







# HALFAR® SUSTAINABILITY MATRIX










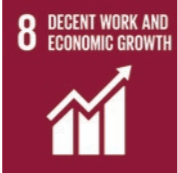




**HALFAR**  
Best of Bags.







# SDGs RESULT MATRIX





The Sustainable Development Goals (SDGs) were adopted by the United Nations in 2015. They are 17 goals with global validity that are intended to ensure sustainable development on an economic, social and ecological level. We, Halfar System GmbH, have included the Sustainable Development Goals in our sustainability reporting. On the following pages, you will find a transparent presentation of our already implemented and planned measures related to the relevant goal.







Goal			
General Definition SDGs	Economic growth must be inclusive to provide sustainable jobs and promote equality.	The food and agriculture sector offers key solutions for development, and is central for hunger and poverty eradication.	Ensuring healthy lives and promoting the wellbeing for all at all ages is essential to sustainable development.
Assessment			
Previously completed actions	<p><b>In the supply chain:</b></p> <ul style="list-style-type: none"> <li>Membership of amfori BSCI</li> <li>Use of the amfori BSCI CoC</li> <li>Commitment of all suppliers to comply with the ILO core labour standard</li> <li>Some products certified under GOTS, GRS and Fairtrade</li> <li>Annual supplier assessments</li> </ul> <p><b>Within the company:</b></p> <ul style="list-style-type: none"> <li>Payment above minimum wage</li> <li>Company pension scheme offers</li> <li>Inclusion by means of integration organisation prosigno</li> <li>Subsidised alternative means of transport (JobRad bicycle scheme, public transport)</li> </ul>	<p><b>In the supply chain:</b></p> <ul style="list-style-type: none"> <li>Measures within the supply chain (see Goal 1)</li> </ul> <p><b>Within the company:</b></p> <ul style="list-style-type: none"> <li>Free organic fruit/vegetable basket for staff (regional delivery)</li> <li>Free fair trade coffee/organic milk for staff</li> <li>Monthly shared breakfast</li> <li>Canteen with all conventional kitchen appliances</li> <li>Redesign of free space to promote biodiversity</li> </ul> <p><b>Charity work:</b></p> <ul style="list-style-type: none"> <li>Collaboration and measures to support insects (Insect Aid, Insect Respect)</li> <li>Support for the Bielefeld food bank</li> </ul>	<p><b>In the supply chain:</b></p> <ul style="list-style-type: none"> <li>Health protection at our suppliers through amfori BSCI auditing</li> </ul> <p><b>Within the company:</b></p> <ul style="list-style-type: none"> <li>Regular hazard assessment of buildings/processes:</li> <li>Hazardous substance management</li> <li>Use of organic cleaning agents</li> </ul> <p><b>Staff/company health measures:</b></p> <ul style="list-style-type: none"> <li>Occupational safety and work safety measures</li> <li>Flexible working hours</li> <li>Promotion of active breaks</li> <li>Jobrad bicycle scheme</li> <li>Ergonomic workplaces throughout the company</li> </ul> <p><b>Measures in the pandemic:</b></p> <ul style="list-style-type: none"> <li>Installation of high-performance HEPA filters</li> <li>Provision of disinfectant, protective masks and mouth washes</li> <li>Production of face masks</li> <li>Covid-19 vaccination available from company doctor in house (first, second and booster jab)</li> </ul> <p><b>Charity work:</b></p> <ul style="list-style-type: none"> <li>DKMS typification campaign</li> <li>Participation in blood donation campaign</li> <li>Support for an aid project for the victims of the flooding in western Germany in 2021</li> </ul>
Planned actions			

Goal			
General Definition SDGs	Obtaining a quality education is the foundation to improving people's lives and sustainable development.	Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.	Clean, accessible water for all is an essential part of the world we want to live in.
Assessment			
Previously completed actions	<p><b>In the supply chain: -</b></p> <p><b>Within the company:</b></p> <ul style="list-style-type: none"> <li>Internal Wiki/knowledge management (Confluence)</li> <li>Professionalisation of HR work with additional HR specialist</li> <li>Apprenticeships in 6 professions</li> <li>Training cooperation with a regional textile company</li> <li>Enhanced exam preparation for apprentices</li> <li>Expanded range: dual degree program, student jobs, internships</li> <li>Induction plan for new staff</li> <li>Annual employee appraisals</li> <li>Company advanced training courses</li> <li>Standardised internal subject-based training (e.g. sustainability, products, brand, safety...)</li> <li>Management and team coaching sessions</li> <li>Support program for junior staff (promoting potential)</li> <li>Offer of job rotation in house</li> </ul> <p><b>Charity work:</b></p> <ul style="list-style-type: none"> <li>Continuous sustainability communication by means of reports, blogs, intranet, notice board</li> <li>Cooperation/support within the corporation on sustainability matters</li> <li>Sustainability training courses for dealers</li> <li>Cooperation with schools and universities</li> <li>Training support e.g. by means of: donating reading backpacks, awarding a scholarship for committed students, donation of high-quality laptop backpacks</li> </ul>	<p><b>In the supply chain:</b></p> <ul style="list-style-type: none"> <li>Promotion of equal rights in production countries (procurement policy, amfori BSCI)</li> </ul> <p><b>Within the company:</b></p> <ul style="list-style-type: none"> <li>No gender-specific salary differences</li> <li>Allowing a work-life balance, e.g. by means of flexible working hours</li> <li>Individual support for people caring for relatives</li> <li>Support for parental leave</li> </ul> <p><b>Charity work:</b></p> <ul style="list-style-type: none"> <li>Support for projects that promote women</li> </ul>	<p><b>In the supply chain:</b></p> <ul style="list-style-type: none"> <li>BSCI and personal visits to suppliers are used to address the water problem</li> </ul> <p><b>Within the company:</b></p> <ul style="list-style-type: none"> <li>Water management with reduction measures (e.g. by using aerators)</li> <li>Water dispensers for staff (filtered tap water and carbonated water)</li> <li>Mineral water in glass bottles for catering</li> <li>Collection of rainwater</li> </ul> <p><b>Charity work:</b></p> <ul style="list-style-type: none"> <li>Water areas at both sites as habitat for animals and insects</li> </ul>
Planned actions	<ul style="list-style-type: none"> <li>Creation of a structured, standardised program of advanced training</li> </ul>		

Goal			
General Definition SDGs	Energy is central to nearly every major challenge and opportunity.	Sustainable economic growth will require societies to create the conditions that allow people to have quality jobs.	Investments in infrastructure are crucial to achieving sustainable development.
Assessment			
Previously completed actions	<p><b>In the supply chain:</b> See below</p> <p><b>Within the company:</b></p> <ul style="list-style-type: none"> <li>• Energy officer</li> <li>• Own production of renewable energies at both sites (photovoltaic)</li> <li>• Installation of an energy storage device for excess solar energy at the logistics site</li> <li>• Excess solar energy fed into the local grid</li> <li>• Purchasing certified eco power</li> <li>• Implementation of energy-saving measures (LED bulbs, light control systems)</li> <li>• Sustainable mobility concept</li> <li>• Conversion of fleet to electric vehicles</li> <li>• 10 E-charging points for electric cars at the Oldentrup site</li> <li>• 2 E-charging points for cars at the logistics site in Altenhagen</li> <li>• Compensation of transport emissions (including with Halfar compensation projects)</li> <li>• Compensation of all company-related emissions through ClimatePartner</li> </ul> <p><b>Charity work:</b></p> <ul style="list-style-type: none"> <li>• Support for projects promoting renewable energies in China &amp; India through ClimatePartner</li> </ul>	<p><b>In the supply chain:</b></p> <ul style="list-style-type: none"> <li>• Commitment of all suppliers to comply with the ILO core labour standard</li> <li>• GOTS certification</li> <li>• GRS certification</li> <li>• BSCI audits</li> <li>• Use of the amfori BSCI CoC</li> <li>• Sustainable Halfar procurement policy (includes social criteria)</li> <li>• Annual supplier assessment</li> <li>• Regular visits to production plants by Halfar management board/management staff (monitoring and support)</li> </ul> <p><b>Within the company:</b></p> <ul style="list-style-type: none"> <li>• Modern, ergonomic working environment</li> <li>• Option of flexible working</li> <li>• After temporary contracts: high take-over rate</li> <li>• Training rate between 10-15 % with a high take-over rate</li> <li>• Creation of inclusive jobs</li> <li>• Training at all levels (see also SGD 4)</li> <li>• Own modern logistics centre</li> </ul> <p><b>Charity work:</b></p> <ul style="list-style-type: none"> <li>• Supporting the regional business location by means of active membership in regional networks (e.g. DkaB)</li> <li>• Opting for regional fruit and vegetable suppliers</li> </ul>	<p><b>In the supply chain:</b></p> <ul style="list-style-type: none"> <li>• Adherence of sustainability criteria in the supply chain (Halfar environment policy)</li> </ul> <p><b>Within the company:</b></p> <ul style="list-style-type: none"> <li>• Process management in accordance with ISO (9001:2015)</li> <li>• Design &amp; product development in house</li> <li>• Halfar quality team across departments</li> <li>• Performance of an annual EcoVadis CSR Rating</li> <li>• Operation of a modern logistics location</li> <li>• Determination of a CO<sub>2</sub> company balance sheet</li> <li>• Purchase of climate-neutral print products</li> </ul> <p><b>Charity work:</b></p> <ul style="list-style-type: none"> <li>• Cooperation with integration company prosigno in-house</li> <li>• Regional network (e.g. DkaB, WEGE, IHK OWL etc.)</li> <li>• Cooperation with Effizienzagentur NRW</li> <li>• Limited cooperation with universities</li> </ul>
Planned actions	<ul style="list-style-type: none"> <li>• Acquisition of further electric vehicles</li> <li>• Installation of further E-charging points</li> <li>• Expansion of photovoltaic system and installation of an energy storage device at the main site</li> <li>• Compensation of the CO<sub>2</sub> emissions of the warehouse range</li> </ul>		<ul style="list-style-type: none"> <li>• Continuation of cooperation with universities and local networks</li> </ul>

Goal			
General Definition SDGs	To reduce inequalities, policies should be universal in principle, paying attention to the needs of disadvantaged and marginalized populations.	There needs to be a future in which cities provide opportunities for all, with access to basic services, energy, housing, transportation and more.	Responsible Production and Consumption.
Assessment			
Previously completed actions	<p><b>In the supply chain:</b></p> <ul style="list-style-type: none"> <li>• Support for breaking down inequality in production countries (amfori BSCI, Fairtrade, GOTS), see also SDG 8</li> <li>• Introduction/use of a sustainable procurement policy</li> <li>• Support for partner networks abroad during the pandemic 2020/21</li> <li>• Contribution to creating and securing jobs</li> </ul> <p><b>Within the company:</b></p> <ul style="list-style-type: none"> <li>• Supporting diversity and inclusion</li> <li>• Integration of refugees</li> <li>• Offer of entry qualification plus language</li> </ul> <p><b>Charity work:</b></p> <ul style="list-style-type: none"> <li>• Kooperation mit der Werkhaus GmbH</li> <li>• Cooperation with the company Werkhaus GmbH</li> <li>• Close cooperation with the integration organisation prosigno</li> <li>• Support for the "Heidelberg Project" as part of a customer project</li> </ul>	<p><b>In the supply chain:</b></p> <ul style="list-style-type: none"> <li>• Adherence to sustainability criteria in the supply chain (Halfar environment policy)</li> <li>• GRS, GOTS and Fairtrade</li> </ul> <p><b>Within the company:</b></p> <ul style="list-style-type: none"> <li>• Photovoltaic systems with energy storage device</li> <li>• Purchase of green electricity &amp; green gas</li> <li>• JobRad bicycle scheme</li> <li>• Ride sharing</li> <li>• Use of a job ticket in collaboration with business neighbours</li> <li>• Participation in "Stadtradeln" cycling event (2019, 2020 &amp; 2021)</li> <li>• Insect-friendly greening of multiple areas</li> <li>• Promotion of biodiversity at the sites</li> <li>• Participation in CheckA, CheckN</li> <li>• Training cooperation with a regional textile company</li> </ul> <p><b>Charity work:</b></p> <ul style="list-style-type: none"> <li>• Business cooperation "Klima &amp; Gewerbe" (climate &amp; business)</li> <li>• Foundation of the "Insect Aid" initiative by Armin Halfar</li> <li>• Start of the initiative "Bielefelder runder Tisch für mehr Artenvielfalt" (Bielefeld's round table for more bio diversity)</li> <li>• Planting communal areas next to the company building</li> <li>• Membership of regional network e.g. DkaB</li> <li>• Cooperation with WEGE Bielefeld</li> <li>• Cooperation with the company Werkhaus GmbH</li> <li>• Cooperation with Bielefeld schools</li> <li>• Support for the Bielefeld initiative "Fruchtalarm"</li> <li>• Support for the Bielefeld civic foundation (mentoring, bag donations etc.)</li> <li>• Support for Bielefeld's Tierpark Olderdissen zoo</li> <li>• Support for Realschule Heepen</li> <li>• Support for the Bielefeld food bank</li> </ul>	<p><b>In the supply chain:</b></p> <ul style="list-style-type: none"> <li>• Application of sustainable standards such as GOTS, GRS, Fairtrade etc.</li> <li>• Adherence to sustainability criteria in the supply chain (Halfar environment policy)</li> </ul> <p><b>Within the company/product segment:</b></p> <ul style="list-style-type: none"> <li>• Environmental management system in accordance with ISO 14001:2015</li> <li>• In-house product development in line with sustainability criteria</li> <li>• GOTS certification</li> <li>• GRS certification</li> <li>• EcoVadis CSR Rating</li> <li>• Inspection of the chemical and physical-technical properties by independent laboratories</li> <li>• Risk-based sampling system for material tests</li> <li>• High product quality → long life span (3 year guarantee)</li> <li>• Halfar quality team across departments</li> <li>• Products with Fairtrade cotton</li> <li>• Products in line with OEKO-TEX® Standard 100</li> <li>• Products &amp; product series from European production</li> <li>• Products made from cotton offcuts</li> <li>• Products made with recycled polyester (rPET)</li> <li>• Conversion of all felt items to polyester felt made from rPET</li> <li>• Offer of a repair service</li> <li>• Production of products made from used customer materials (upcycling)</li> <li>• Large warehouse capacity = emissions-optimised transportation</li> <li>• Range of 14 different decoration technologies on site = short transport routes in decoration</li> <li>• Use of recycled paper</li> </ul>
Planned actions		<ul style="list-style-type: none"> <li>• Continuous cultivation of the business cooperation</li> <li>• Expansion of photovoltaic system and installation of an additional energy storage device</li> </ul>	<ul style="list-style-type: none"> <li>• Further increase in the proportion of PVC-free bags in the range</li> <li>• Improvement in waste separation</li> <li>• Promotional item warehouse range &amp; company climate neutral from 2022</li> </ul>

Goal		
General Definition SDGs	Climate change is a global challenge that effects everyone, everywhere.	Careful management of this essential global resource is a key feature of a sustainable future.
Assessment		
Previously completed actions	<p><b>In the supply chain:</b></p> <ul style="list-style-type: none"> <li>Sustainable procurement policy</li> <li>Environmental policy</li> </ul> <p><b>Within the company:</b></p> <ul style="list-style-type: none"> <li>Environmental management system in accordance with ISO 14001:2015</li> <li>Company largely climate neutral</li> <li>Pellet heating system</li> <li>Implementation of energy-saving measures (e.g. LED bulbs, light control systems)</li> <li>Own production of renewable energies (photovoltaic)</li> <li>Purchase of green electricity</li> <li>Climate-neutral green gas</li> <li>Electrification of the fleet (12 vehicles)</li> <li>Installation of charging infrastructure (12 charging points)</li> <li>Participation in the "Energy Scout" project to identify savings potential</li> <li>Mobility offers to reduce individual car use (JobRad bicycle scheme, public transport ticket, ride sharing)</li> <li>Participation in "Stadtradeln" cycling event (2019/20/21)</li> <li>CO<sub>2</sub> compensation for transport and shipping</li> <li>Calculation of carbon footprints for company and products</li> <li>Insect-friendly greening of multiple areas</li> <li>Paperless archiving</li> <li>Consideration of sustainability in decoration technologies e.g. switch to low-solvent printing inks</li> <li>Conducting "CheckN" &amp; "CheckA" from B.A.U.M. Consult GmbH</li> </ul> <p><b>Charity work:</b></p> <ul style="list-style-type: none"> <li>Support for projects promoting renewable energies in the production countries of Halfar ware house items through ClimatePartner</li> </ul>	<p><b>In the supply chain:</b></p> <ul style="list-style-type: none"> <li>Use of GOTS organic cotton (no use of pesticides on farms, no use of harmful chemicals in production)</li> <li>amfori BSCI audits and personal visits to suppliers are used to address the water problem</li> </ul> <p><b>Within the company:</b></p> <ul style="list-style-type: none"> <li>Development and production of long-lasting products</li> <li>Avoidance of plastic packaging</li> <li>Reduction of solvent-based printing ink</li> <li>Measures to reduce water consumption (aerators, rainwater collection etc.)</li> <li>Water areas at both sites as habitats for animals and plants</li> <li>Use of organic cleaning agents</li> </ul> <p><b>Charity work: -</b></p>
Planned actions	<ul style="list-style-type: none"> <li>Promotional bag warehouse range climate neutral from 2022</li> <li>Expansion of spaces to promote biodiversity</li> <li>Conversion of fleet to electric vehicles</li> <li>Installation of further E-charging points</li> <li>Expansion of photovoltaic system and installation of an energy storage device</li> </ul>	<ul style="list-style-type: none"> <li>Far-reaching reduction in polybags for import items</li> </ul>

Goal			
General Definition SDGs	Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss.	Access to justice for all, and building effective, accountable institutions at all levels.	Revitalize the global partnership for sustainable development.
Assessment			
Previously completed actions	<p><b>In the supply chain:</b></p> <ul style="list-style-type: none"> <li>Production of products from organic cotton according to GOTS</li> <li>Production of products made from fair trade cotton</li> </ul> <p><b>Within the company:</b></p> <ul style="list-style-type: none"> <li>Creation of high-quality insect habitats to preserve biodiversity</li> <li>Grassland at the logistics site</li> <li>Old fruit varieties at the logistics site</li> </ul> <p><b>Charity work:</b></p> <ul style="list-style-type: none"> <li>Discussion and collaboration with experts on biodiversity, space optimisation etc.</li> <li>Sponsorship of the Soay sheep enclosure at Tierpark Olderdissen</li> <li>Tree sponsorship in Bielefeld</li> </ul>	<p><b>In the supply chain:</b></p> <ul style="list-style-type: none"> <li>ISO 9001:2015 certified (= transparent processes)</li> <li>amfori BSCI membership and collaboration with audited plants</li> <li>Commitment of all suppliers to comply with the ILO core labour standard</li> <li>Sustainable procurement policy</li> </ul> <p><b>Within the company:</b></p> <ul style="list-style-type: none"> <li>Code of conduct</li> <li>Complaints management</li> <li>Employee suggestion system</li> <li>Voluntary publication of a sustainability report</li> <li>Transparent communication of KPIs</li> </ul> <p><b>Charity work:</b></p> <ul style="list-style-type: none"> <li>Close cooperation with the integration organisation prosigno</li> </ul>	<p><b>In the supply chain: -</b></p> <p><b>Within the company:</b></p> <ul style="list-style-type: none"> <li>Collaboration with external certification bodies and rating agencies (GOTS, GRS, DIN ISO 14001:2015, Ökoprotit, EcoVadis)</li> <li>Support for junior staff (training, internships, scholarships etc.)</li> <li>Cooperation with the company Werkhaus GmbH</li> <li>Active stakeholder dialogue</li> <li>Sustainability conference (within company group)</li> <li>Company networks and collaborations (ÖKOPROFIT-Klub and many more)</li> <li>Cooperation with business initiatives</li> <li>Conducting "CheckA" from B.A.U.M. Consult GmbH for risk analysis of the consequences of climate change</li> </ul> <p><b>Charity work:</b></p> <ul style="list-style-type: none"> <li>Support for climate protection projects in developing countries through ClimatePartner</li> <li>Targeted sponsoring (on demand) of employees who work as volunteers</li> <li>Support for voluntary work/projects (Fruchtalarm, Glückstour etc.)</li> <li>Work in the Bielefeld civic foundation</li> <li>Support for an aid project for the victims of the flooding in western Germany</li> </ul>
Planned actions	<ul style="list-style-type: none"> <li>Creation of an additional biodiversity area at the main site</li> </ul>	<ul style="list-style-type: none"> <li>Development of sustainability reporting based on the report standard for structured reports</li> </ul>	<ul style="list-style-type: none"> <li>Intensification of collaboration on sustainability within the group</li> </ul>



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