



# Rosti Group Sustainability Framework

Version 1.0, 2021

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The Rosti Group Sustainability Framework is to be considered as the vision, core principles, guidelines and requirements that all facilities within Rosti need to apply. In support of the UN Sustainability Goals, all Rosti facilities will integrate this mindset in their daily activity alongside our Values and Behaviours to ensure we build a sustainable business and reduce our impact on the environment.



Sustainability Framework, read and understood:

Date .....

Employee Name ..... Signature .....



## Rosti Vision

To be our customers' most reliable and consistent partner and build a sustainable and prosperous organization.

Working together to fully understand our operational impact and the influence we have within the supply chain we will endeavor to create and sustain a culture of Reduce and Reuse, Replace and Respect and Recycle and Recover to support the move from, Linear to Circular economies.

To deliver this vision we will benchmark internally and externally applying best practice to our choices from Concept to Reality. This deployment is underpinned by our Values and Behaviours with sustainability an intrinsic part of our integrity.

<b>Technology</b>	<p><b>Replace</b> and develop new process and product solutions, replacing traditional material sources and high energy processes</p> <p><b>Respect</b> and understand the effect our choices make on the planet and create alternative solutions</p>
<b>Operations</b>	<p><b>Reduce</b> and eliminate waste from our operations, focusing on every aspect of the process</p> <p><b>Reuse</b> scrap and create circular solutions in all operational processes</p>
<b>Commercial</b>	<p><b>Recycle</b> process and product waste in collaboration with suppliers and customers</p> <p><b>Recover</b> energy and the customers product at end of life creating closed loop supply chains</p>

These 6 R's are the values and behaviours that help build the foundation of the way we approach our daily activity of creating a sustainable business.



This framework supporting the circular economy and continuing to grow a sustainable business focuses on the 3 elements of our organization where we can influence and act to make the biggest impact.

- Technology
  - Design for Sustainability
- Operations
  - Leave No Trace
- Commercial
  - Listening to You

The Rosti sustainability program has been developed by analyzing our market and where we can make a difference to best support the United Nations Sustainability Goals to 2030 and with the leadership direction of ...'Do The Right Thing' for today and tomorrow.

## Roles and Responsibilities

### **MDs are accountable to:**

Provide the leadership, resources, environment and culture to reduce our operational impact through our Values, Behaviours, Operating Principles and structure to deliver compliance and support circular economy initiatives.

They will ensure sustainability and our environmental impact is understood, communicated and fully engage our employees through every level of the business with active involvement in training and behaviour.



## **Sustainability Champions are responsible to:**

Facilitate the Senior Site Leaderships team to develop credible improvement plans championing the Rosti 6 R's for sustainability.

Develop and train first line management to understand our CO2 impact through the choices we make and facilitate the reduction of our impact and challenge the solutions we develop from Concept to Reality.

Ensure the organization has benchmarked its impact and has the awareness and knowledge throughout the business to enable us to support the circular economy and share best practice both internally and externally to gain recognition by customers and accreditation bodies.

## **Every Manager is responsible to:**

Provide a culture that understands our impact on the environment and drives process and business improvements to support our goals.

Empower their team to challenge current business process to support the circular economy model.

## **Every Employee is responsible to:**

Work to the current standard and use their knowledge and experience to lessen our overall impact on the environment.



## Program Aims to 2025

Our performance through this program will ultimately be recognized by our internal and external community and our ability to apply influence within the supply chain using technology to support the United Nations Sustainability Goals.

- Move Rosti from a linear economy company to support the Circular economy.
- Create transparency of our environmental impact.
- Gain external accreditation for recognition as a sustainable business.

Rosti will use its position at the heart of the supply chain to influence customers and suppliers in material selections, process choices and product design and characteristics.

We commit to ....

- Reduce and Reuse.
- Replace and Respect.
- Recycle and Recover.

These commitments enhance the Rosti Way and the values and behaviours we hold within the business.



## Our Focus to 2025

We have set our ambitions to support the circular economy and the United Nations Sustainability Goals but most importantly to “do the right thing”.

Over the coming years we will benchmark to better understand where we are and drive the program to deliver change.

Priority is given to:

- CO2 Life cycle assessments on new product design
- Increased use of BIO based resin feedstocks
- Reduce and reuse all scrap resin
- Reduce the energy we use to convert material
- Reduce operational CO2
- Reduce water consumption
- Reduce hazardous waste
- Increase training and development hours
- Zero Waste to Landfill

Metrics have been applied to all of these priorities so that every site within the group and every person within our community can challenge our solutions and get involved in activity on a local level that will combine to deliver our group ambitions through this program.

Our individual and collective behaviour measured by the improvement in these metrics will form the foundation of the differences we make.



## Reference Documents

As we progress, we will keep everyone updated through news articles on the intranet and best practice reference documents can be found on the intranet Sustainability pages where Operation Clean Sweep material can be found which is an integral part of this program.

We will use our Policy Deployment Documents to track our success on achieving our aims and demonstrating our results.





## Want to Know More?

Contact your line manager or local sustainability champion to highlight issues or to suggest more sustainable working methods or use the Blue SAFER card.

### Key Performance Indicators

- Operational CO2
- Scrap Reduction and Reuse
- Energy Reduction
- Water Reduction
- Increased use of BIO based materials
- Zero Waste to Landfill

**This is part of the Rosti Way!**

