

Introduction

The Delkeskamp group covers the business fields of corrugated board and foam with its sites in Nortrup, Hanover, and Nordhausen in northern Germany. DELKESKAMP produces corrugated board sheets and processes these into all kinds of packaging materials. Also, moulded parts made of EPS (expandable polystyrene) are produced.

The policy of the Delkeskamp group is based on the vision agreed by the partners and the management. The management and the managerial staff ensure the harmonisation of the company vision and operative implementation. Thus, they create and maintain an environment in which the staff can contribute fully to achieving the company's goals.

Committed to tradition

More than 125 years of experience in solving packaging problems have made us to who we are today, although this does not mean that we have failed to take on board necessary changes in the past.

The main priority of the partners is to ensure that the DELKESKAMP company group continues to operate as a medium-sized family-owned company to serve the long-term security of all employees. This is a stark contrast to the short-term quarter-by-quarter approach adopted by publicly listed company groups.

Intelligent growth

Considered and targeted action by the general management and all managers at Delkeskamp group is one of the basic prerequisites for growth.

Investment in existing associated and new markets by purchasing or developing new sites or by means of cooperations or partnerships necessitate the careful deployment of human resources, technology and capital. This is necessary to keep pace with the growing market globalisation and to satisfy the needs of our business partners fully, quickly and flexibly.

Sustainability

Increasingly, society also judges business operations based on their sustainability.

As a family company in the fourth generation, **DELKESKAMP** has met these challenges face on for over a century and takes the related responsibilities toward society, the economy, the company group and its employees, and in particular the environment, very seriously.

- Sustainability report by the company group
- Forest Stewardship Council® (FSC® C121161 – corrugated plant)

Economic responsibility

The basis for economic sustainability at DELKESKAMP is business success. The group orients its work towards the requirements of the market and implements these through its service range. In the process, a sensible business approach also ensures jobs in the region for future generations.

The necessary decisions and measures are documented in a designated integrated management system:

- Quality management (certified to DIN EN ISO 9001)
- Process & project management

Ecological responsibility

DELKESKAMP uses environmentally efficient and state-of-the-art technology to create its product portfolio. The group acts as a partner to society and political circles when designing its ecologically sustainable positive development.

DELKESKAMP assumes responsibility for the continuous improvement in the way energy is used and for reducing the burden on natural resources. A further goal is to achieve the highest possible recycling level.

The necessary decisions and measures are documented in the designated management systems:

- Energy management (certified to DIN EN ISO 50001)
- Hygiene management (certified to DIN EN 15593)
- Environment management (certification planned)

Social responsibility

Social responsibility at DELKESKAMP results from the general management's desire to go above and beyond statutory requirements and to promote careful handling of available resources in terms of social, ethical, and moral principles.

The employee is the guarantee for any success. Within the meaning of social sustainability, Delkeskamp promotes various activities to protect the workforce, e.g. health care programmes or flexible working time models.

The necessary decisions and measures are documented in the designated integrated management systems:

- Code of Conduct
- Work Safety
- Health Management
- Personal Coaching & Mental Health

Legal responsibility

The company's corporate management is aware of the social responsibility towards our customers, employees and the environment and hence commits itself to comply to all legal requirements and their monitoring regarding the protection of the environment, occupational safety as well as the safety of materials that get in contact with groceries as well as further relevant requirements.

The necessary decisions and measures are documented in the designated integrated management systems:

- Anti-Corruption Policy