

How to involve employees to drive sustainability projects

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Cash & Payments Sustainability Forum
Edinburgh, 15 November 2022



PAVING OUR
WAY TO
NET ZERO!



G+D's long-standing commitment and participation in initiatives



WE SUPPORT



RECONVIVANCE
CASH&PAYMENTS
SUSTAINABILITY FORUM™



What do we focus on?

G+D ESG Dashboard



E nvironment



Climate, CO2 Emissions & Energy Consumption

Waste & Circular Economy

Water

Sustainable Products & Technologies

S ocial



Diversity & Equal Chances

Health & Safety

Lifelong Learning & Development

G overnance



Compliance & Integrity (incl. Human Rights)

Data Privacy

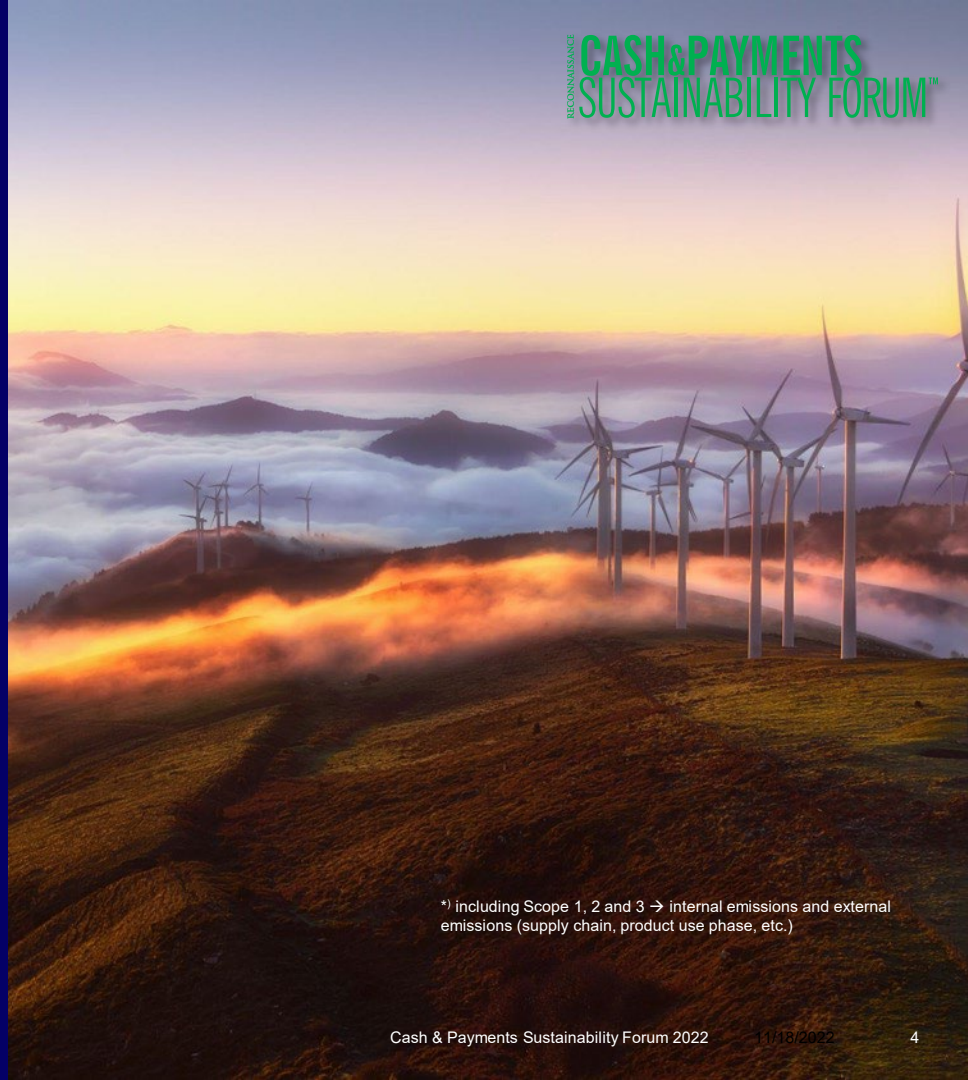
Sustainable Investments/ Business Models

ESG compatible Financing

E^{environmental}



1. Climate: CO₂ Emissions & Energy Consumption: **Net Zero*** until 2040
2. Water: **Reduce water consumption by 10% by 2030** compared to 2020 baseline
3. Waste & Circular Economy: **Zero waste to landfill by 2030**
4. **75% of revenue** based on **green products** by 2040



*) including Scope 1, 2 and 3 → internal emissions and external emissions (supply chain, product use phase, etc.)

How can we **achieve** these targets?

G+D's ESG Hackathon 2022



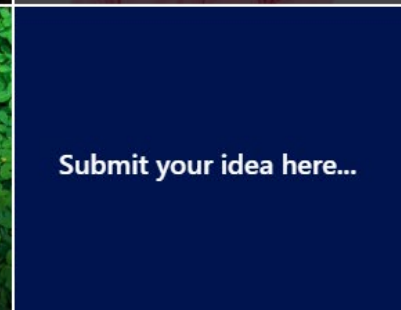
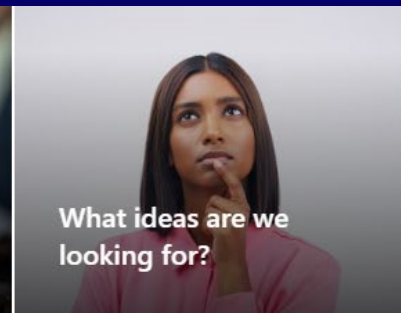
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Focus Topics of the Hackathon

Focus Topic 1	Focus Topic 2	Focus Topic 3	Focus Topic 4	Focus Topic 5
 Sustainability in our production processes	 Optimization of our energy usage	 Possibilities to produce onsite renewable energy	 Sustainable product design	 Reduction of our carbon footprint in logistics

> 1,000 visitors | 5 Focus Topics | 228 Ideas | 18 Finalists



But how to **evaluate** projects?

Sustainability Assessment Tool

From the project manager's perspective



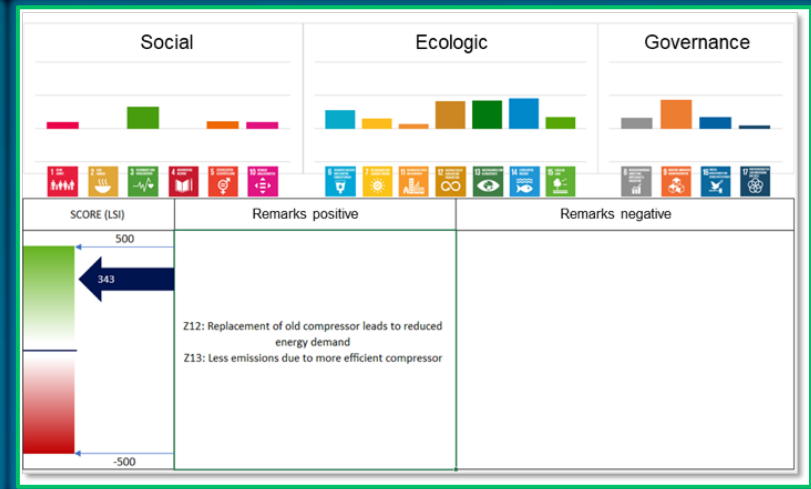
From the company's perspective



Overview for decision-makers and companies on how to take sustainability issues into account in their activities

Sustainability Assessment Tool

ASSESSMENT OF SUSTAINABILITY CRITERIA						
Lower-tier Sustainability Index (LSI)		Number "positive"		0		
		Number "negative"		0		
HELP!		Create OnePager				
PICTOGRAM	Criteria	EXAMPLES AND COMMENTS	INFLUENCE POSITIVE/NEGATIVE	FREE TEXT FIELD	LEVEL	RESULT
1 NO POVERTY	No tolerance for child labor and forced labor					
	Fair payment	Fair trade thought (e.g. fair wages for farmers in the supply chain)				0
	Improved resource accessibility for disadvantaged groups	Food is exported, but local population has nothing from it				
	Social projects against poverty	Fundraising activities, etc.				
2 ZERO HUNGER	Sustainable raw material procurement not at the expense of food cultivation / livestock farming in critical regions					
	Fair payment	Adequate payment in terms of living expenses				0
	Healthy nutrition	Health days in canteen, education				
	Social projects against hunger					
3 GOOD HEALTH AND WELL-BEING	In-house health management is promoted					
	Occupational safety is increased	Reduce exposure to hazardous substances				
	Reduction of industrial accidents	Concrete measures to prevent industrial accidents				
	Commuting accidents are reduced	Direct route from home to workplace and back				
	Contributes to education in terms of prevention					0
	Substitution of hazardous substances					
	Hygiene concepts	Workplaces, changing rooms, kitchens				
Promotion of external health services						



Creating Confidence



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