

ROVEMA Sustainability

Communication on Progress 2021



Global Compact
Network Germany

www.rovema.com



Passion for packaging



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Notice:

The editorial deadline for this progress report was January 21, 2022.

Not all information for the reporting year 2021 was available for individual sub areas and topics at the editorial deadline. Unless otherwise indicated, all information in this report refers to the main production site in Fernwald. For reasons of better readability, masculine and feminine forms of speech are not used simultaneously. All references to persons are to be understood as gender-neutral.

Purpose

**Enable our customers to provide
safe and durable food while
preserving the environment.**

Vision

**We want to become: “THE – leading
global partner for sustainable packa-
ging solutions” and generating 100%
of our sales from sustainable product
and service applications.**

Dear Sir or Madam,

ROVEMA's efficient, innovative and sustainable packaging solutions have been contributing to the global supply of safe, hygienically packaged food for decades. By joining the United Nations Global Compact in 2020, we have now also officially committed to integrating the 10 principles from the areas of human rights, labour standards, environmental protection and anti-corruption into our corporate strategy and to report annually on our progress.

Sustainability is an elementary part of ROVEMA's corporate strategy and already secures competitive advantages and growth opportunities for us today. In addition to the classic monetary targets, it is a particular concern of ours to underline the importance we attach to the topic of sustainability at product level, but also in our cultural interaction and to constantly drive forward the diverse opportunities for change with clear targets. In this progress report, we describe our approaches and measures to continuously improve the integration of the Global Compact and its principles into our business strategy, corporate culture and daily operations.



Yours sincerely



Jens Torkel
CEO

Company Overview

ROVEMA Company Profile

ROVEMA is a specialist in packaging machines and an international technology leader in the equipment business. Almost all leading branded goods manufacturers in the food and non-food sector pack with the innovative ROVEMA technology. With subsidiaries and agencies ROVEMA is present in more than 50 countries worldwide.

At the production sites in Fernwald and Reiskirchen in Germany, ROVEMA manufactures systems for the vertical primary packaging of food and non-food products, as well as for packaging in cartons or in shelf-ready and transport-optimized end-of-line packaging.

Modern corporate values and an open and fair company culture form the basis for ROVEMA's sustainable success and healthy economic growth.

"We are actively looking for ways to save packaging material and have prepared our machines for processing very thin packaging materials. At the same time, we are continuously testing new packaging materials made from renewable or recyclable materials together with our customers to processing capability at the highest possible output rate", Jens Torkel, CEO ROVEMA GmbH.

In 2020, ROVEMA generated approximately 127 million euros in sales with more than 700 employees worldwide.

Product Portfolio



Company Overview

ROVEMA is an active supporter of the United Nations Sustainable Development Goals.

With our membership in the UN Global Compact, we have committed ourselves as a company to the United Nations 2030 Agenda for Sustainable Development. These goals were defined in 2015 at a historic UN summit by all 193 UN member states as a plan to achieve a better future for all. As a way to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of the 2030 Agenda are the 17 Sustainable Development Goals (SDGs), which clearly define the world we want and apply to all nations. These global goals resulted from a process in which governments involved businesses, civil society and citizens from the very beginning. This is because everyone involved was aware: “Meeting these ambitions will require unprecedented efforts from all sectors of society – and business has a very important role to play.” ROVEMA integrates the SDGs into its long-term corporate strategy.



Human Rights

Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 1

Businesses should ensure that they are not complicit in human rights abuses.

Principle 2

Sustainable economic, ecological and social action is an indispensable element of the corporate culture for ROVEMA. This also includes integrity in dealing with employees, business partners and the public, which is best achieved through exemplary behavior.

ROVEMA fully supports the principles for human rights and applies the corresponding national and international laws. The protection of human rights is anchored in ROVEMA's Code of Conduct and is obligatory for all ROVEMA employees. It represents a guideline for dealing with colleagues, customers and other business partners. ROVEMA treats employees and business partners with dignity, respect and integrity. Any form of psychological, physical, sexual or verbal abuse, intimidation, threats or harassment will not be tolerated.



In this context, managers serve as role models. They exemplify ROVEMA's values such as honesty, reliability, integrity, credibility and trust. Through a regular exchange with their employees, managers ensure that the principles of the Code of Conduct and the corporate values are implemented and anchored in the corporate culture.

Within the framework of the procurement policy, ROVEMA strives to select suppliers that meet the quality requirements and contribute to achieving the sustainability goals. ROVEMA expects its suppliers to behave according to the Supplier Code developed by ROVEMA. For the future, the commitment to the ROVEMA Supplier Code shall be obligatory for all suppliers.



Human Rights

Canteen operation and catering for visitors by proLiLo Gastrowelt gGmbH (in short: proLiLo):

The meal offers for breakfast and lunch breaks are used by the majority of the workforce, the lunch is subsidized by ROVEMA. In addition, the entire catering for external visitors (international customers and suppliers) is also carried out by the proLiLo team. Vegetarian dishes are offered at every meal.

proLiLo is an inclusive company according to § 215 SGB IX. and is mainly active in the field of canteen management in schools and companies. Currently, 13 canteens are operated in economic independence. proLiLo employs 49 people, 23 of whom are disabled. The people with disabilities who are employed and cared for by proLiLo gGmbH are persons with a mental, intellectual or physical disability recognized by the pension office, all of whom have a severely disabled certificate. The degree of disability is between 50% and 100%. The aim: to offer people with disabilities a job in the primary labour market that is subject to social insurance contributions. At ROVEMA in Fernwald, two of the current five canteen employees are people with disabilities.

Garden and landscape maintenance by Lebenshilfe Gießen

Since 2020, ROVEMA has entrusted Lebenshilfe Gießen with the maintenance of outdoor facilities: lawn, bush and tree pruning, as well as yard cleaning.

Lebenshilfe Gießen e.V. is a non-profit organization and accompanies over 2,800 people with and without disabilities into a self-determined life. Together with its nine subsidiaries and 1,300 employees, it is active in around 50 facilities and services in the city and district of Gießen. Lebenshilfe Gießen offers services in the areas of child and family centers, youth welfare, education, work, housing, leisure and counselling for people with and without disabilities. Its concepts are trend-setting nationwide and are based on the idea of inclusion.

Human Rights

Social engagement

ROVEMA lends a hand in the Ahrtal: Volunteer work of ROVEMA employees in the flood area in October 2021

Already in August 2021 several ROVEMA employees helped with clean-up and repair work in the Ahrtal. Due to the massive damage and the great need for helpers and supporters on site, some of the volunteers approached the ROVEMA works council. Together with the HR department, a relief trip to the Ahrtal was advertised shortly thereafter throughout the Fernwald site. ROVEMA offered the volunteers a day of special leave and provided support in finding a suitable means of transport. A total of 49 volunteers, including ten trainees, came forward to help the victims of the flood disaster in the German Ahrtal rebuild their homes and the local infrastructure. During the organization of the bus, other sponsors were found directly: PHILIPPI REISEN covered the costs for the driver, bus and fuel, and long-standing ROVEMA suppliers donated protective clothing and equipment.

Nadine Lewerenz, Head of Human Resources: "We are proud of our employees' dedication and willingness to help!"



Human Rights

Social engagement

Monthly sponsorship Tafel* Gießen

In November 2021, ROVEMA was a proud sponsor of the Tafel Gießen and supported the facility with donations, but also with several voluntary work assignments of employees and trainees. For 2022 ROVEMA has already confirmed another Tafel sponsorship.

“We are proud to be a November sponsor and are particularly pleased with the voluntary work commitment of our trainees and employees. I hope that many more companies will join in and support Tafel Gießen so that no child in Gießen has to go to bed hungry in the evening.” Jens Torkel, CEO ROVEMA GmbH

*The Tafel are one of the largest volunteer based organizations in Germany and support people in need of food throughout the country



Labour Standards

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 3

Businesses should uphold the elimination of all forms of forced and compulsory labour.

Principle 4

Businesses should uphold the elimination of child labour.

Principle 5

Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Principle 6

ROVEMA promotes an unprejudiced and trustful cooperation with all employees, customers and suppliers. Different treatment based on nationality, gender, race, skin colour, disability, origin, religion, ideology, age or sexual orientation is not tolerated. ROVEMA recognizes the freedom of association and the right to collective bargaining and advocates the abolition of child labour and the elimination of all forms of forced labour.

Values and behaviours

A transparent, tolerant and responsible corporate culture, in which all employees can fully develop their potential and where customers are the focus of trade, is particularly important to ROVEMA. The basis for the design and promotion of such a culture are the six values and the behaviours resulting from them:



In 2021, 353 employees at the Fernwald site were trained on the topic of “Values and Behaviours”. In order to emphasize the importance of working with colleagues, customers and suppliers in an appreciative manner based on values and behaviours, this training will be mandatory for all new colleagues in the future.

Labour Standards

Health and occupational safety

The prevention of occupational accidents and work-related illnesses is a declared goal of ROVEMA, ideally the number of accidents should be zero per year. The prevention of occupational accidents and work-related illnesses is a declared goal of ROVEMA, ideally the number of accidents should be zero per year. Accordingly, great importance is attached to occupational health and safety. Employees are regularly trained with regard to occupational safety and are obliged to contribute to the prevention of hazards, accidents and illnesses through their behaviour. The entire workforce is called upon to communicate deficiencies and potential for improvement in order to contribute to a safe and healthy workplace.

For the protection of the employees ROVEMA regularly checks the occupational safety at the workplace. For this purpose, possible hazards and resulting health risks are assessed and necessary protective measures are taken. In case of ambiguities, questions or possible safety violations, a safety specialist is available as the first contact person. In addition, employees are continually trained in topics relevant to occupational safety and health protection.

In the reporting year, 96% of employees at the Fernwald site took part in e-learning on occupational health and safety. There are currently 65 first aiders and 35 trained fire protection assistants.

As part of its health management, ROVEMA offers its employees various preventive services, including flu vaccinations, vision and hearing tests, and seminars with health related content, such as smoking cessation. Sports offers, such as running clubs and subsidies for gym memberships, complement the range of services.

The contract with “JobRad” was also concluded in the reporting year. From 2022, ROVEMA will enable all interested employees to use a bicycle or e-bike leased by ROVEMA as a company bike.

In 2021, the “7 Weeks” campaign was also carried out at the Fernwald site between Ash Wednesday and Good Friday. The focus here was on mindfulness. Each participant set a personal goal and focused on a positive change in everyday life for 7 weeks, whether in the form of abstaining from certain foods or pursuing a positive goal (e.g. healthy eating).

As in the previous year, work in 2021 was affected by the Covid 19 pandemic. In order to contribute to the greatest possible safety and health of employees, ROVEMA enabled all employees to work on a mobile basis, as far as this was permitted by the activity. For on-site employees, ROVEMA implemented protective measures including temperature measurement, equalized work in shifts, virus defense by erecting plexiglas walls, disinfectant dispensers, CO₂ measuring devices in conference rooms and air purification devices, as well as special travel kits for employees in the field. Floor markings to maintain distance, one-way street systems, e.g. in the canteen, and increased disinfection frequency in all common areas round off the on-site safety concept.

Labour Standards

Through the ROVEMA company doctor, more than 150 Corona vaccinations could be carried out at the Fernwald site in the reporting year. Some family members also received a vaccination appointment quickly in this way. In 2022, the vaccination offer will continue for all employees and their relatives.

The health rate at the Fernwald site was kept constant in the reporting year.

Employee development

For ROVEMA, employees are the most valuable resource. Finding talents, promoting and developing employees is of central importance for the Human Resources strategy.

ROVEMA has developed an internal training programme in 2020 that is specifically aimed at technicians. The aim of the programme is to make the professional field more attractive in order to attract new talents and to inspire employees to take on new tasks. The modular programme was launched in January 2021. The know-how of employees in this field is particularly important in the long-term and sustainable support of existing machines. The holistic technical consulting and implementation expertise is one of the pillars of the ROVEMA Life Cycle concept and forms the basis for a circular economy in which existing machines can be made fit for new tasks or returned and overhauled as part of the ROVEMA Second Life principle.

In the reporting period, 16 employees of the ROVEMA Group participated in the practical part of the further training program. 18 employees attended theoretical training courses, e.g. on topics such as dosing/form-fill-seal/cartoning/end-of-line packaging technology, control, maintenance, customer communication, contract law, and sustainable packaging materials.

In order to systematically record the potential and development options of all employees, ROVEMA has developed a structured annual feedback discussion. During this discussion, the employee's performance and behaviour in the past year are assessed and goals for the new year are set. In addition, supervisor and employee discuss development options and measures. In 2020, these discussions were held with employees at the top management level. In the reporting year, employee appraisals were held at all other management levels. An expansion to all employee levels is planned for 2022.

In the reporting year, all managers were also trained on the topics of "mobile working" and "basics of labour law".

Labour Standards

Employee satisfaction

Satisfied employees are important for ROVEMA's corporate success. Satisfied employees are important for ROVEMA's corporate success. In 2021 ROVEMA has continued the regular employee surveys. Every employee is invited to the survey twice a year to understand if and how satisfied the employees are, which potentials for improvement exist and how ROVEMA is seen as an employer. An average participation rate of 75% confirms the great interest of the workforce.

The key indicator of the survey is the eNPS (employee Net Promoter Score), which measures employee loyalty and satisfaction. After each round of the survey, the results are discussed with managers and compared with previous surveys. This also allows improvement measures and a common modern understanding of leadership to be achieved. The development of the eNPS and the progress of implemented improvement measures are regularly documented and discussed at management meetings.

Work-life balance also contributes to employee satisfaction. For many years, ROVEMA has offered various working time models that take into account the different life situations of employees. These include part-time models, flexitime accounts and individual options for early retirement.

Diversity

ROVEMA is convinced that diversity in the company has a positive effect on cooperation and company success. Therefore, ROVEMA actively supports and promotes diversity in the company. This is already taken into account when selecting employees.

The diversity in the company is also reflected in the nationalities of the employees. Employees from 24 different nations worked at the Fernwald site during the reporting period.

The promotion of female specialists and executives as well as the increase of the share of women in the company is a declared goal of ROVEMA. In 2021, the quota of women at the Fernwald site was improved from 12% to 14%. The quota of women at senior and middle management level was increased from 15% to 23% in the reporting period. In the coming reporting year, the proportion of women in the company is to be further increased and a common understanding of diversity in the company is to be defined.

Environmental Protection / Environment and Climate

Businesses should apply the precautionary principle in dealing with environmental problems.

Principle 7

Businesses should undertake initiatives to promote greater environmental awareness.

Principle 8

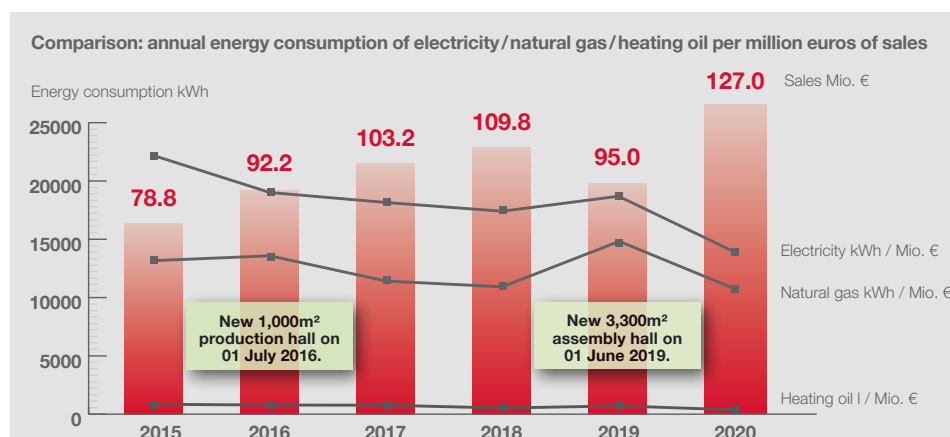
Businesses should accelerate the development and diffusion of environmentally friendly technologies.

Principle 9

ROVEMA is convinced: Only those who operate sustainably can be successful in the long run. The environmental law provides ROVEMA with binding standards for this purpose. The employees responsible for environmentally relevant plants and activities are aware of their special responsibility in complying with environmental law.

In recent years, ROVEMA has invested in modernization and refurbishment at the Fernwald site. In order to improve the indoor climate for the employees in Fernwald, the installation of modern air-conditioning systems was begun in 2020 and will be continued in 2021.

Some of the roof renovations were completed in 2021, and the outstanding renovations will be implemented in 2022. In addition, further modernization work is planned in the social areas and sanitary facilities are planned. The use and layout of the office space is also to be redesigned in 2022 to provide employees with a more productive working environment.



ROVEMA is continuously working on the reduction of energy consumption. Despite a significant increase in sales in the last five years, the energy consumption could be clearly reduced and was below the consumption of the initial year of this chart (2015) in 2020. The capacity expansions implemented in parallel were realized with contemporary, energy-efficient building materials and concepts.

Environmental Protection / Environment and Climate

Further modernization and refurbishment projects are planned for 2022, for example in the areas of fire protection and drinking water supply.

Electricity from CO₂-neutral sources

Reducing CO₂ emissions is a high priority for ROVEMA. The first measure in the year under review was to switch to CO₂-neutral electricity. In addition, ROVEMA has started to prepare the calculation of the CO₂-footprint in order to define concrete measures in 2022. ROVEMA's goal is to be CO₂-neutral and to be net zero by 2030.

100% GoO* green electricity: Since January 2021 ROVEMA has been purchasing electricity exclusively from clean hydropower. Neither CO₂ nor radioactive waste is generated.

*GoO: Guarantee of Origin



Vehicle fleet

Since the year 2020, all new vehicle acquisitions of ROVEMA GmbH are checked for the use of vehicles with electric or hybrid drive. The target for the year of electric or hybrid vehicles by 2021 of at least 40% was achieved (in the previous year this was 23%). The range of filling stations for electronically vehicles on the company premises in Fernwald was expanded by 20 additional charging points. In addition, all employees with an appropriately company vehicle have been provided with an additional charging option by the installation of an electric charging station at home.

ROVEMA plans to gradually convert all company vehicles to pure e-vehicles.



**Think about
sustainable
packaging solutions**

Environmental Protection / Environment and Climate

Business model: sustainable-efficient packaging solutions

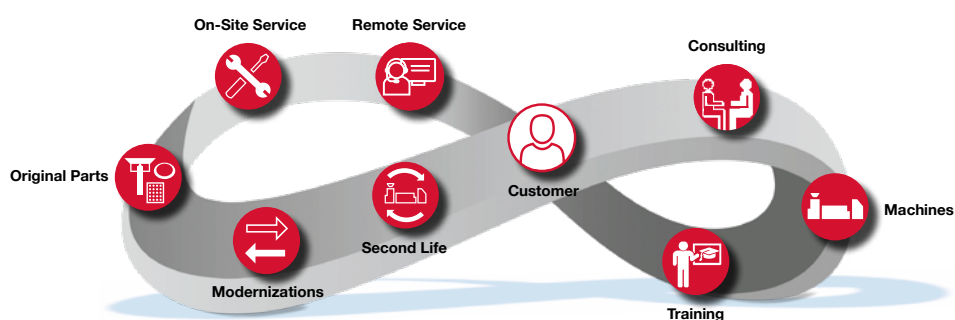
ROVEMA offers a wide range of products for the packaging industry:

- Dosing systems
- Vertical Form Fill and Seal Machines
- Block packaging machines
- Cartoning machines
- End-of-line packaging machines
- Packaging lines combining the above machines into turnkey systems

With passion and the experience of more than 60 years, ROVEMA develops and builds packaging machines and lines that meet the complex demands of the modern circular economy. Comprehensive consulting, which takes into account the environment, market, product and packaging, is an entrepreneurial core competence. On this basis, the custom-fit development of efficient and sustainable packaging machines with high availability is possible.

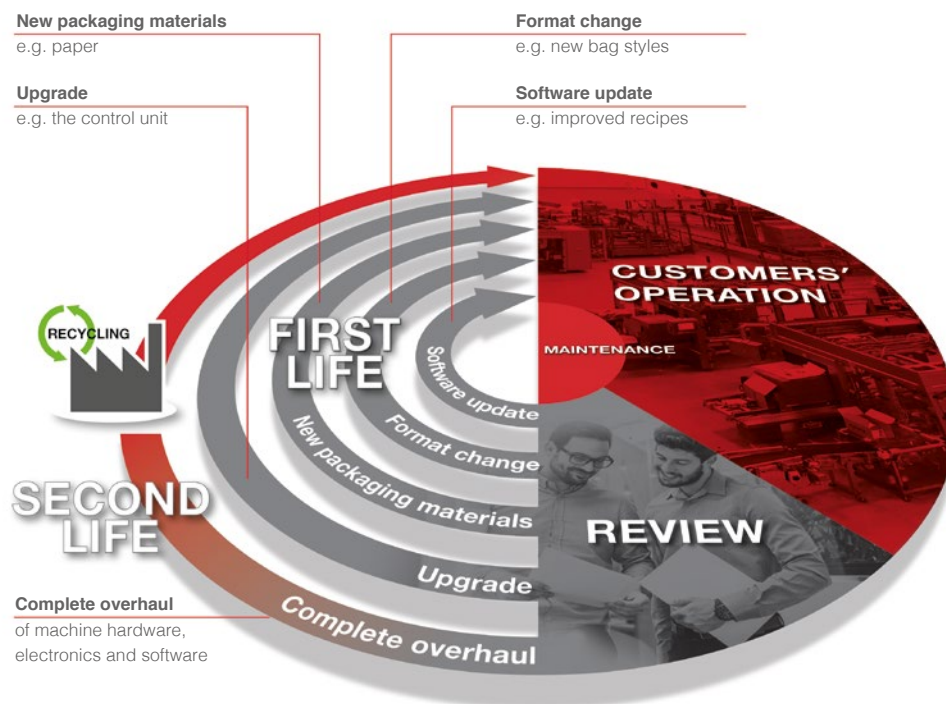
A sustainable solution that fits the characteristics of the product to be packaged and its requirements for logistics, packaging material, shelf life and energy efficiency is a top priority for ROVEMA. As a solution provider, we continuously examine possibilities for packaging material savings and have prepared our machines for the use of very thin packaging materials. Together with customers and packaging material suppliers, ROVEMA tests new packaging materials made of renewable or recyclable materials to ensure processability on ROVEMA machines with maximum output.

ROVEMA machines are designed for a long service life. The long supply of spare parts, and also the possibility to adapt to new packaging tasks by upgrades and modernizations, are firmly planned from the beginning.



Environmental Protection / Environment and Climate

With ROVEMA Second Life used machines become fit for new packaging tasks. ROVEMA takes back used machines, overhauls them and makes them available to new buyers.



Since 2020, ROVEMA regularly conducts customer satisfaction surveys in order to continuously improve the product and service offering and to develop as close as possible to customer expectations.

ROVEMA is proud of its cNPS (customer Net Promoter Score) of 28% in 2021 (constant to 2020).

Environmental Protection / Environment and Climate

Development and dissemination of environmentally friendly technologies

ROVEMA packaging systems offer manufacturers and producers various approaches to save resources:

For ROVEMA responsible development means working very carefully with available resources and protecting the environment in the process. Our products and systems become economically sustainable by the use of innovative technologies that enable the processing of regrowing, renewable packaging materials. This also includes the reduction of energy consumption and the optimization of packaging volumes. With an optimized design for the transport packaging, the CO₂ emissions are reduced on route.

Product quality must be protected especially for perishables and baby foods, durability and safety is our number one priority. Maintaining high quality after production, combined with modern and efficient packaging processes, drastically reduces product losses and saves packaging material resources.

Acting in modern times means taking responsibility for people and the environment.

Supply Chain

Packaging material savings and lower transport volumes through compact and transport-optimized packaging forms

Safe Food

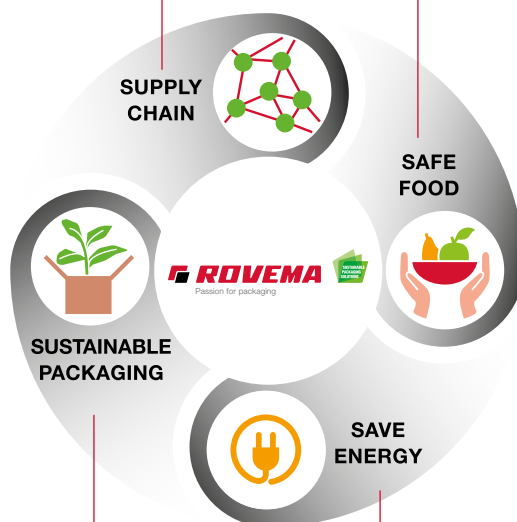
Prolonging the shelf life of food products through controlled leak tightness and packaging processes that are gentle on the product

Sustainable Packaging

Use of alternative packaging materials made of plastic or paper; packaging material savings through reduction of sealing seam widths and innovative sealing technologies

Save Energy

Energy and compressed air savings through efficient drives, optimized movements, and reduced masses. Energy savings through efficient sealing processes



Environmental Protection / Environment and Climate

Practical examples of environmentally friendly innovations

Sustainable successful packaging in stand-up paper bags. For the organic farm Bauckhof and in close collaboration with the paper manufacturer Sappi, ROVEMA implemented a resource-saving and transport-optimized packaging solution made of barrier paper, which is also well received by demanding consumers. Convincingly flexible with only one machine: With the ROVEMA SBS and the product-friendly screw feeder SDH, product, packaging material and format changes are conveniently possible. The paper packaging solution, newly launched in 2021, is a sustainable alternative to multilayer composite material and was adapted in advance together with the packaging material manufacturer Sappi specifically to the requirements of Bauck products.



Since the start of production, the eye-catching colourful paper packaging has been a direct eye-catcher at the POS and can still be disposed of in the paper stream. Particularly important: The new system continues to pack in plastic – whenever paper cannot guarantee the necessary product protection, packaging materials made of mono-materials are used. Again, the ROVEMA system convinces with fast changeover times and recipe changes.



Stand-up paper bags easy to retrofit: In close cooperation with Sappi, ROVEMA has developed a stand-up paper bag for the confectionery industry. Particular focus was placed on a flexible retrofit offer for existing customers, because paper packaging is often first tested in smaller batches or for specific sales channels. In addition, there is still a lot of movement in the market, packaging materials are regularly being further developed, as the requirements of governments in the countries, e.g. with regard to recycling quotas, have also become more stringent in recent years.



Environmental Protection / Environment and Climate

Field tests of new alternative packaging materials

In close cooperation with customers and packaging material suppliers, ROVEMA carries out more than 130 packaging material tests every year.

For the past three years, ROVEMA has had a machine in its own test center in Fernwald, Germany, dedicated exclusively to testing paper packaging materials. This is where we test the latest developments both based on specific customer inquiries and in direct cooperation with packaging material manufacturers. In this way, ROVEMA can support customers at an early stage in the decision-making process for machine-compatible paper packaging materials.

Especially with regard to the sealing seam quality, ROVEMA is continuously developing, e.g. through special geometries and better heat distribution and transfer. The optimized motion control of the sealing and side folding tools as well as the sealing force control of the machines make it possible to realize the longest possible sealing times per cycle. The machine software is also consistently and continuously adapted to the specific requirements of new packaging materials.

“Our technical center is equipped with a wide range of sealing tools specifically for application testing. In the course of these tests, we also coordinate with the packaging material manufacturers, so we can process the respective packaging materials even more efficiently on our machines”, Ingo Hamel, Head of R&D.



Application examples

Paper flat bags for frozen food:

Paper packaging materials are back and we know how to successfully make bags out of them! ROVEMA and Mondi presented recyclable flat bags for frozen food for the first time at Fachpack 2021.



130 top quality flat bags per minute with recyclable mono packaging material!

At the FoodTech trade fair in Athens, ROVEMA together with HATZOPOULOS presented a packaging solution made of polypropylene based on the award-winning X-CYCLE™ concept. The packaging material complies with the CEFLEX guidelines for flexible packaging intended for recycling and is suitable for a wide range of applications, e.g. frozen foods, snacks, confectionery, dry goods and much more.



Environmental Protection / Environment and Climate

Practical topic: Keeping existing machines in production

Myllyn Paras Finland – 700 million pasta bags in 30 years:

Myllyn Paras has been packaging products with ROVEMA Form Fill and Seal machines since 1989. Recently, a special milestone was reached: The 700 millionth pasta bag came off the line of one of these veterans. 30 years of almost continuous production, around the clock, is an amazing achievement and there is no end in sight. The robust ROVEMA Form Fill and Seal machine is regularly maintained and gets good marks also for this recurring activity: "The maintenance work on the ROVEMA Form Fill and Seal machines is easy and quick to perform", confirms the Myllyn Paras team. The basis for such a solid performance is certainly also the good cooperation between the customer, the local agency in Finland and the machine manufacturer ROVEMA, which produces the machines at the main production site in Fernwald, Germany, especially according to customer specifications.

Quality and durability are essential components of ROVEMA's sustainability strategy. Customers benefit from maximum investment security through a holistic consulting approach and customized adaptations to alternative packaging materials and new packaging tasks.



Corruption Prevention

Businesses should work against corruption in all its forms, including extortion and bribery.

Principle 10

ROVEMA does not tolerate any kind of corruption, extortion or bribery, neither towards public nor private officials, neither active nor passive. Dealings with all customers, suppliers and authorities shall be transparent and shall comply with international anti-corruption standards. The ROVEMA Code of Conduct clearly states the underlying ethical understanding and the expected business methods. Compliance with and implementation of the Code of Conduct are mandatory for all employees.

In order to sensitize employees to possible corruption and to act preventively, the correct conduct is taught in regular training sessions. Participation in the training courses is mandatory. In 2021, 360 employees in Fernwald were invited to the e-learning training on corruption prevention, and the participation rate was just under 87%.

In the event of unclear situations and indications of misconduct, employees have the option of reporting through various channels, e.g. by contacting the Chief Compliance Officer directly or via mail.

In the 2021 reporting period, there were three compliance incidents that were noticed and dealt with very quickly. No significant damage was caused to those affected.



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