

HALFAR[®] SUSTAINABILITY MATRIX 2019









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Best of Bags.

RESULTS MATRIX







This report contains an overview of our actions and how these are assigned to the SDGs. The Sustainable Development Goals were agreed by the United Nations in 2015. These are 17 global goals that aim to secure sustainable development at the economic, social and ecological level. We, Halfar System GmbH, have incorporated the Sustainable Development Goals into our current Sustainability Report. The following pages contain the SDG matrix developed in this context.


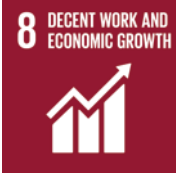






You will find more information about the assessment process and our intentions at the end of the brochure.







Goal			
Definition	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 of			
previously completed actions	<ul style="list-style-type: none"> • Payment above minimum wage • Company pension scheme offers • No temping • Inclusion by means of integration organisation prosigno® • Award 'Highly family-friendly' from the town of Bielefeld • amfori BSCI audits with social criteria in supply companies (Far East) • Only working with suppliers who are committed to the ILO core labour standard • Execution of supplier evaluations • Introduction of the first fairly produced product (Fairtrade) • Products that comply with 	<ul style="list-style-type: none"> • Pilot project with delivery service (also vegetarian) • Free fruit/vegetable basket for staff (regional delivery) • Free fairtrade coffee/organic milk for staff • Shared breakfast every month (provided by the company) • Canteen with all conventional kitchen appliances for eating together • Insect support measures help to ensure food security (Insect Aid, cooperation with Insect Respect) • Preservation of biodiversity 	<ul style="list-style-type: none"> • Company health measures • Occupational safety • Regular meetings of the occupational safety committee • Risk assessment • Hazardous substance management • Ergonomic workplaces throughout the company • Flexible working hours • talee platform (team spirit/ reinforce company climate) • JobBike • Walking (hold meetings whilst walking) • Promotion of active breaks • DKMS typification campaign • Free fruit/vegetable basket for staff (regional delivery)
planned action		<ul style="list-style-type: none"> • Handling food waste: Organic waste will no longer be disposed of in the residual waste container (clarify odour issues) • Proposal for future delivery service: bioregional food 	<ul style="list-style-type: none"> • Reduce the number of smokers (previously approx. 10 % smokers)









Goal			
Definition	<p>Obtaining a quality education is the foundation to improving people's lives and sustainable development.</p>	<p>Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.</p>	<p>Clean, accessible water for all is an essential part of the world we want to live in.</p>
Assessment			
previously completed action	<ul style="list-style-type: none"> • Apprenticeships in 6 professions • Further training agreed individually • Standardised internal subject-based training (e.g. Sustainability, products, brand, safety...) • Support program for junior staff within the context of the Holding JCK (developing potential) • Management and team coaching sessions • Induction plan for new staff • Confluence (internal Wiki/learning organisation knowledge management) • Continuous sustainability communication by means of reports, blogs, intranet, notice board • Sustainability training courses for dealers • Cooperation with higher education institutes • School cooperation • Training support e.g. by means of: Donating reading rucksacks, awarding scholarships for talented students 	<ul style="list-style-type: none"> • 46 % of women in management positions • Percentage of women in the organisation is 59 % • General management: both genders represented • No gender-specific salary differences • Allowing a work-life balance, e.g. by means of flexible working hours • Part-time management position • Individual support for people caring for relatives • Support for paternity leave • Support for projects that promote women 	<ul style="list-style-type: none"> • Filtered tap water and carbonised water for staff from water dispenser • Glass bottles for catering • Collection of rainwater • Reduction of water consumption, e.g. by using aerators
planned action	<ul style="list-style-type: none"> • From 2020 personnel development by means of our own staff • Expansion of our training programs 		

Goal			
Definition	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 action	<ul style="list-style-type: none"> • Transparency of energy consumptions • Own production of renewable energies (photovoltaic) • Purchasing certified eco power • Installation of a PV system at the new site in Altenhagen • Energy officer • Sustainable mobility concept • Vehicles with electrical drives • Implementation of energy-saving measures (LED bulbs, light control systems) • 2 E-charging points for cars in the underground garage in Oldentrup • 2 E-charging points for cars at the new site in Altenhagen • Support for staff when installing charging stations • Greenhouse gas compensation 	<ul style="list-style-type: none"> • Commitment of all suppliers to comply with the ILO core labour standard • Annual visits of 20-25 active suppliers by the general management + support with know-how • BSCI audits • GOTS certification for organic cotton including own certification as part of the process chain (percentage 10 %) • Annual assessment of our suppliers • After temporary contracts: high take-over rate • Flexible working hours • Training rate between 10-15 % with a high take-over rate • Shift service is only seasonal • Supporting the regional business location by means of active membership in regional networks • Opting for regional fruit and vegetable suppliers • New modern logistics centre in Bielefeld 	<ul style="list-style-type: none"> • Product development in-house (ISO process 9001:2015) • Cooperation with integration company in-house • Needs-based cooperation with higher education institutions (educating students about work-life balance, sustainability, women in management positions etc.) • Strong regional network (e.g. this comes from Bielefeld, WEGE, IHK OWL etc.)
planned action	<ul style="list-style-type: none"> • Other E-charging points for e-bikes in Altenhagen • 2 E-charging points for visitors in Oldentrup 		<ul style="list-style-type: none"> • Intensification of cooperations with higher educational institutes, e.g. with the Bielefeld polytechnic







Goal			
Definition	<p>To reduce inequalities, policies should be universal in principle, paying attention to the needs of disadvantaged and marginalized populations.</p>	<p>There needs to be a future in which cities provide opportunities for all, with access to basic services, energy, housing, transportation and more.</p>	<p>Responsible Production and Consumption.</p>
Assessment			
previously completed action	<ul style="list-style-type: none"> • Employment of staff from 12 nations • Supporting inclusion • Integration of refugees • Entry qualification plus language • Creation of good workplaces abroad (India, China, Romania) • Positive impact within the supply chain via amfori BSCI • Cooperation with the company Werkhaus GmbH • Close cooperation with the integration organisation prosigno® 	<ul style="list-style-type: none"> • CO₂-neutral site • Photovoltaic systems • Promotion of E-mobility • Use of a job ticket in collaboration with business neighbours • Car pools to reduce traffic and emissions • JobBike promotion • Participation in 'CityBiking' • Planting communal areas next to the company building • Start of the initiative 'Bielefelder runder Tisch für mehr Artenvielfalt' (Bielefeld's round table for more biodiversity) • Foundation of the initiative 'Insect Aid' by Armin Halfar • Business cooperation 'Climate & business' • Strong regional network, e.g. DKAB • Cooperations with Bielefeld schools • Cooperations with WEGE Bielefeld • Cooperation with the company Werkhaus GmbH • Training cooperation with regional textile companies • Compensation area for more biodiversity in the region • Support Santa Run Bielefeld (Rotary) • Support for the Bielefeld Initiative 'Fruchtalarm' • Support for the Bielefeld civic foundation 	<ul style="list-style-type: none"> • ISO 14001:2015 • Environment and social seal • GOTS organic cotton • Fairtrade cotton • High product quality -> long life span (3 year guarantee) • Inspection of the chemical and physical-technical properties by independent laboratories • Tested process by Bureau Veritas documented on the product by own label (tested material) • Accompanied and confirmed by external labels for certain product groups e.g. OEKO-TEX 100, Fairtrade certified cotton, GOTS • Customised products increase the sustainable benefit (long-term binding) • Range of 14 different refining technologies • On request, also production of products made of previously used customer materials (upcycling) • Use of recycling paper • Increasing storage capacities • Short transport paths in the refining process



Goal			
Definition	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.	Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss.
Assessment			
previously completed action	<ul style="list-style-type: none"> • Building 100 % CO₂-neutral • CO₂ compensation for transport and shipping • Photovoltaic system • Pellet heating system • Eco-power • Introduction of an electronic archiving system • Paperless document management • Reduction of the lamps used • Installation of a light control system • CO₂ compensation in the shape of insect-friendly planting of the roofs • Promotion of mobility programs (JobBike, MoBiel ticket, car pools) • Electro-pool vehicle + charging station • Procurement of a plug-in hybrid cars • Participating in the 'Energy Scout' project to identify savings potential • Optimum utilisation of import shipping • Consideration of sustainability in refining technologies (use of solvent-free ink) 	<ul style="list-style-type: none"> • Low water consumptions in Bielefeld • amfori BSCI and personal visits to suppliers are used to address the water problem • GOTS organic cotton, no use of pesticides on farms, no use of harmful chemicals in production • Insect-friendly garden maintenance • Durable products reduce the consumption of disposable plastic bags • Avoidance of plastic packaging for cotton bags • Reduction of solvent-based printing ink 	<ul style="list-style-type: none"> • Creation of an insect habitat to preserve biodiversity • Purchase of organic cotton according to GOTS • Tree sponsor on the Bielefeld promenade • Sponsoring the enclosure for Soay sheep in the animal park in Olderdisen (preservation of the oldest living sheep species in the world)
planned action	<ul style="list-style-type: none"> • Introduction of products made of recycled materials • Further CO₂ reduction for business trips 	<ul style="list-style-type: none"> • Introduction of a new refining technology that does not require solvents, lead and mercury • Switching cleaning agents in households to organic cleaning agents 	<ul style="list-style-type: none"> • Creation of low-yield pastures at the new logistics site



Goal		
Definition	Access to justice for all, and building effective, accountable institutions at all levels.	Revitalize the global partnership for sustainable development.
Assessment		
previously completed action	<ul style="list-style-type: none"> • ISO-certified (= transparent processes) • Code of conduct • Complaints management • Contact person for problem situations • Staff participation (consideration of staff proposals) • Voluntary publication of a sustainability report • Close cooperation with the integration organisation prosigno® • amfori BSCI audited suppliers 	<ul style="list-style-type: none"> • Active stakeholder dialogue • Investment in junior staff (training, work placements, scholarships etc.) • Cooperation with business initiatives • Company networks (ÖKOPROFIT-Club and lots more) • Targeted sponsoring (in demand) by employees who work as volunteers • Promotion of volunteer work/projects (Fruchtalarm, Glückstour etc.) • Work in the Bielefeld civic foundation • Cooperation with the company Werkhaus GmbH
planned action	<ul style="list-style-type: none"> • Development of the sustainability report based on the report standard for structured reports 	

BACKGROUND & ASSESSMENT PROCEDURES

Within the scope of the sustainability compass 'CheckN - How sustainable is our company' developed by the company B.A.U.M. Consult GmbH, we cooperated with this company to check to what extent we at Halfar have already implemented the SDGs in our company and where there is still improvement potential. To this end, we have created the following overview matrix which states all measures we have completed and are planning for the next year.

17 SDGs are shown in the matrix. Short definitions explain the purpose of each goal. The assigned symbols show the level of achievement level that B.A.U.M. Consult has assigned to our completed measures.

The reasons for including the SDGs in our report are as follows: to improve transparency toward our stakeholders, improve the clarity of all measures taken by Halfar, and to anchor our measures into an overriding strategic context.

You can obtain more information about the SDGs under the following address:

sustainabledevelopment.un.org



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