



ANNUAL CSR-REPORT

2023

INSPIRION
▶ TRADING IDEAS

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INTRODUCTION

Welcome to Inspirion GmbH's Sustainability Report, covering the period 2022 and 2023. As a pioneering authority in sustainability, we are committed to transparency and excellence in our environmental, social, and governance efforts. This report, adhering to the Global Reporting Initiative (GRI) 2021 standards, reflects our dedication to impactful practices and our readiness for evolving EU regulations on non-financial reporting. Through a materiality analysis prioritized by our Board and stakeholders, we present our progress and our aspirations for a sustainable future. We are proud of our journey and invite you to explore our path forward, as we continue to inspire and lead in the ESG realm.



STATEMENT CEO

Dear customers and partners,

it is my pleasure to present to you the second and expanded CSR report and to give you an insight into our progress, innovations and general approach to sustainability at Inspirion GmbH.

In Germany we have a saying: "Eigentum verpflichtet". This means that with ownership comes responsibility. This is so deeply enrooted in our nature that it is even part of our basic law. As a globally active company we recognize the responsibility we have towards our planet, resources and our environment. I am proud that we have been able to continuously improve our measures since the start of the evaluation and can call ourselves a company that is aware of its impact on society, nature, and the economy.

Inspirion has always had a strong long-term outlook and as a family business is thinking in generations. We strive to make a positive impact across the entire value chain from the production to the final consumer. As part of our strategy, we prioritize ecological and economic sustainable development. To uphold this commitment, we are continuously challenging all our business practices whether they are in line with our core values. Our most recent initiatives have been to install a photovoltaic system at our headquarters in Sottrum and electrifying our vehicle fleet. This is a perfect example of the circularity we are striving for.

We are proud of our achievements to date and have set ambitious goals for the future, backing these with dedicated resources for Corporate Social Responsibility (CSR) initiatives and constantly refining our processes and business practices in line with the latest research and legal

standards. Our strategy is proactive, aiming to anticipate rather than just respond to new regulations. We're in the midst of implementing various indicators to monitor and develop our sustainability goals, adhering to the Global Reporting Initiative (GRI) standards, participating in the EcoVadis CSR assessment, and supporting the UN Global Compact Framework. The indicators in this report primarily reflect our German headquarters, but plans are underway to expand their application to our subsidiaries in Europe and Asia. The year 2023 saw us further committing resources to sustainability, focusing on obtaining reliable data, a venture that is starting to yield results in this report and will be increasingly critical in the years ahead.

"We start locally - we go global!"

To focus our efforts on the most relevant topics, we asked our customers, suppliers and employees and carried out a comprehensive materiality analysis. For us, looking beyond our own horizons is also part of sustainability and cooperative global work.

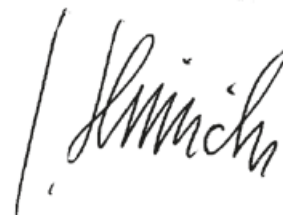
For us, sustainability has always been a cornerstone of our values, underpinning the belief that action should precede discourse. It was in 2020 that we solidified our commitment, deciding internally to allocate more attention and resources towards sustainability, reflecting our core values and beliefs within our business practices more vigorously. This strategic pivot from acknowledgment to action was evident as we sprung into action in 2021, embarking on a journey of tangible changes rather than mere documentation of intentions. By 2022, our focus was entirely on executing sustainable initiatives, truly embodying our "action before words" ethos. This commitment materialized through significant projects such as the upgrading of our warehouses and offices to the highest sustainability standards, the transition of our fleet to electric vehicles while phasing out combustion engines, and the introduction of recyclable packaging for all our products. Our approach is unequivocal: we prioritize impactful actions first, subsequently reporting on these achievements, thereby inverting the traditional model of reporting followed by action. Our resolve is not only to recognize the importance of sustainability but to be pioneers in integrating these principles into every aspect of our operations, leading by example in the drive towards a more sustainable future.

Building on our momentum, we are now formulating specific targets based on the data we've collected, setting our sights on ambitious and impactful goals. One of our primary

objectives in 2024 is to generate over 100% of our electricity from renewable sources, allowing us to contribute surplus energy back to the grid. This initiative is a testament to our commitment to not only minimizing our environmental footprint but also positively impacting the broader community outside our organization. Alongside these efforts, we are committed to continuously expanding our product range with sustainability in mind, setting a target to ensure that 50% of our items are made from sustainable materials by 2030. These goals reflect our deepening commitment to sustainability, as we strive to lead by example and make a meaningful difference beyond the confines of our operations.

I would like to express my sincere gratitude to our employees, partners, customers, and communities for their unwavering support and dedication to sustainability. Your collaboration and commitment are crucial to our success. It is clear that achieving sustainable change is not the effort of a single entity but a collective endeavor that requires the dedication and cooperation of us all. We look forward to continuing this journey together, forging a sustainable future through our shared efforts.

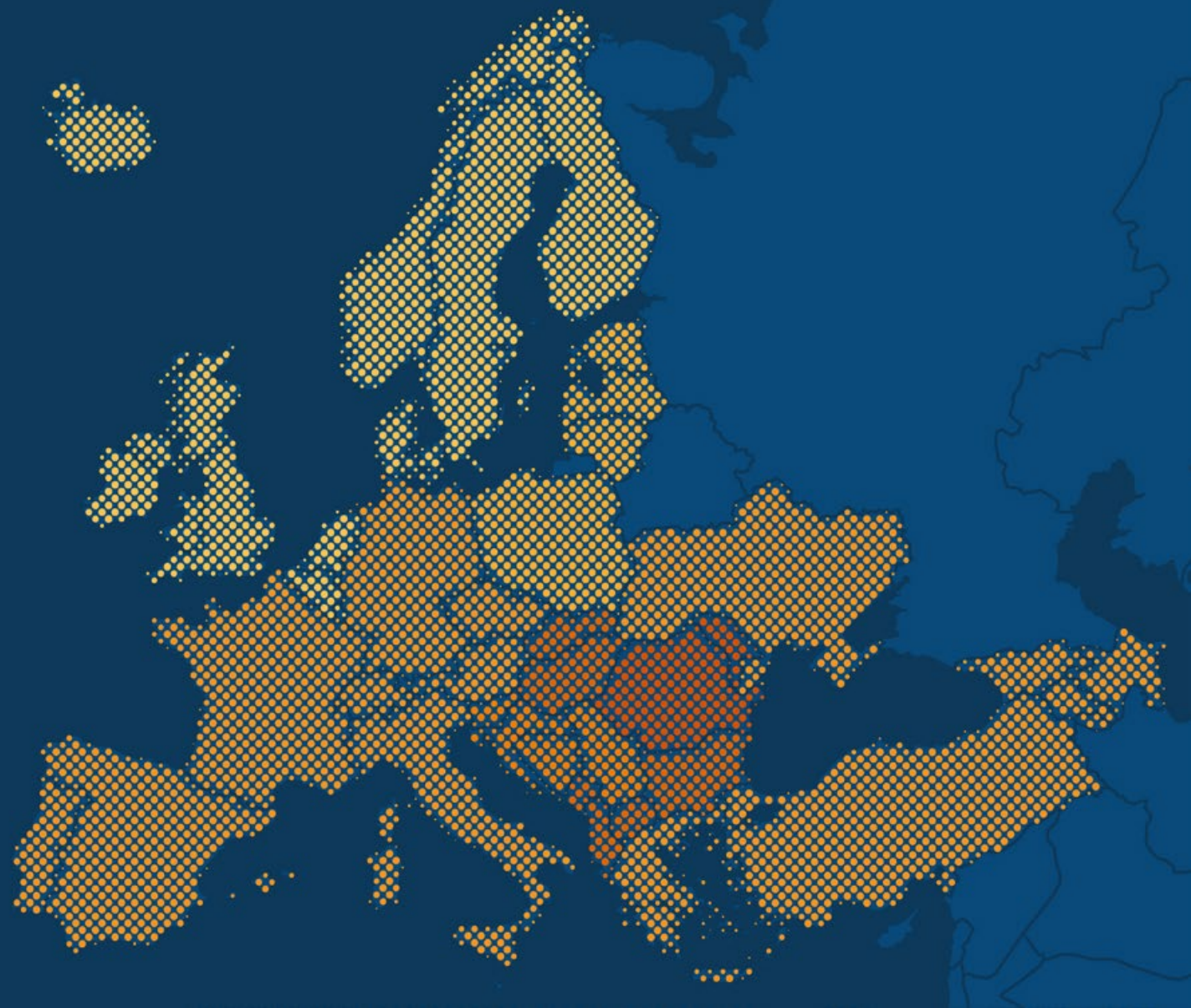
Best regards,



Sönke Hinrichs

Managing Director of Inspiron

February 2024



2. ABOUT INSPIRION

At Inspirion, we design effective and long-lasting advertising solutions with the vision of enhancing our clients' visibility.

True to our roots as ingrained in our company name "Inspirion" to we strive to inspire the people around us through our products. We see ourselves as a supplier of ideas and services for the wholesale and retail (B2B) sectors. Since the foundation of the company in 1998 we are operating under the motto of "Trading Ideas". Since then we have extended our product assortment to over 2500 different, innovative, and eye-catching promotional items.

Our extensive product range includes office supplies, umbrellas, household goods, textiles, toys, leisure items, tools, consumer electronics, as well as suitcases and travel bags.

Since 2004, we have also specialized in suitcases, which we supply under the brand name CHECK.IN®, BoGi Bag, Paradise®.

Inspirion GmbH is headquartered in Sottrum, Germany. In Europe, we have warehouses in 3 locations (Germany, Poland, and Hungary), 2 printing houses (Poland and Hungary), 6 sales offices (Germany, Poland, Hungary, the Netherlands, Romania, and Croatia) and several regional representative offices. In China, our purchasing offices and inspectors ensure the quality of production.

OUR VALUES

In 2023, Inspirion embarked on a strategic journey to redefine and reposition our mission, vision, and core values. This reflective process was not just about reshaping our identity but reaffirming our commitment to leading with integrity, innovation, and sustainability in the promotional industry. We are excited to announce the official launch of our mission in January 2023, where Inspirion aspires to transform the promotional experiences landscape. Our mission is to pioneer the sustainable evolution of promotional marketing, offering products and solutions that not only captivate but also inspire confidence and pride in every brand interaction.

To fulfill this mission, we have articulated three core promises to our clients, underpinned by our refined values:



CLIENT-FIRST EXCELLENCE

“Client-First Excellence” encapsulates our dedication to prioritizing our clients above all else. This core value is manifested through our delivery of innovative tools and personalized solutions that not only empower our client’s brands but significantly enhance their visibility and engagement in today’s competitive market. We pride ourselves on offering exceptional personal service, ensuring that every client has a designated point of contact, fostering clear and consistent communication.

By focusing on providing a bespoke client experience, we tailor our offerings to meet the specific needs and challenges of each client, reinforcing our role as trusted partners in their journey toward success. Our commitment to continuous innovation, driven by the evolving demands of our clients, allows us to navigate the market’s changes and challenges together. “Client-First Excellence” is not just a value; it’s our promise to ensure that every interaction and solution we provide is aligned with our clients’ goals, delivering unmatched value and support at every step.



EXCELLENCE IN PROCUREMENT: Ensuring Quality and Longevity

Our procurement expertise, underpinned by over 30 years of market experience, is central to our ability to deliver promotional products that not only capture attention but also stand the test of time. We pride ourselves on sourcing superior quality products that resonate with and elevate our end-customers’ brands. This dedication to excellence in procurement is driven by our belief in the lasting impact of promotional products-items that are not only appreciated in the moment but cherished and utilized extensively.

Leveraging our deep industry knowledge, we offer a diverse range of customization options, ensuring every promotional item we provide not only meets but surpasses our clients’ expectations. Our commitment to quality and focus on creating long-lasting experiences are at the core of our operations, forging enduring connections between brands and their audiences, and reinforcing the brand’s presence and value over time.



SUSTAINABLE LEADERSHIP: A Family-Led Commitment

As a family-owned business, “Generational Sustainability” is at the heart of our ethos, guiding us to lead by example in advocating for a more sustainable and ethical industry. This core value embodies our commitment to thinking beyond the immediate, ensuring that every decision we make considers its impact on future generations. It’s about forging a legacy of positive influence, where our actions contribute to making the world a better place, not just for us but for the communities and environments we touch.

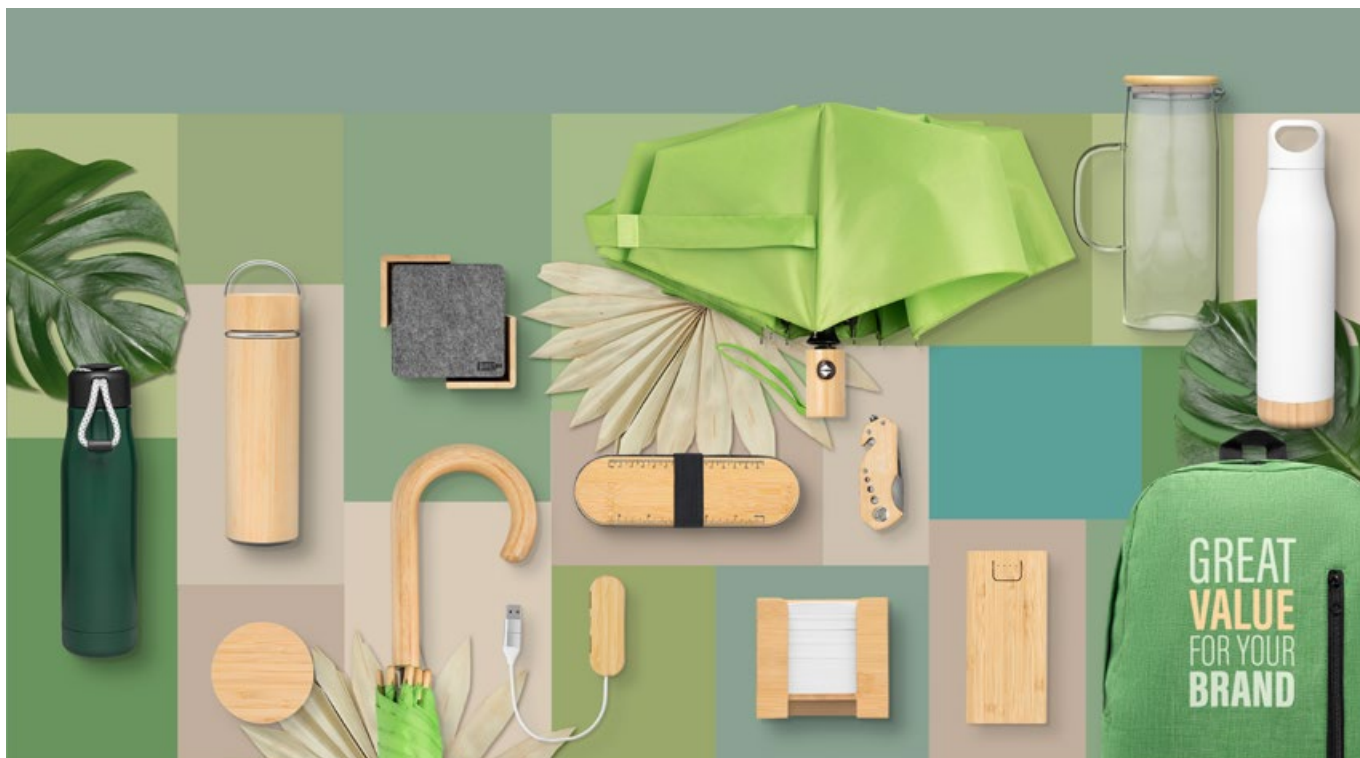
Our dedication to sustainable leadership extends beyond reducing our environmental footprint; it involves championing transparency, responsibility, and ethical practices across every facet of our operations. By focusing on long-term prosperity rather than short-term gains, we are steadfast in our mission to contribute to a more sustainable and equitable world, inspiring both our clients and peers to join us in this vital, ongoing journey.

GOVERNANCE STRUCTURE

With the aim to provide best service into our suppliers in Far East and to our customers in Europe we do have several local branch and sales offices. Being located near the market and understanding local business, as being able to communicate in the foreign language perfectly, makes negotiations under social responsibility aspects much easier. Each branch has a manager who is also responsible for implementing the values and strategy locally.

For many years now, there has been a global branch meeting once a year at which all managers share their results and findings. The topic of sustainable business practices is becoming more and more of a focus and is therefore part of the Executive Board. We are working on standardizing the processes and practices across all branches in order to include more and more branches in the scope of the CSR report in the future.

The necessary precautions are already being taken for this. In 2023, additional personnel capacities were created for the topic and an entire area of responsibility was established.



Excerpt from our Promotion Tops catalog cover 2024 - example for Inspirions products

OUR PRODUCTS

At Inspirion, you will find colourful, inexpensive and well-printable promotional gifts with high utility for the user. Our diversified full product range encompasses around 2,000 promotional items in the categories business and leisure. The broad spectrum covers everything from inexpensive giveaways to high-quality premiums. Our portfolio offers promotional classics such as ballpoint pens and umbrellas, low priced giveaways like key rings, but also bags, trolleys, textiles, tools, clocks, lamps, toys, and household items.



Example for product novelties in 2023 (Robusta, 56-0304630 — 56-0304634)

BRANDS

We currently have 7 brands in our family and also undertake design registrations for our customers. All of them are exclusive brands and promise quality at fair prices. Our brands appear in the following product ranges: office, clothing, wellness, luggage, and weather protection.

TOPICO

Our exclusive premium brand for especially high-quality products.

CALLA

Our brand for trendy apparel.

CREADO

Our exclusive brand for high-quality umbrellas with special characteristics.

FINESSE

Our exclusive wellness line with products in the ranges of beauty, fitness, and health.

REGISTERED DESIGN

Products that were exclusively designed for Inspirion.

CHECK.IN

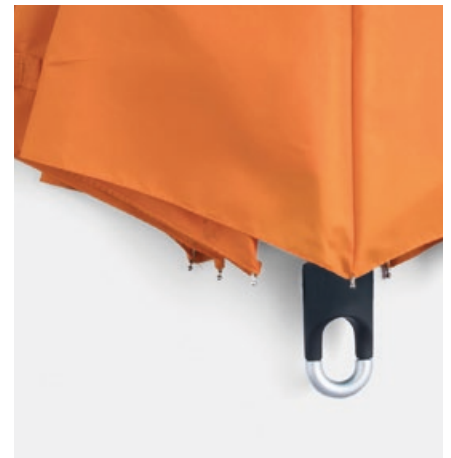
Our exclusive brand for high-quality luggage.

NORDIC PLAINS

Our exclusive brand for high-quality bags with special features.

LOVA GREEN

Our exclusive product brand that combines quality and environmental awareness.



Examples of Inspirion's brand products

PEOPLE

Employees are the backbone of any successful company, driving innovation, productivity, and growth. Their dedication, skills, and commitment are essential in achieving organizational goals and maintaining a competitive edge in the market. Furthermore, employees serve as brand ambassadors, shaping the company's reputation and fostering customer trust and loyalty. Investing in employee development and well-being not only enhances job satisfaction but also boosts retention rates, ultimately contributing to long-term success. In essence, employees are invaluable assets, integral to the success and sustainability of the company.

Inspirion GmbH has a total of 62 employees in Sottrum, 48 of whom are employed full-time in Sottrum. 52% of our people are women, 48% are male. More information can be found in chapter 5. Labor & Human Rights.



2. SUSTAINABLE STRATEGY

SDG GOALS

At Inspiron, we believe that businesses have a crucial role to play in driving sustainable development and creating a better future for all. As a German company headquartered in Sottrum, we are committed to making a positive impact by aligning our operations with the United Nations' Sustainable Development Goals (SDGs).

Sustainability is deeply ingrained in our corporate philosophy. By aligning our efforts with the Sustainable Development Goals 5, 7, 8, 11, 12, 13, and 15, we aim to drive positive change and contribute to a more sustainable and equitable world. We will continue to innovate, collaborate, and improve our operations to ensure a better future for our employees, communities, and the environment. Through our commitment to gender equality, affordable and clean energy, decent work and economic growth, sustainable cities

and communities, responsible consumption and production, climate action, and the preservation of life on land, we strive to make a positive impact on society and the planet.

At Inspiron, we are proud of our efforts to push solar energy and reduce our carbon footprint. By investing in solar panels and renewable energy systems, we actively contribute to the transition to a cleaner and more sustainable energy future. We understand the urgency of climate action and are committed to taking concrete steps to mitigate climate change.

We extend our gratitude to our employees, partners, customers, and local communities for their unwavering support and commitment to sustainability. Together, we can make a difference and build a more sustainable world for future generations.

SUSTAINABLE INITIATIVES AND MEMBERSHIPS

The United Nations Global Compact

“The United Nations Global Compact provides a universal language for corporate responsibility and a framework to guide all businesses regardless of size, complexity or location.

Joining the UN Global Compact means to take an important, public step to transform our world through principled business. Participation makes a statement about values, and it benefits both society and companies’ long-term success.”¹

The amfori Business Social Compliance Initiative (amfori BSCI)

“The amfori Business Social Compliance Initiative (amfori BSCI), founded in 2003 as the Business Social Compliance Initiative (BSCI), is a program of the business-oriented association amfori to improve social standards in a global value chain. The Brussels-based organization offers business enterprises the adoption of or adherence to a code of conduct as well as a systematic monitoring and qualification system.”²



Member of amfori, the leading global business association for open and sustainable trade. We participate in amfori BSCI and amfori BEPI. For more information visit www.amfori.org

DEKRA e.V.

“DEKRA was founded in 1925 to ensure road safety through vehicle testing. Today, DEKRA is the world’s largest independent, non-listed expert organization in the field of testing, inspection and certification. As a global provider of comprehensive services and solutions, we help our customers to improve their safety and sustainability results.”³



Global Reporting Initiative (GRI)

“The GRI Standards are a modular system of interconnected standards. They allow organizations to publicly report the impacts of their activities in a structured way that is transparent to stakeholders and other interested parties.”⁴

EcoVadis

“Since its founding in 2007, EcoVadis has grown to become the world’s largest and most trusted provider of business sustainability ratings, creating a global network of more than 125,000+ rated companies.”⁵



¹ <https://www.globalcompact.de/en/about-us/united-nations-global-compact>

² <https://www.amfori.org/en/solutions/social/about-bsci>

³ <https://www.dekra.de/de/ueber-dekra/>

⁴ <https://www.globalreporting.org>

⁵ <https://ecovadis.com/about-us/>

OUR SUSTAINABILITY JOURNEY

2021



Relocation warehouse (Bremen -> Sottrum)



New battery-powered forklift truck

2022



Relocation office (Bremen -> Sottrum)



Introduction of the Advanced Digital Catalogs (ADC)

2023



Go-live of first part of PV system (414 KW peak)



~ 50% electricity from renewable sources



Expansion of fleet to 54% EV-vehicles



Definition of internal and external guidelines

Setup of ESG KPI tracking for Inspirion GmbH

2024



Completely paperless picking process (march)



Rollout of indicator tracking to more branches



Rollout of updated Supplier Code of Conduct

Every supplier has to sign new Code of Conduct



Enhance training offering for all employees

Change to new packaging for at least ~30% of products

Expansion of fleet to 60% EV-vehicles

Go-live of second part of PV system (in total ~5 MW peak)

2025



Increase BSCI certified suppliers to at least 50%



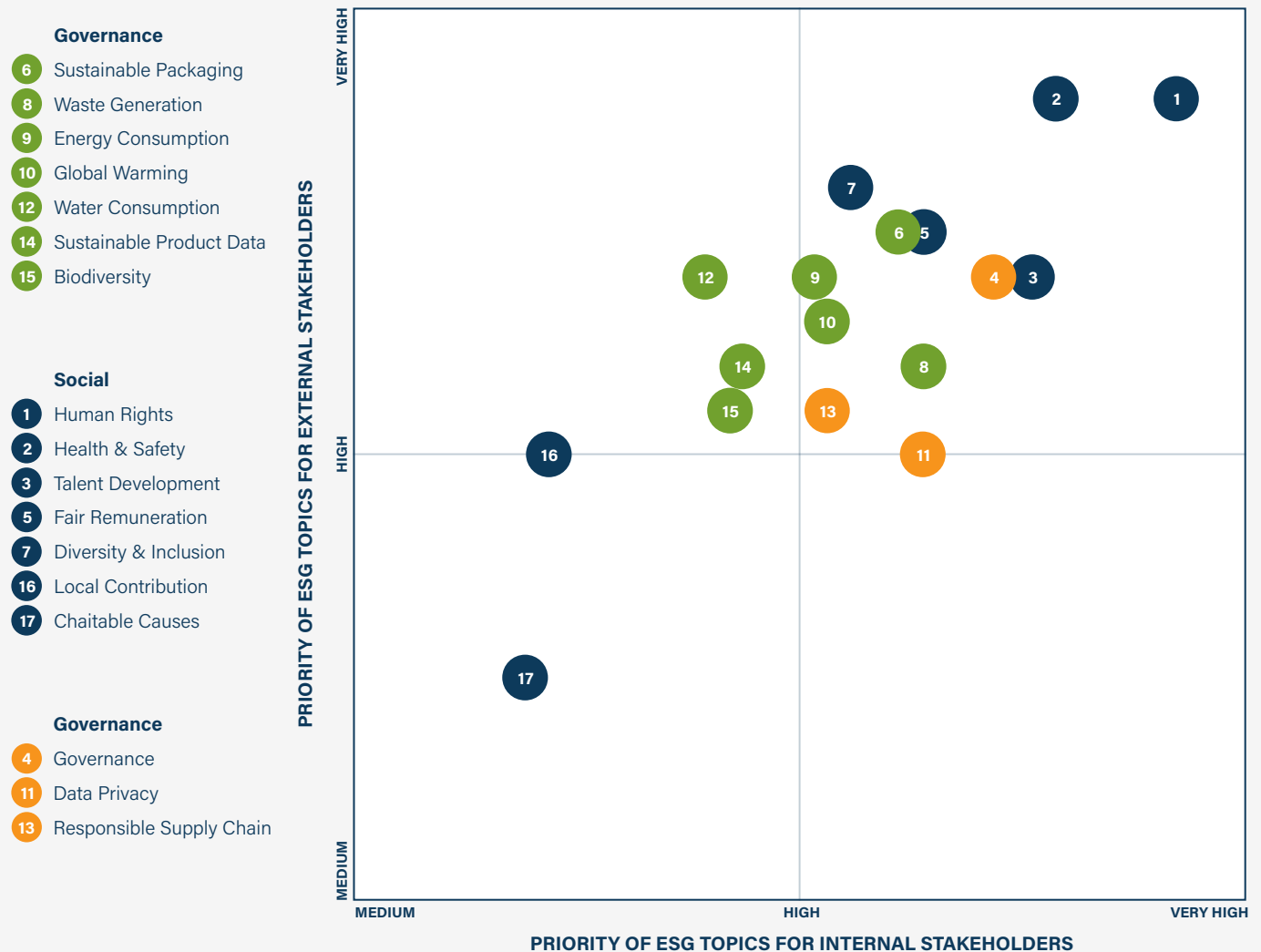
100% electricity from renewable sources

3. MATERIALITY ASSESSMENT

At Inspirion, the opinion of stakeholders, such as employees and local communities, is crucial to us. Hence, it is very important to us to understand which topics are of relevance to those stakeholders within our sustainability journey. We did so by initiating a bottom-up approach for sustainability ideas and conducted a materiality assessment.

Our evaluation is based on the GRI Materiality Assessment. The questionnaire covers the three main areas of social issues, the environment and corporate governance and it took place in the period from 16.10.2023 - 29.10.2023. The aim of the survey was to identify the topics to which Inspirion should attach even more importance in the future and thus make its contribution – both in terms of internal and external perception.

We are therefore delighted that our customers and suppliers have told us which topics are a priority for them. The questionnaire related only to Inspirion GmbH Germany. All answers are collected and evaluated anonymously so that no traceability is possible.



The most important sustainability issues from our customers' perspective

As we can see from the results, there are some topics which are of very high relevance for internal and external stakeholders alike. This is why we have decided to focus this year and next year on the following things:

1. Increase the part of BSCI certified suppliers in our supply chain and let our suppliers sign our new Code of Conduct (because this will take on the topics of "Human Rights" and "Responsible Supply Chain").
2. Enhance training offerings for all employees (this takes care of "Talent Development")
3. Rollout of indicator tracking to more branches (this will help us with "Health & Safety" and "Governance" once we include our printing and logistics facilities and we can then define reduction targets for the environmental indicators).
4. Paperless picking processes and changing of our product packaging (helps us with the topics of "Sustainable Packaging" and "Waste Generation"). Increase the part of BSCI certified suppliers in our supply chain and let our suppliers sign our new Code of Conduct (because this will take on the topics of "Human Rights" and "Responsible Supply Chain").
5. Enhance training offerings for all employees (this takes care of "Talent Development")
6. Rollout of indicator tracking to more branches (this will help us with "Health & Safety" and "Governance" once we include our printing and logistics facilities and we can then define reduction targets for the environmental indicators).
7. Paperless picking processes and changing of our product packaging (helps us with the topics of "Sustainable Packaging" and "Waste Generation").

Inspirions office and warehouse building in Sottrum



4. ENVIRONMENT

NEW SUSTAINABLE BUILDING

Our move from Bremen to Sottrum in 2021 / 2022 was the ideal opportunity to have our new office and warehouse built to the latest sustainability standards. We placed particular emphasis on high building standards, as the building itself is certified as "KfW 55", which means that the building only uses 55% of the energy of the Germany reference standard. Additionally, the roof of our new company headquarter is used for a photovoltaic system which provides renewable energy to the building and to the energy grid. Furthermore, a modern climate system and a heat pump has been installed.

The first phase of our photovoltaic system (414 KW peak), which has been installed in 2022 - 2023 has been officially in operation since 11th of May 2023. But that's not all! Currently, we are greatly expanding the system: Work has been taking place on the roof since the completion of the first phase and in April 2024, the second phase should be completed. Once the expansion is complete, an area of 40,000 m² on our roof will be equipped with photovoltaic cells. A proud achievement that is unparalleled here in the region.

With a maximum output of the entire system of 5 MW peak our photovoltaic system achieves an average annual electricity production of approx. 4.800 MWh. All electrical consumers in the entire building will then be supplied with solar power!

The heat in the building is in part provided through a heat pump with an output of 60 kW. Using a special coolant and high-performance compressors heat is absorbed from the air and fed into the heating system. This even works up to an outside temperature of -20°C.

We have an efficient air conditioning system in combination with a heat pump, ventilation system, underfloor heating and triple glazing. Due to the insulation standard, the building is designed to keep the temperature as constant as possible while using as little energy as possible.

Inspirions office and warehouse building in Sottrum



FLEET

Inspirion GmbH runs a fleet of 28 vehicles. The share of electric vehicles (purely electric, no hybrid) increased from 0% to 54% between 2021 and 2023. The trend is rising sharply, apart from one vehicle purchased with a combustion engine in 2022, all other vehicles purchased in 2022 and 2023 were electric vehicles.

As a result, the total consumption of the fleet has also fallen sharply. From about 7.1 liters of fuel to 5.2 liters (per 100km) due to the addition of the new electric vehicles and this will be particularly noticeable in 2024, because many of the new vehicles have been purchased in mid-2023. Thanks to the PV system, the vehicles are basically climate-neutral, as they are almost exclusively charged on the company premises.



Inspirion's fleet of EV-vehicles

ENERGY CONSUMPTION AND GREENHOUSE GAS EMISSIONS

CLIMATE AND ENERGY	2023
Total electricity consumption (MWh)	41.36
Renewable electricity produced (MWh)	251.64
Total fuel consumption from non-renewable sources (MJ)	2,864,395
Energy consumption and greenhouse gas emissions	168,435
Diesel consumed (MJ)	660,694
Natural Gas consumed (MJ)	2,035,267
Total company car fleet	28
Share of electric cars in company fleet	54%
Charging poles on company ground for electric vehicles	9
Greenhouse gas emissions (tCO₂e)	77.67
Scope 1 emissions (tCO ₂ e)	68.22
Scope 2 emissions (location-based, tCO ₂ e)	9.45
WATER CONSUMPTION AND WASTE	2023
Water consumption (m ³)	195.55
Paper & Carton waste (tons)	3.2
Hazardous waste (tons)	0

Table of energy/gas key performance indicators at Inspirion 2023

We only started tracking environmental indicators in mid-2023, so unfortunately, we are not able to provide data for 2022. For 2023, we interpolated the numbers we had to get as accurate values as possible. However, we are actively working on increasing the number of environmental KPIs to be tracked. The long-term goal will be to also determine Scope 3 CO₂ emissions.

This year, we will focus on rolling out the existing KPIs to other branches and report on additional waste consumption figures. Furthermore, we are in the process of installing an advanced electricity measurement system to pinpoint exactly the share of electricity we are using from our PV system, so that we can undertake all relevant steps to have 100 % electricity used in our main building from renewable sources.

5. LABOR & HUMAN RIGHTS

Labor and human rights already play a major role in Germany through legislation. There are numerous established regulations for a good and healthy working environment that stipulate times and equipment, as well as recreation for employees. This also includes workforce diversity, equal treatment and inclusion.

At Inspirion GmbH, we hold a strong commitment to labor rights and human rights, going above and beyond mere legal requirements to ensure a fair and equitable workplace for all. Our dedication to these principles is reflected in several key areas of our operations. For instance, our workforce statistics demonstrate our focus on equality and inclusivity. With nearly a 50-50 split between male and female employees, and a substantial representation of employees over 50 years old, we strive to foster a diverse and age-inclusive environment.

Furthermore, our comprehensive approach to employee well-being encompasses not only physical safety but also mental and emotional health. Through regular first aid training, fire safety initiatives, and compliance with data protection regulations such as the GDPR, we prioritize the holistic well-being of our workforce.

In addition, our corporate policies ensure that ethical standards are upheld throughout the organization. We provide clear guidelines to maintain integrity in all business activities. As we move forward, our commitment to labor and human rights remains unwavering. We continuously assess and update our policies to reflect evolving standards and best practices, ensuring that Inspirion remains a leader in ethical workplace practices.

WORKFOCE		2023	2024
Total employees		69	62
Full-time employees		54	48
Average tenure in years		5.1	5.9
Turnover rate per year		26%	15%
Recorded work-related injuries		0	0
DIVERSITY AND INCLUSION		2023	2024
Gender	Male	46%	48%
	Female	54%	52%
	Other	0%	0%
Age group breakdown	< 30 years	20%	19%
	30-50 years	39%	38%
	> 50 years	41%	44%
	Employees with disabilities	6%	6%
	Number of nationalities present in workforce	3	3
LEADERSHIP		2023	2024
Female employees		33%	33%
Average age		44	44
Number of nationalities present in managerial positions		2	2
TRAINING, DEVELOPMENT AND BENEFITS		2023	2024
Employees with healthcare coverage		100%	100%
Employees with retirement benefits		100%	100%
Apprentices and dual students		8	9

Table of key performance indicators on Inspirions' employees 2022-2023

HEALTH & SAFETY



Fire Protection

Extensive inspections of our company building took place on three dates in June 2023. These visits were organized in close cooperation with the Sottrum volunteer fire department and served to increase safety in the event of a fire.



First Aiders

Inspirion qualifies its first aiders every year. In 2023, we qualified 5 fire safety assistants out of a workforce of around 62 people, which exceeds governmental regulations.



Data protection officer

Compliance with data protection regulations is of particular importance to us. On our website, we explain in the data protection declaration how, to what extent and for what purpose personal data is processed and clarify the existing rights.



Act for better protection of whistleblowers

Under the German Whistleblower Act regulates companies are obliged to offer an anonymous and protected reporting option. Inspirion offers the corresponding option on its website.

WORKING CONDITIONS

In Germany, there are numerous laws that already provide far-reaching regulation for working conditions. Inspirion complies with all these laws and has also developed additional, independent measures, which we define in our guidelines.

Corporate Ethics Policy

We have established a Code of Conduct that sets forth the legal and ethical standards of behavior for all employees, officers and directors of Inspirion GmbH. This document outlines the guidelines for compliance with German and EU laws and emphasizes the company's commitment to lawful and ethical conduct in all business activities. Summarized the following aspects are regulated in our policy:

1. Anti-Corruption & Bribery
2. Anti-Competitive Practices and Antitrust Issues
3. Conflicts of Interest
4. Money Laundering
5. Fiduciary Duties
6. Information Security

Labour and Human Rights Policy

We have established a Code of Conduct that sets forth the legal and ethical standards of behavior for all employees, officers and directors of Inspirion GmbH. This document outlines the guidelines for compliance with German and EU laws and emphasizes the company's commitment to lawful and ethical conduct in all business activities. Summarized the following aspects are regulated in our policy:

1. Human Rights
2. Diversity
3. Working Conditions
4. Employee wellbeing
5. Career development and trainings
6. Data protection and information security



CAREER MANAGEMENT AND TRAINING

Trainings

We currently offer selective and needs-based training for employees. In 2024, however, we plan to enhance our training offerings for the entire workforce to implement more regular training opportunities.

Apprenticeships and studies

As dedicated educators, we are committed to nurturing the next generation of talent within our organization. With a focus on developing skills and expertise, we currently mentor 3-4 apprentices in Wholesale and Foreign Trade, specializing in either Wholesale or Foreign Trade. Additionally, we provide training for individuals pursuing a career as an Informatics Specialist for System Integration in IT. Moreover, we offer dual study programs for aspiring professionals, combining academic learning with practical training in Wholesale and Foreign Trade. Through these initiatives, we strive to cultivate a skilled workforce and contribute to the future success of our industry.

Exchange programs

We enable our trainees, students and employees to visit another branch whenever the opportunity arises. We are convinced that this strengthens their horizons in terms of cultural, professional and personal development and that both employees and the company emerge stronger.

SOCIAL DIALOGUE

We like to be together and show our appreciation to our employees, for example in the form of joint events that we support financially and organize together. Or participation in external events, e.g. for a good cause.

INTERNAL EVENTS

Kohltour, February 2023

The tradition of "Kohltour" a Northern German tradition of a winter walk followed by a meal of "Kohl und Pinkel" in a restaurant.

Sommerfest, August 2023

Inspirin celebrated its anniversary with a summer party. Also colleagues from our various European branches came together.

EXTERNAL EVENTS

CMC (C. Melchers & Co.) People, April 2023

Inspirin was founded/spun off from the Melchers and Hinrichs company. The original team took the anniversary of CMC as an opportunity to get the old team together and invite them. 2 colleagues are still working for Inspirin today, and we are proud of that! in a restaurant.

BeachCup, June 2023

Cybergroup International GmbH hosted the ninth edition of the BeachCup, a volleyball tournament. Company teams competed in themed arenas for victory, followed by an award ceremony at the "Players Night," all in support of a children's cancer foundation.

Freshly baked pretzels for our "Kohltour"



6. SUSTAINABLE PROCUREMENT

Our commitment to sustainable procurement throughout our value chain underscores our long-term objectives. We have initiated strategic measures aimed at enhancing procurement practices, emphasizing compliance, traceability, and the adoption of sustainable alternatives for packaging and materials. Collaboration with our suppliers is paramount in this endeavor, recognizing that sustainable procurement relies on the collective commitment of all stakeholders within our supply chain. Additionally, we prioritize aligning our strategies with customer preferences, ensuring that our suggestions resonate with their expectations. Within the regulatory landscape of Germany, we adhere to the Supply Chain Protection Act and other compliance mandates, integrating ethical considerations into our business practices. An illustrative example of our sustainable procurement efforts is the gradual transition to new product packaging, with approximately 15% already converted and plans to reach 30% by the end of 2024. We approach this transition thoughtfully, mindful of the responsible utilization of recycled materials and labor resources. Additionally, we have updated our Code of Conduct for our suppliers, which every supplier will have to sign to do business with us.

SUSTAINABLE PACKAGING

Thousands of items - one concept

2023 we said to ourselves it is time for economy and ecology to go hand in hand. We feel responsible to contribute to a greener and more sustainable future. Therefore, we have changed to a standardized and sustainable packaging design for all our items. It is based on the use of kraft paper as packing material. This paper offers superior strength and protection as well as being 100 %-eco-friendly. The more than 2,500 items of our range will not only be packed safely and ready for transport but will also make a good impression on the end customer without revealing the surprise at first glance.



Example packagings 2024

Example hangtags for products without cardboard packaging and example of flat-packed packaging units



Recycling cycle of our new packaging

Retail and multifunctional packaging

The packaging is robust, simple, and appealing thanks to its clean design. Hence it will also impress retail customers. The front of the packaging, showing a 3D sketch of the article, will be an eye-catcher on the shelf. The stable and stackable packaging makes sure that even transporting large quantities of the item is no problem. The packaging does not only serve as a box for transportation but can also be used as a gift box. All important information like product name and color are shown. Other USPs can be found on the back. They are shown in two languages and visualized with icons.



Inspirions warehouse in Sottrum

SUSTAINABLE SUPPLY CHAIN

We are currently rolling out our updated supplier code of conduct and focus on increasing the share of suppliers which are assessed by third-party audits. This share currently sits at 39% and we strive to increase this to 50% by 2025. Additionally, we are conducting visits to new suppliers before we go into business with them.

SUPPLY CHAIN AND PRODUCTS

2023

Share of suppliers assessed by third-party audit

39%

Supplier Code of Conduct

Our updated supplier code of conduct describes the ethical, social and environmental commitments expected by Inspirion GmbH. By acting in accordance with its commitments, Inspirion GmbH asks its partners, suppliers and their own subcontractors to comply with all national, European and international rules related to ethical and responsible behaviour standards.

This includes, but is not limited to, standards dealing with human rights, environmental protection, sustainable development, corruption, child protection and compliance with sanctions. Adopt and apply ethical standards and commitments in terms of corporate social responsibility and make progress in these areas. Summarized the following aspects are regulated in our policy:

1. Good practices in terms of social responsibility
2. Good practices in environmental responsibility
3. Good practices in ethics and professional integrity
4. Control and monitoring of compliance

CLOSING STATEMENT

In closing this report on Corporate Social Responsibility (CSR), it's clear that CSR is an integral component of our strategic framework, guiding us towards sustainable practices and responsible governance. Inspirion GmbH views CSR as an essential aspect of our operations, underpinning our efforts to balance economic, environmental, and social objectives. Our commitment to sustainability is both a reflection of our corporate ethos and a response to the increasing global emphasis on responsible business conduct.

Recognizing the importance of stakeholder engagement in achieving our CSR objectives, we invite feedback and dialogue from all interested parties. This approach is rooted in the understanding that achieving sustainable outcomes is a collaborative process, reliant on the collective insights and expertise of our stakeholders. We are committed to transparency and accountability, and see stakeholder feedback as vital to refining our strategies and enhancing our impact.

As we move forward, our focus remains on embedding sustainability into the fabric of our operations, striving for continuous improvement in our CSR initiatives. We are keenly aware of the evolving nature of sustainability challenges and are prepared to adapt our strategies in response to new insights and global trends. Inspirion GmbH is dedicated to making a positive contribution to our communities and the environment, recognizing that our efforts today will influence the legacy we leave for future generations.

We appreciate the ongoing support and collaboration of our employees, partners, customers, and communities. Your engagement is crucial to our success and reinforces our commitment to pursuing a sustainable future. We are optimistic about the opportunities ahead and look forward to working together to achieve our shared sustainability goals.

For further information, inquiries, or to share your feedback, please reach out to us at sustainability@inspirion.eu. Your input is invaluable as we continue to navigate the path towards a more sustainable and responsible future.



Imprint

Inspirion GmbH
Inspirionstraße 2
27367 Sottrum
Deutschland

Phone: +49 (0) 4264 7384 000

Web: www.inspiron.eu

Mail: sustainability@inspiron.eu