote renewable energy in the countries where Halfar stock items are produced via ClimatePartner 	<p>In the supply chain:</p> <ul style="list-style-type: none"> Use of GOTS organic cotton (no use of pesticides in cultivation, no use of harmful chemicals in production) amfori BSCI audits and personal visits to suppliers are used to address water issues <p>Within the company:</p> <ul style="list-style-type: none"> Development & production of durable products Avoidance of plastic packaging Solvent-free printing Measures to reduce water consumption, e.g. aerators Water areas at both sites as a habitat for animals & plants Use of organic cleaning supplies Extensive reduction of polybags for imported items <p>Community: -</p>
Planned measures		

Goal			
General Definition	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.
Already implemented measures	<p>In the supply chain:</p> <ul style="list-style-type: none"> Production of products made from organic cotton according to GOTS Production of products made from Fairtrade cotton <p>Within the company:</p> <ul style="list-style-type: none"> Creation of high-quality insect habitats for the preservation of biodiversity Lean meadow at the logistics site Variety of old fruit trees at the logistics site Creation of an additional biodiversity area at the main site <p>Community:</p> <ul style="list-style-type: none"> Exchange and cooperation with experts on the topic of biodiversity, area optimization, etc. Sponsorship of the Soay sheep enclosure at Olderdissen Zoo Tree sponsorship in Bielefeld 	<p>In the supply chain:</p> <ul style="list-style-type: none"> DIN ISO 9001:2015 certified (= transparent processes) amfori BSCI membership and cooperation with audited factories Commitment of all suppliers to comply with the ILO core labor standards Sustainable procurement policy <p>Within the company:</p> <ul style="list-style-type: none"> Code of Conduct Complaints management Company suggestion scheme Voluntary publication of a sustainability report Transparent communication of key figures <p>Community:</p> <ul style="list-style-type: none"> Close cooperation with integration company prosigno 	<p>In the supply chain: -</p> <p>Within the company:</p> <ul style="list-style-type: none"> Cooperation with external certifiers and rating agencies (GOTS, GRS, DIN ISO 14001:2015, Öko-profit, EcoVadis) Promotion of young talent (training, internships, scholarships, etc.) Cooperation with Werkhaus GmbH Active stakeholder dialog Organization of a sustainability conference (within the company group) Company networks & cooperations (ÖKOPROFITklub, etc.) Cooperation with local business initiative Implementation of "CheckA" by B.A.U.M. Consult GmbH to conduct a risk analysis of possible climate change impacts <p>Community:</p> <ul style="list-style-type: none"> Support for climate protection projects in developing countries via ClimatePartner Selective sponsoring (on request) of employees working on a voluntary basis Promotion of volunteer work/projects (Fruchtalarm, Glückstour etc.) Involvement in the Bielefeld Community Foundation ("Bielefelder Bürgerstiftung") Support for an aid project for the victims of the flood disaster in western Germany
Planned measures		<ul style="list-style-type: none"> Further development of the sustainability reporting in accordance with reporting standards for more structured reporting 	



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