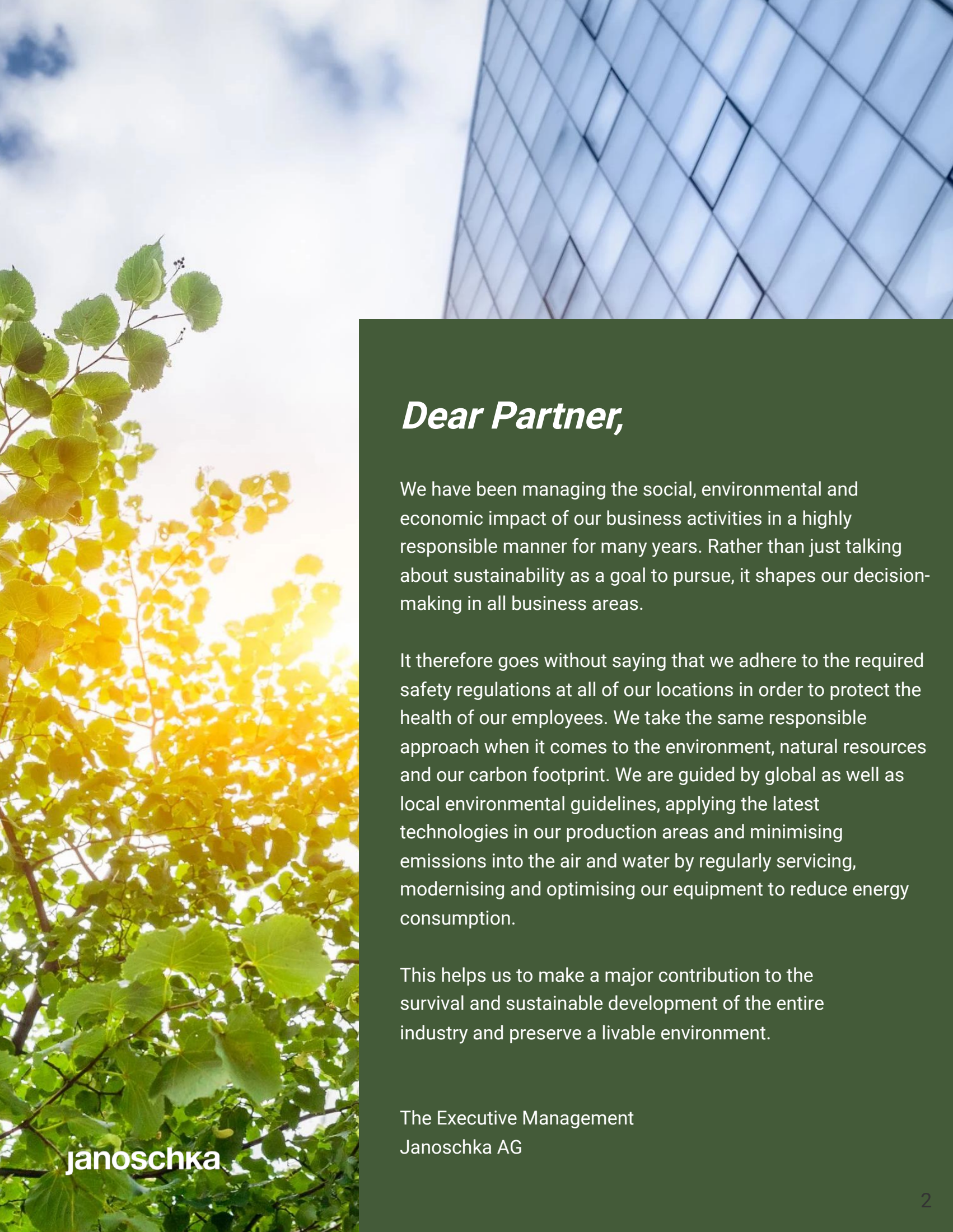




# Sustainability Report 2024

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JANOSCHKA AG



## *Dear Partner,*

We have been managing the social, environmental and economic impact of our business activities in a highly responsible manner for many years. Rather than just talking about sustainability as a goal to pursue, it shapes our decision-making in all business areas.

It therefore goes without saying that we adhere to the required safety regulations at all of our locations in order to protect the health of our employees. We take the same responsible approach when it comes to the environment, natural resources and our carbon footprint. We are guided by global as well as local environmental guidelines, applying the latest technologies in our production areas and minimising emissions into the air and water by regularly servicing, modernising and optimising our equipment to reduce energy consumption.

This helps us to make a major contribution to the survival and sustainable development of the entire industry and preserve a livable environment.

The Executive Management  
Janoschka AG



# ABOUT US



# ABOUT US

Currently around 1.700 employees around the world take responsibility for environment and society.

Janoschka is among the global market leaders in its sector providing integrated prepress solutions for the FMCG packaging industry, food and nonfood. Along the whole process of a packaging production, customers benefit from in-depth market expertise and tailored product portfolio reaching from design to print. Janoschka has a comprehensive product range including printing tools for gravure and flexo printing, embossing cylinders, graphic services, cylinder bases and much more.

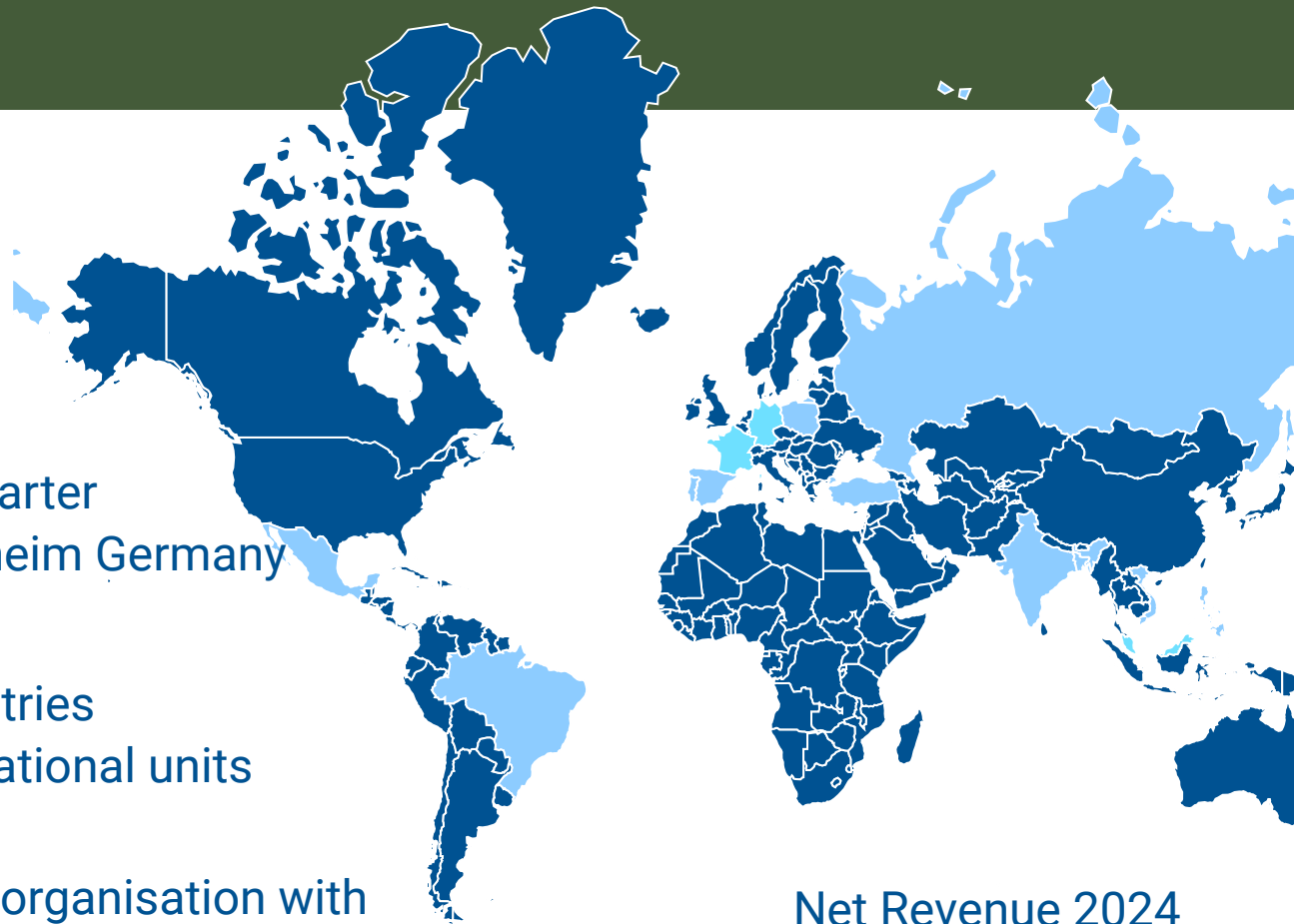
Linked2Brands, the brand agency and 100% Janoschka spin-off, has more than twenty-five years of experience and solid know-how in the world of brand presentation at various touch points. The brand guardians of Linked2Brands ensure not only a smooth execution of printed packaging on a physical shelf, but also the consistent brand representation for e-commerce.

# THE VALUE CHAIN



# LOCAL & GLOBAL

Founded in 1976, the family-based company is still headquartered at its original location in southern Germany. Janoschka currently employs 1,700 people worldwide at 23 locations in 13 countries across Europe, South and Latin America, and Southeast Asia. The global network is characterized by the exchange of capacities, consistent production standards, and outstanding quality.



Headquarter  
Kippenheim Germany



13 countries  
23 operational units



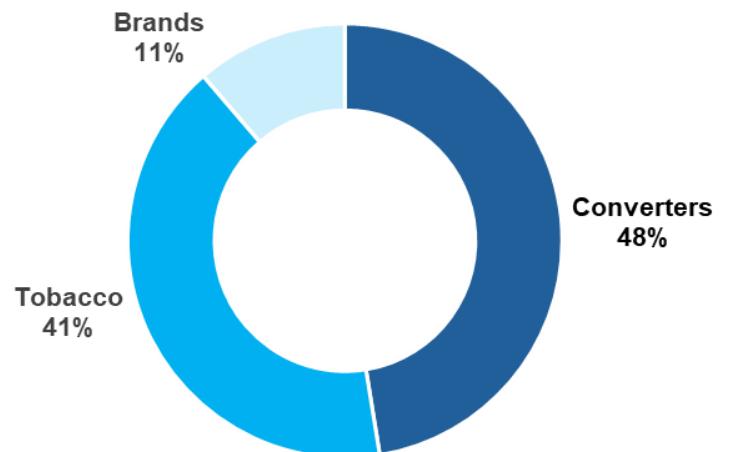
Diverse organisation with  
1.700 colleagues



## Business Units

- Converters
- Special Cartons
- Brands / Linked2Brands

Net Revenue 2024  
€ 96,9 million





Faced with enormous challenges, the packaging industry proved to be proactive, creative and flexible.

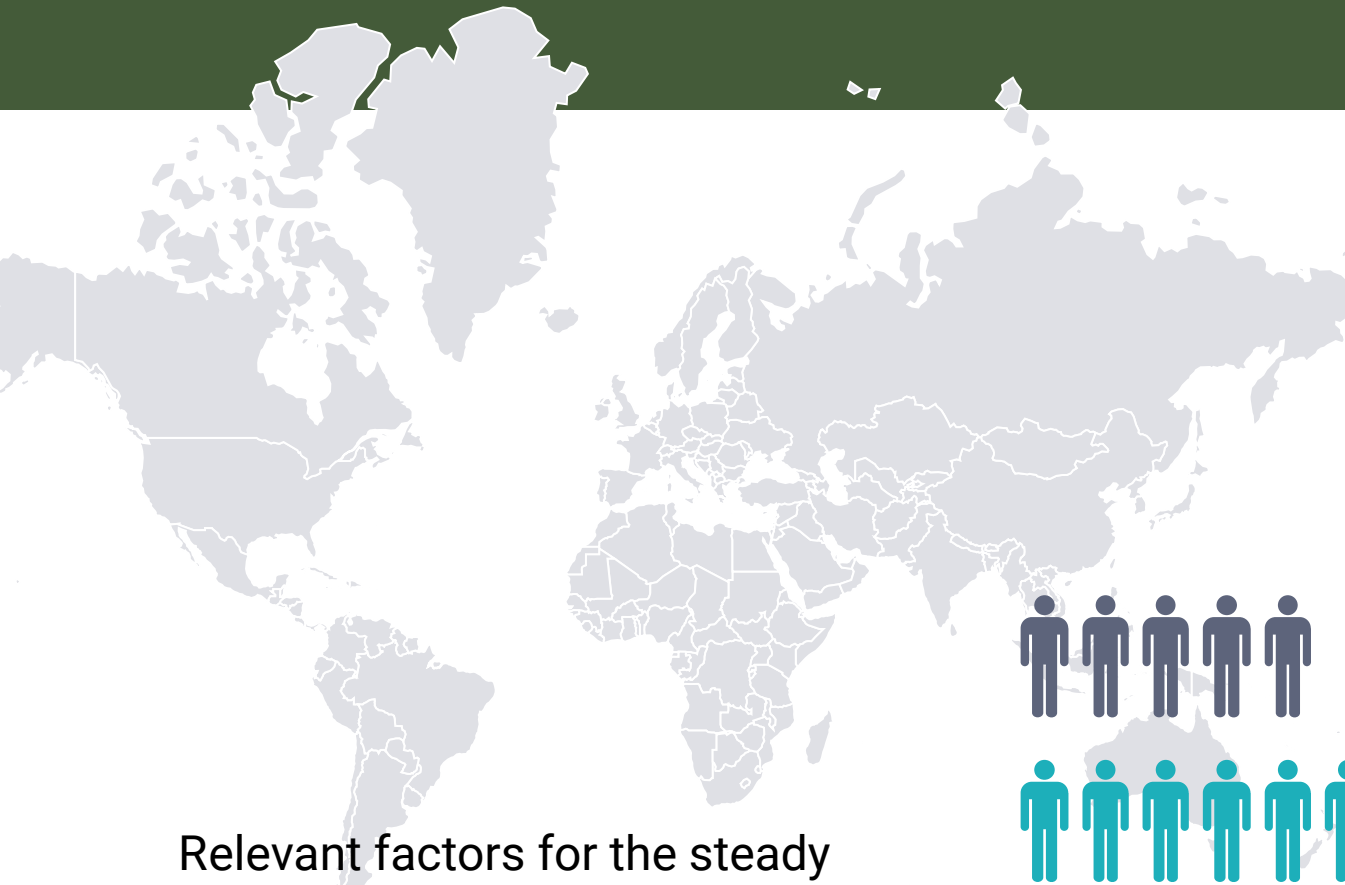
Our technologies, expertise and global network make us one of the most innovative and customer-oriented companies in our industry, as well as a global market leader.

With its products and services, Janoschka is an integral part of a globally growing market.

International and local customers find in us a reliable, knowledgeable and, above all, long-term partner.

# OUR MARKET

Packaging printing is an equally important, constantly growing, and changing market. All consumer products, so-called fast-moving consumer goods (FMCG), such as food, pharmaceuticals, cosmetics, and other non-food products, require packaging.



Relevant factors for the steady expansion are the demographic and social developments in markets such as Southeast Asia, India, and Africa. Here, the growing middle class, with its increasing demand for consumer goods, is causing the packaging market to boom.

Especially in East Asia & the Pacific, as well as South Asia, large sections of the population will move into higher consumer classes in the next 15 years.



# OUR APPROACH



# TEAM PLAY SUSTAINABILITY

In today's business landscape, sustainability is no longer a nice-to-have – it's a must-have for organizations. As fires, droughts, floods and other natural disasters rock supply chains and cities alike, it's clear this is no longer a question of long-term success, it's short term maintenance and medium-term survival.

The protection of the environment and nature as well as the protection of our society concerns us all.

No doubts that management is responsible for developing and implementing sustainability initiatives and monitoring performance. However the most relevant resource is our team. Employees play an essential role by promoting a culture of sustainability and participating in initiatives.

All Janoschka employees take a vital part in our sustainability team.

# CONTINUOUS BOOST

Kaizen is an approach to creating continuous improvement based on the idea that small, ongoing positive changes can reap significant improvements. Typically, it is based on cooperation and commitment and stands in contrast to approaches that use radical or top-down changes to achieve transformation. Kaizen was developed in the manufacturing sector to lower defects, eliminate waste, boost productivity, encourage worker purpose and accountability and promote innovation.

All Kaizen and Kobe projects are team work. The involvement of employees is a core part of the continuous improvement. Doing so creates buy-in for change. We benefit of the feedback from all employees and encourage them to offer creative solutions.



# GETTING BETTER

Integrated within a comprehensive production and value chain, EcoVadis helps us to select suppliers and service providers upstream as well as downstream, who are aligned with our own sustainability standards.

By undergoing such certification, we can improve some key elements to maintain the future viability of our company, including our social, ecological, ethical and economic services, as well as reduce our carbon footprint.

The former EcoVadis evaluations have shown that we are on the right track.

We are proud to be among the 35% best companies.



**janoschka**

# R&D INHOUSE

Ever since our beginnings in the late 1970s we have been dedicated to innovation.

As a market leader in prepress and printing tooling for the packaging industry, we take strong efforts in having our share in the industry's approach of searching for alternatives and improvements. This is our responsibility for employees, society and nature.

Our latest achievement is a Cylinder Scan System for saving consumables and the reduction of proof printing by digitization.





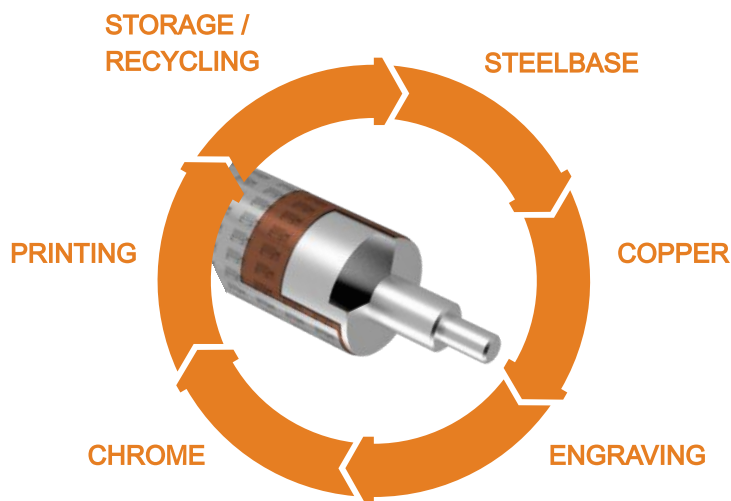
# CARBON FOOTPRINT



# SUSTAINABLE GRAVURE

Gravure printing offers great potential for the circular economy: its major ecological advantages are the reusability of the print tool and closed material cycles which enhances the sustainability of the gravure process.

After the print production, the finished cylinder with its steel core is stored for the next print run. If the printed design is no longer required for printing, the base can be used for a new design. The cycle can be carried out as often as required, as steel bases practically never wear out.

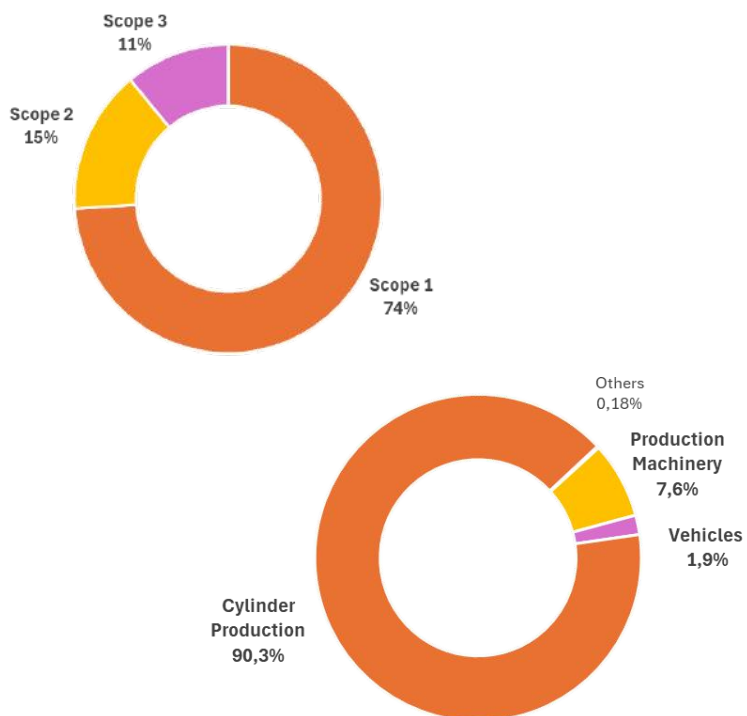


Cylinder production stands out, when looking at the individual raw materials and its high recycling rates. All raw materials used are either recycled or reused. It is therefore hardly possible to speak of any environmental impact in the pre-press process. In the gravure tooling production process, work is nowadays carried out in closed systems that are virtually emission-free.

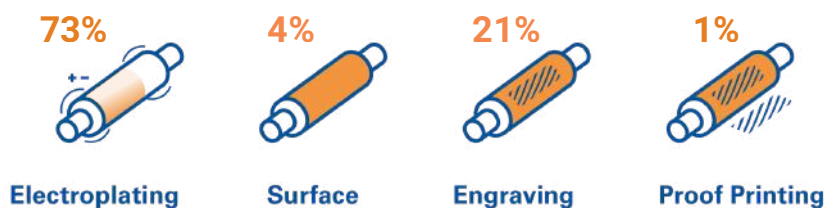
# CARBON FOOTPRINT

The manufacturing process of a gravure cylinder is rather complex. Several production processes are needed for a ready-to-print rotogravure cylinder.

The dominant part for emissions in scope 1 is the cylinder production.



The main process steps and drivers for the carbon emissions are :





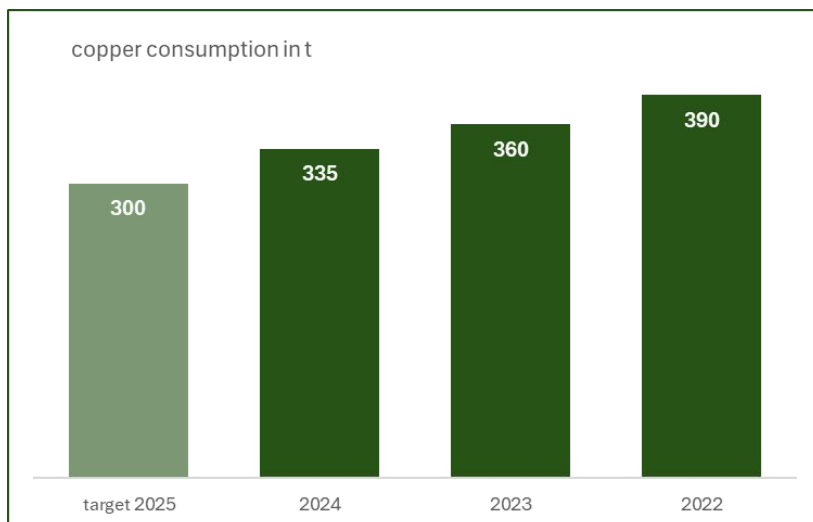
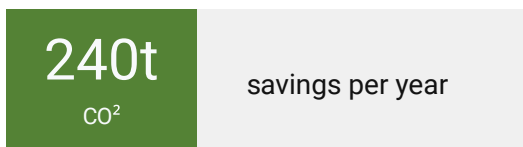
# RESPONSIBLE PRODUCTION



# RESPONSIBLE PRODUCTION

Gravure cylinders can be re-used when the job is completed. The old print design and copper layer are first removed in order to then re-apply a fresh copper layer to the cylinder for the next engraving. This cycle of use and re-use prompted us to go one step further. In cooperation with a university, Janoschka developed a unique recycling process to extract 99.98% pure copper.

Using this process, Janoschka already processes six to eight tonnes of copper per month for recycling at its Turkish site. Further recycling hubs within Janoschka Group are on the mid-term agenda.

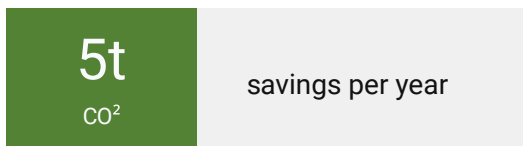


# RESPONSIBLE PRODUCTION

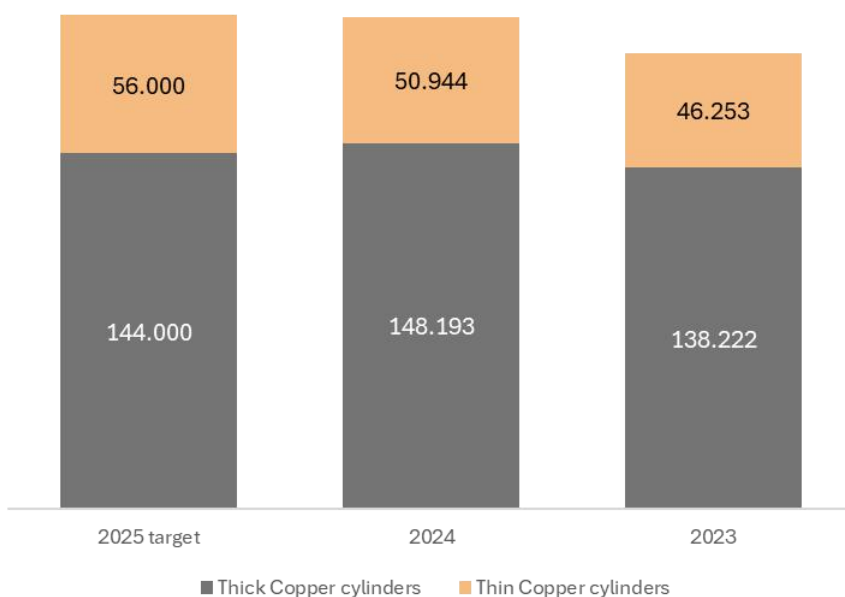
By continuous process adaptations and optimization we manage our resources responsibly.

## Success story: Thin Copper

By shifting cylinder production more and more towards the thin copper process where possible, we can achieve great savings in time, chemicals, energy and copper.



It is the target to increase thin copper production by 10% every year.



# RESPONSIBLE PRODUCTION

In addition to this important cycle of recycling a valuable raw material, we feel obliged to set further standards in terms of sustainability.

Janoschka was the first company in the printing industry to become a Copper Mark partner. By committing to this leading assurance framework, Janoschka supports the goals of Copper Mark, in particular regarding responsibly produced, sourced, and recycled copper available to society along the entire supply chain.



# RESPONSIBLE PRODUCTION

As a key partner for the packaging printing industry, our stated target is to offer our customers the best possible solution. In terms of quality, time-to-market and of course in accordance with our sustainability commitment.

Continuous process optimization to save resources is therefore a must. The latest investment in the Q-trac system at Janoschka Deutschland in 2024 is already making an impact. The promise and expectations of reducing our defect and rework rate and hence saving resources have already been confirmed. Considering the capacity of 40.000 cylinders per year guarantee a reduction of our carbon emission.

Q-trac is an intelligent quality inspection system for gravure cylinder production. It sets new standards thanks to its fully automated processes for detecting surface defects on non-engraved copper surfaces and measuring relevant quality parameters.





# SAVING RESOURCES



# SAVING RESOURCES

We see water as a valuable natural resource, indispensable for food, people and the planet.

Besides updating production technologies we constantly strive to evaluate our processes in all production areas. By implementing selective and resource-saving machines, operations and material, we could successfully reduce our fresh water consumption by up to 10% in some operations.

The re-use of water is one of our latest projects.

By investing in special installations for the treatment of industrial wastewater, the volume of waste water and disposal likewise.

Using this process has the advantage that the treated water can be reused in our production. This way, we make an important contribution to the sustainable protection of our freshwater resources.

Currently we have such installation available at Janoschka Polska, Janoschka Izmir, Janoschka Aegean, Janoschka Pavlovsk.

Next site to be added: Janoschka Deutschland



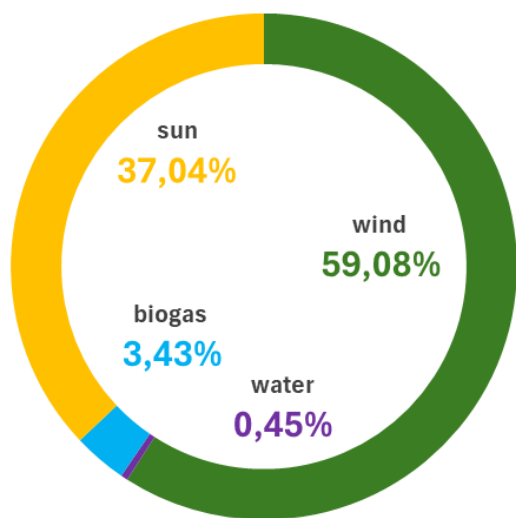
# SAVING RESOURCES

Saving energy in itself is not enough, which is why we have been generating our own electricity at our largest facility in Germany since 2020.

With around 3,300 m<sup>2</sup> of solar panels, producing around 600 MWh in 2024, we are reducing our CO<sup>2</sup> emissions by around 500 tonnes per year.

Success Story:

Our new operation in Poland runs with 100% renewable energy.



# SAVING RESOURCES

Be it in production or at the graphic department:  
Waste needs to be avoided wherever and whenever  
possible.

Digital working is a key part of daily life at  
Janoschka, too. Our workflow and IT landscape  
connects parallel production processes, bringing all  
project participants together.

Platforms, interfaces and cloud-based software  
enable us to work virtually with all project partners at  
any time, whilst making production processes  
transparent.

Digital proofing and approval processes avoid printing  
and shipment.



# SAVING RESOURCES

We already drive green and it's going to get even greener. Electric vehicles now make up 30% of our entire vehicle fleet. We are taking giant steps in migrating from fossil fuels to renewable energies, drastically reducing our carbon footprint.

This is also thanks to the charging stations at some of our premises that provide power generated on our own roofs, and there is plenty more to go round.

It is the target to replace carbon fuel cars in Turkey by electric vehicles within the next two years. This is another step to reduce our carbon footprint.

CO<sub>2</sub>



Where possible we sponsor bikes for our staff, supporting their fitness and health and showing our appreciation for them.

This modern mobility concept also highlights our common goal for a responsible approach to the environment and the use of natural resources.

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> 20% employees in Germany profit of this offer.





WE LOVE PEOPLE

# FOR OUR COMMUNITY

We are a global market leader with a familiar footprint that is continually expanding. Our strength lies in the strong bond and close cooperation of our teams

Janoschka stands for diversity and an inclusive corporate culture, where every member of staff is part of a whole. The knowledge, commitment, qualification and motivation of each team member are deciding factors for joint success.

Our working environment and daily working life are shaped by cooperation based on trust, appreciation, comprehensive diversity and personal relationships, motivating everyone to achieve remarkable results. We believe very strongly that every identity and every voice has a right to be heard and respected.

We strive to offer a meaningful work life by offering a workplace with a unique culture, family-friendly working conditions and assistance in physical and mental health.



# PEOPLE COUNT

An employee-focused corporate culture is a key element of employee retention and increases employee identification with the company. This includes valuing and promoting the personal skills and professional competencies of every employee – regardless of nationality, religion, age, and gender.

Furthermore, the compatibility of family and career represents a key link for all employees within the company. It sends a message to the entire workforce that employees are not expected to choose between family and career. Part-time work and flexible working hours are utilized wherever possible in all areas and levels of the company. Starting a family does not mean a career setback.



Gender equality is critical to all areas of a healthy society. It goes without saying that we foster all genders no matter what position. It is our declared goal to further develop today's women's quota of 30%.



# HEALTHY COMPANY

Health is not only a high individual value, but also of considerable importance for a "healthy" company. The health and satisfaction of employees has a lasting impact on the company's success. It is important to promote health and prevent illness.

In the long term, we want to mobilize our employees to promote health and integrate it as an important part of our corporate culture.

Regular inhouse health screenings provide all employees the straightforward access to medical health care.



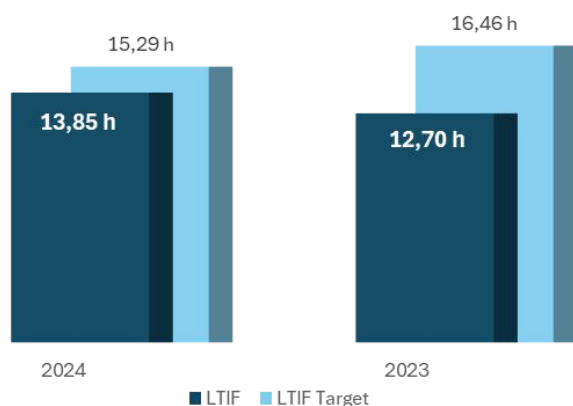
# SAFETY FIRST

Workplace health and safety goes beyond legal obligation. We are committed to providing a healthy and safe work environment and maintaining the health and safety of our staff, contractors and visitors.

Workplace health and safety is everybody's responsibility, and practices can only be improved when we work together. Everyone in a workplace should feel confident to report matters and take steps to minimise any risks in that workplace.

We offer education and trainings as important tools for informing workers and managers about workplace hazards and controls so they can work more safely and be more productive. This shall provide workers and managers with a greater understanding of the safety and health program itself, and to deepen knowledge and skills needed to do their work safely and avoid creating hazards that could place themselves or others at risk.

This awareness and understanding of workplace hazards is important and helps to identify, report, and control workplace accidents.



# EDUCATION ADDS VALUE

We consider the education of our people as a social duty. By offering all staff access to education and training we enable them to grow and to develop within their working environment.

Our training offerings in all areas of the company are diverse and designed to further develop the expertise and strengths of each individual. A key focus is also on safety within the company, especially in the production environment.

Continuing education enables our employees to take on new responsibilities, develop further in their field, and achieve their career goals. Well-trained employees are more likely to find creative solutions and develop new ideas. This strengthens our company's innovative capacity and contributes to overall development.



# TRAINING FOR ALL

The importance of training goes far beyond checking off a to-do task for your employees. A high-quality, comprehensive training program provides employees a greater understanding of your organization's processes, procedures, and goals. It also enables them with the knowledge and skills they need to be effective in their roles.

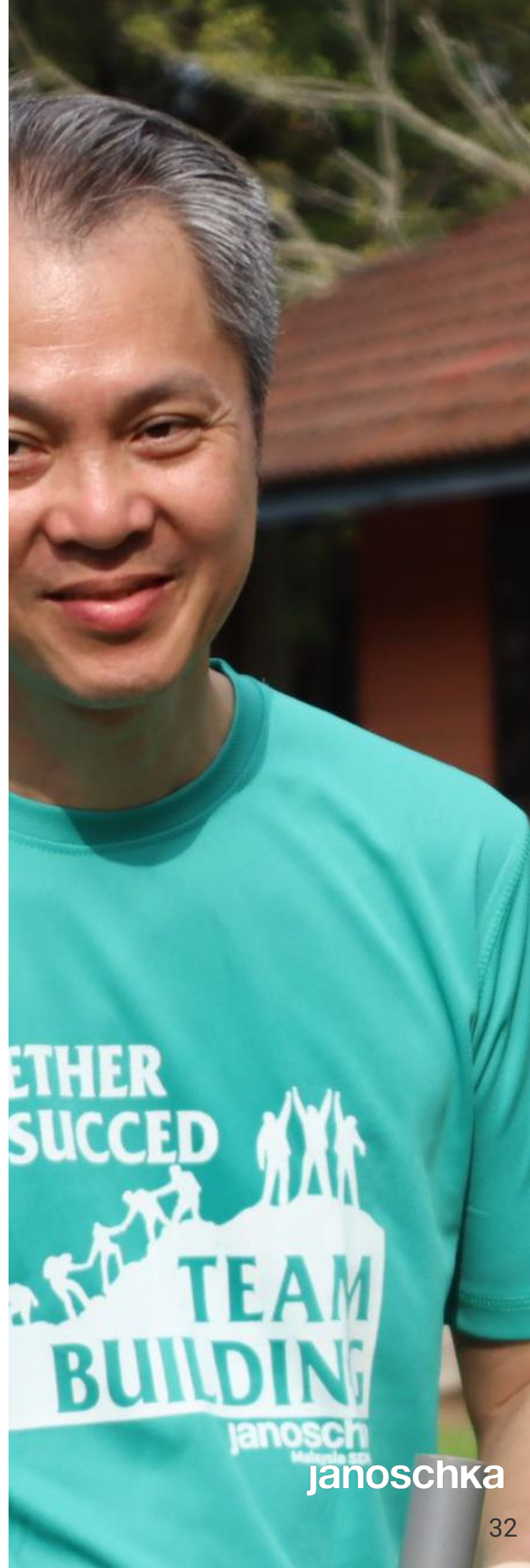
Equipping employees with relevant and ongoing training is one of the best ways to increase productivity and performance. Organizations that invest in employee training also experience a greater commitment and bond than organizations that don't.

We offer trainings through all company levels and departments.

Leadership trainings for existing managers and high potentials ensure growth and prospective candidates for future management positions.

Team building is to increase trust and motivation, to improve communication, and to foster an inclusive environment, where people learn from each other. This is directly tied to innovation, effective decision making and employee retention. Moreover tight bonds promote diversity of various backgrounds, cultures, and languages.

With the train the trainer concept knowledge and skills are shared among the colleagues.





# SUSTAINABLE SUPPLY CHAIN

# SUSTAINABLE SUPPLY CHAIN

Our goal is to work with suppliers who pursue the same sustainability, social, and corporate governance goals within their supply chain.

Our supply partners are selected based on various criteria, such as punctuality, quality, service, and communication.

Our goal is to optimize our supply chain in the short and medium term exclusively with suppliers with proven quality and environmental management. We also pay particular attention to ensuring that the service providers who transport our goods are environmentally certified.





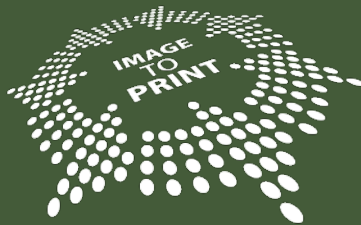
# PARTNERSHIP

# WE ARE INVOLVED

Ever since our beginnings in the late 1970s we have been dedicated to innovation. As a market leader in prepress and printing tooling for the packaging industry, we take strong efforts in having our share in the industry's approach of searching for alternatives and improvements. This is our responsibility for employees, society and nature.

Since more than two decades, our French subsidiaries have been bearing the 'Imprim' Vert' eco-label, an environmental certification specifically designed for the printing industry. Compliance with the standards and certification criteria is reviewed in regular audits.

We have been a leading Image-to-Print and a topac partner since the roadshows' beginnings. The supply chain partners give insights into best practices of packaging printing and its dominant technologies rotogravure and flexographic. Circular economy, value adding solutions and digitization are among the topics that are on the partners' agenda.



# WITH THE INDUSTRY

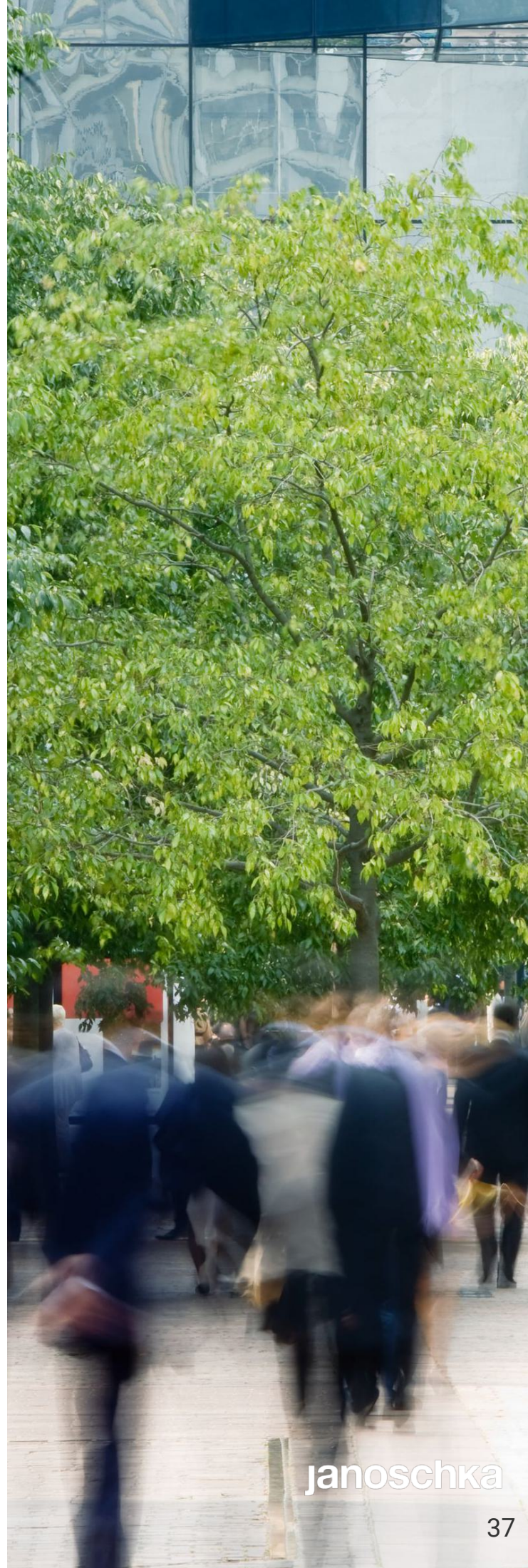
As a partner of the packaging supply chain, we actively involve ourselves in leading industry associations.

Having been actively involved for decades in the leading European associations for the promotion of rotogravure, we push sustainability issues related to packaging materials focusing on the environmental footprints of various printing technologies and its life cycle assessment.

The ERA, founded in 1956, has developed into the leading international organisation of the gravure industry. It is a non-profit organisation dedicated to supporting users of the gravure printing process.

ERA

prohélia



# NETWORK & PARTNERS

Top rotogravure printing for flexible packaging requires the precise interaction of many variables including printing cylinder, substrate, ink, and much more. The various printing processes alone deploy a huge variety of methods and technologies. Expertise, extensive experience and flexibility are needed to achieve high-end print results.

Passing on our knowledge and sharing our wealth of experience is something we take very seriously. Our broad range of workshops and practical training sessions on various prepress topics help to develop valuable prepress skills.

We are open to support other industry players and inhouse engravers with all questions and challenges related to cylinder manufacture.

Through our consulting services inhouse tool makers can improve their process stability and operational efficiency and hence save resources and reduce waste.

We know the industry inside out. As a leading player we are well connected and have a wide range of partners. We know how to ensure the best solutions for our customers by integrating further experts if necessary.





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