

DEBATIN[®]



► **Future-proof packaging solutions**
Safe, sustainable and innovative.

” We take an innovative, bold and sustainable approach “

Boldly striking out in new directions.

Anton Debatin GmbH was founded in 1923 and has been family-owned for three generations. For nearly a century, our company has enjoyed a strong reputation for innovation, reliability, pioneering products and stable customer relations.

Together with its French subsidiaries Debatin SARL in Hoenheim and L.E.S.S. France in Chelles, the DEBATIN Group has grown strategically and is now a market leader in the packaging industry. Our product portfolio continues to grow steadily as we set new standards across the board and develop secure, customisable packaging solutions for transport companies, delivery services and logistics companies. We place a strong focus on developing environmentally-friendly products with Blue Angel certification. Another area in which we specialise is the medical industry: here we offer a wide range

of consumables and packaging solutions that are specially designed for transporting biological and medical samples. We have a reputation for striking out boldly in new directions. Customers associate us and our products with expertise, experience, flexibility, quality and an excellent all-round customer service. Debatin's corporate philosophy is shaped by our values and our approach to sustainability. The entire company and our entire product range are carbon-neutral. Our products are manufactured in Germany and France, and our customers know that they can rely on us to deliver top notch quality and go the extra mile to meet their requirements.

Veronika Debatin, Stockholder &
Thomas Rose, CEO

Veronika Debatin
Thomas Rose



Contents

- 4 / The DEBATIN vision and mission
- 6 / The triple bottom line framework
- 8 / Sustainability at DEBATIN
- 10 / Working for DEBATIN
- 12 / DEBASAFE®
- 14 / DEBAPACKAGING®
- 16 / DEBAMED®
- 18 / We belong to the DERIBA Group!

DEBATIN vision and mission

► The key to success: clearly defined goals and strategies

We know exactly what we want to achieve on behalf of our customers, and we pursue clearly defined, long-term strategies in order to get there. This enables us to deliver the best possible results every time – reliably, flexibly and sustainably. Our values, our vision and our mission consistently guide us on our journey.



The DEBATIN mission

„To develop the best packaging solutions for all areas of life and do full justice to social, ecological and economic aspects.“

The DEBATIN mission is our vision in action, the company's raison d'être.

We are committed to our vision and our mission. And we know that we're responsible for making a better future, so we make sure all our business activities are ecologically, economically and socially sustainable – and in the best interests of our customers. We make your goals our goals.

Passivity is not an option – we're convinced that everyone can play their part in making our future and this world a little better.

The DEBATIN vision

„Hand in hand, we develop packaging for your needs – safe, sustainable and innovative.“

Our company defines itself by central corporate principle and values, from which we derive the DEBATIN vision. In turn, the vision points the direction in which we want to develop.

DEBAVALUES

- Respect
- Cooperation
- Reliability
- Clear goals
- Broad mindedness



► DEBATIN innovation management

Innovation is one of DEBATIN's core strengths, and we approach it in a systematic, targeted and interdepartmental spirit. To foster innovation, we've appointed an innovation manager and established the DEBATIN THINK TANK and the DEBA IDEA POOL, where new product ideas and solutions are born and carefully nursed through to market maturity. Winning the "Leading Employer 2022" award means we're in the TOP 1% of all employers in Germany.

The DEBATIN THINK TANK is a melting pot for ingenuity, experience, creative experimentation, professional expertise and a keen understanding of materials. This is where our specialists develop innovative and

reliable packaging solutions and tailor them to individual customer requirements.

In doing so, they liaise closely with customers and sales departments to discuss requirements and plan next steps. Maintaining a clear focus, their analytical approach ensures they are able to bring exclusive new products to market within an impressively short time frame.

As a solution provider, we're extremely flexible, experienced and focussed. Our approach is sustainable, environmentally aware and responsible. The result? Unique and revolutionary solutions.



3 pillars of sustainability



► Economic, environmental and social

We firmly believe that sustainable development must always build on the three pillars of sustainability: an equilateral triangle of environmental, economic and social aspects. And because they're interrelated and inter-dependent, all three dimensions must be taken into account simultaneously and treated with equal importance.

Naturally, we also aim to make a profit. So we deploy long-term strategies and conduct our business sensibly. This approach enables us to operate in an economically, environmentally and socially viable manner. It also enables us to continually improve and invest in sustainable development – for example, in modern machinery, environmental measures and advanced training schemes for our employees. We want to keep our carbon foot-

print as small as possible, and are always trying to use less water, less electricity and fewer raw materials in order to save the environment and natural resources. Logically, this means that we attach great importance to developing sustainable, climate-friendly products.

At the same time, social justice plays an important role in our corporate strategy. People matter! We believe that everyone is entitled to family-friendly structures, a fair wage and personal/career development opportunities and prospects. This applies not only to employees who work for the DEBATIN Group, but also to the people who benefit from the climate protection projects we support.

DEBATIN FOCUSES ON THE FOUR SDGs*

- Industry, innovation and infrastructure
- Responsible consumption and production
- Climate action
- Partnerships for the goals

**Sustainable Development Goals*

The DEBATIN sustainability strategy

► Working consistently towards our strategic objectives and climate goals

We constantly endeavour to create resilient infrastructures and support sustainable industrialisation and innovations. Our company and our products are carbon neutral, and we're continually adding new, climate-friendly products made with recycled materials to our portfolio. Products from our DEBAsAFE®, DEBAPOST® and UNIPACK® ranges are certified as "Made for Recycling", meaning they are extremely easy to recycle.

Recycling is one of our pet themes. We're constantly striving to improve our own recycling loop, make our production more climate-friendly and develop our public image – for example, with our environmentally-friendly exhibition stand, and by ensuring our presence at trade fairs is carbon neutral. We do this by calculating our carbon footprint for such events and offset it by investing in climate protection projects.

As we implement the DEBATIN sustainability strategy, our actions are guided by the "Agenda 2030", an action plan adopted by the United Nations in 2015. This revolves around a number of "Sustainable Development Goals" (SDGs) which embrace all three bottom lines of sustainability (social, environmental, economic).



Sustainability at DEBATIN

► Protecting the environment: a matter of conviction



www.blauer-engel.de/uz30a



For many years now, DEBATIN's corporate philosophy and strategy have revolved around using fewer resources, protecting the environment and reducing the company's carbon footprint. As a manufacturer of mailing bags and film packaging, we're very aware of our responsibility. That's why we developed the DEBATIN sustainability campaign. We actively pursue this sustainability strategy in order to protect the environment, our climate and natural resources.

We regularly invest in new technology and materials. In 2010-2011, we began to focus on using and processing sustainable / renewable materials (e. g., water-soluble glues, recycled (PCR) films and FSC®-certified paper) or monomaterials. We also began to reduce our carbon footprint and lower our electricity consumption. We put a lot of

thought into developing second-life products that can be widely recycled or reused. Energy-efficient production methods and mindful use of resources also play a major role here. We also support the circular economy and digitalising production and processes. A number of colleagues have undergone training to qualify as "Energy Scouts". They make sure day-to-day business at DEBATIN is sustainable, and they also help to identify areas where we still have potential to improve.

Our entire company and product range are carbon-neutral. At the end of 2018, DEBATIN joined the support group for the Federal Ministry for Economic Cooperation and Development's "Alliance for Development and Climate".



DEBATIN's online CO₂ calculator enables customers to ascertain the exact amount of CO₂ they save when they use sustainable products from the DEBAsAFE®, UNIPACK®, DEBAPAC® and DEBAPOST® ranges instead of conventional products made from new film. The calculations are based on data from the German Environment Agency.



Carbon neutrality

► What specific steps are we taking?

The principle behind carbon neutrality is simple: any greenhouse gas emissions that cannot reasonably be avoided are compensated or offset elsewhere. Our emissions and carbon footprint are calculated by NatureOffice GmbH. We offset the calculated amount of CO₂ by purchasing climate protection certificates. The DEBATIN sustainability campaign supports climate projects and environmental work in Togo and India. These important projects receive long-term funding so that they can make a lasting contribution to climate protection and improve living conditions for the local population.

PROJECT TOGO

The environmental projects that DEBATIN supports in Togo make sustainable improvements to living conditions for the local population in a variety of ways, e.g., by creating new, permanent workplaces. Amongst other things, we've helped to establish a local beekeeping school (training beekeepers, organising the local production of beehives) and are also involved in reforestation work in Togo, planting 3000 indigenous trees. Every year, the school trains up to 12 beekeepers who can then set up their own business and support a family with just five beehives.

OUR ACTIVITIES IN DETAIL 🔍

Visit www.natureoffice.com to learn more (enter our ID number DE-077-537721).

Working for DEBATIN

► We focus on competence, family-friendly structures and employee satisfaction

We believe that a good team makes each and every team member better and more successful.

Much of our success can be attributed to our employees. It's our employees – with their ideas and their commitment – who make our products so unique and who have shaped the DEBATIN Group.

That's why we focus on thorough vocational training, advanced training opportunities, flat hierarchies, family-friendly work structures, occupational health management and team spirit.

We believe that family-friendly structures play a key role in employee satisfaction. And they not only help us to attract new talent – they also ensure employees stay with us long-term.

We feel affirmed in this approach by our excellent employee retention level; a large proportion of our employees have been with the company for many years.



Bündnis für Familie
BRUCHSAL



DEBATIN'S FAMILY-FRIENDLY CORPORATE CULTURE MEANS:

- Maintaining a healthy balance between work and family (e. g., part-time arrangements, caregiver's guides, childcare allowances)
- Company pension scheme (above the standard rate)
- Thorough, hands-on vocational training schemes (apprenticeships, cooperative degrees with industry placement)
- Language courses
- Workplace-based sports



► Certified, quantifiable commitment

DEBATIN is a partner in the "Bruchsal Family Alliance" as well as a member of the corporate network "Success Factor Family". In 2015, we were awarded the label "Family-friendly company in the Bruchsal region", and in 2018, we received the "audit berufundfamilie" certificate for good work-life balance. In addition, we were invited by the BMFSFJ (Federal Ministry for Family Affairs, Senior Citizens, Women and Youth) to join the working group to help assess and develop the "Progress Chart for a Healthy Work / Family Balance". We were subse-

quently selected as an ambassador for the tool. Our commitment to maintaining a healthy balance between work and family is quantifiable. We monitor and improve our measures on an ongoing basis. This enables us to maintain and improve our high standards, and also to assess how we compare to other employers. Here at DEBATIN, not only do our employees stay with us for many years, but we also have a high proportion of female senior executives and a higher than average number of staff who are able to work from home or on the go.

DEBAsAFE®

► Tamper-evident packaging for transporting cash or valuable/sensitive content

DEBASAFE® security bags were developed for content that requires tamper-evident packaging in transit or storage, such as cash, valuables, confidential documents, forensic evidence or special material samples. Our DEBASAFE® *safebags* (e.g., DEBASAFE® *autocash*, DEBASAFE® *medical*, DEBAS.T.E.B.®, DEBATEX®, DEBASAFE® *automotive* and DEBASAFE® *agriculture*) protect content against tampering and meet the highest safety standards. The bags feature various types of closure that reliably display any attempted tampering, as well as additional coding for continuous tracking.

We liaise closely with users and customers when we develop new products in our DEBASAFE® range, and deploy certified testing procedures during production. This means that the resulting products cater to actual demands and meet industry requirements as well as specific customer needs. In addition, our products can be customised in size and design – even though requirements in the security industry are standardised. Last but not least, the DEBASAFE® range includes cash-handling products and individualised labels and seals (on request).



► Security bags that reliably display attempted tampering and allow continuous tracking.

DEBASAFE® PRODUCTS ⓘ

- Cash bags
(PCR film/Blue Angel & grade A1 virgin plastic film)
- Forensic bags & security bags
- Safe bags for reference samples
- S.T.E.B. bags (security tamper evident bags)
- Vehicle security bags
- Seals & labels

INDUSTRIES & FIELDS OF APPLICATION ⚙

- Banks & CVIT companies
- Police, courts of law & customs
- Aviation & automotive
- Food & animal feed
- Automated cash handling

DEBAPACKAGING®

► Packaging and sending important documents, consignment notes and products

We've put a lot of thought into our DEBAPACKAGING® range, which includes a wide selection of products. All of them meet highest standards and protect content and products reliably along the entire logistics chain. DEBATIN's DEBAPACKAGING® range offers an extensive portfolio of excellent, secure and innovative packaging solutions for a wide range of industries, contents and requirements.

Alongside self-adhesive document pouches, mailing bags, air-bubble bags or grip-seal bags such as UNIPACK® and DEBAPAC®, we expanded the range in 2019 to include a wide selection of environmentally-friendly options such as Blue Angel-certified DEBAPOST® *Second life* film bags (made with more than 80 % post-consumer recycled material),

DEBAPOST® *Paper Second life* mailing bags, DEBAPOST® *Paper Basic* and *Premium* bags, and single item bags. Thanks to these additions to the range, we're now able to offer customers sustainable alternatives for courier deliveries, magazines, mail order clothing, online shopping and more. The new products use fewer resources and less energy during production, and have an impressively high recycling/reutilisation rate.

Naturally, virtually all products from the DEBAPACKAGING® range can be given custom prints. Special sizes, colours and designs are also available on request – because customised packaging immediately helps you to stand out from the crowd, and guarantees a high recognition factor!



► Our hallmarks are sustainability, top notch quality and customisable design.

DEBAPACKAGING® PRODUCTS 📦

- Document pouches & air-bubble bags
- Mailing bags (PCR/Blue Angel film, grade A1 virgin plastic film & paper)
- Grip seal bags & flat bags

INDUSTRIES AND FIELDS OF APPLICATION ⚙️

- Logistics, national or international transport & deliveries
- Online retailers, industry & freight forwarding companies
- Internal processes in the manufacturing industry, e.g., instruction manuals, route sheets etc.

DEBAMED®

► Tamper-evident solutions for transporting or storing biological samples

For many years, Anton Debatin GmbH has been supplying customers with DEBASAFE® medical bags – reliable, tamper-evident secondary packaging for transporting biological samples in accordance with the risk groups defined in Part 3 of the German Biological Agents Ordinance.

Safe bags for medical use or for use in laboratories are made from special, extremely tear-proof polyethylene film. Featuring a fixed closure in compliance with ADR packaging instruction P650, they are also water-proof (BAM-certified) and thus offer a high level of protection against infection.

In 2019, DEBATIN acquired its longstanding partner L.E.S.S. France. The Chelles-based company is the French market leader for packaging and transporting biological samples. This acquisition not only enriched the Group with another specialist company, but also allowed us to expand our portfolio of products for the medical world.

For some time, DEBATIN Hoenheim has also been producing the DEBAMED® SPECI-Bags marketed by L.E.S.S. France. These bags, designed as secondary packaging for biological samples, are regarded as reference products in the field. All packaging is tested by an independent laboratory and meets all ADR and IATA recommendations and regulations.

DEBATIN plans to continue expanding its portfolio of products for the medical world. At the end of 2019, a new medical bag machine was installed at the production site in Bruchsal to manufacture DEBAMED® SPECI-Bags.



► Safely transporting biological substances and samples

DEBAMED® PRODUCTS

- Flexible & rigid secondary packaging
- Outer packaging
- Mailing kits
- Absorbent liners

INDUSTRIES AND FIELDS OF APPLICATION

- Laboratories, surgeries, hospitals
- Delivering, storing & transporting samples
- Sterilisation: Protective packaging for sterile packed objects
- Hygiene sector

We belong to the DERIBA Group!

► Stepping forward together in strength

Anton Debatin GmbH is a core member of the DERIBA GROUP, which was founded in summer 2018 and combines the rich experience of well-established companies Anton Debatin GmbH, Debatin SARL, riba GmbH, pfc premium film company gmbh, HVB Hoch-Vakuum-Beschichtungs GmbH, BeRec GmbH and L.E.S.S. France.

Your partner for flexible and innovative packaging solutions

All the companies in the Group collaborate closely, enabling us to exploit synergies and pool our experience to flexibly develop new, individual materials and packaging solutions. These range from tamper-evident safe bags and self-adhesive document pouches to food packaging and recycled films, lamination films, special films and effect films.

With a total turnover of more than €100 million per annum and more than 400 employees, the DERIBA Group ranks amongst the leading companies in Europe for flexible packaging solutions.



„Our companies have been collaborating successfully on various projects for many years. By founding the DERIBA Group, we can achieve even more and increase our potential for national and international growth..“

Thomas Rose & Frank Rieker
CEOs DERIBA GROUP



► Hand in hand for the environment

The DERIBA Group aims to operate a circular economy. We take responsibility and review our production processes continually to see where we can use fewer raw materials and thus protect natural resources and the environment.

The Group has developed and implemented its own closed loop film recycling system, the DERIBA CYCLE®, to collect, sort and recycle used films and safe bags produced by the DERIBA Group. The recycled film is then used to make new second-life safe bags and packaging. In the form of the DERIBA Recycling Kit, the DERIBA Group offers customers a system by which they can collect their polyethylene packaging waste and forward it directly to Group company BeRec to be recycled.

This ingenious materials loop helps us to use fewer natural resources and reduce our greenhouse gas emissions – and it also guarantees a steady supply of high-quality, recycled films.

We also developed the DERIBA GREENLINE® quality label, now used for all riba and DEBATIN packaging products made from at least 80 % PCR materials in Blue Angel quality. DERIBA GREENLINE® films are 100 % recyclable and reduce greenhouse gas emissions connected to materials by 45 % – our seal for sustainability, conserving resources and protecting our planet.



Hand in hand, we'll develop your packaging

► Safe, sustainable and innovative

When it comes to delivery and transport solutions, businesses and local authorities all around the world rely on the innovative, reliable and diverse products offered by our certified company. Whether you're looking for a standard product or an individual, customised solution – you can't go wrong with DEBATIN.

We offer:

- Packaging solutions which can be designed and printed to order – DEBAPRINT
- Security bags for a wide range of uses
- Countless items for cash packaging
- Security labels and seals
- Safe, certified packaging for medical/ laboratory use
- Self-adhesive document wallets for freight documents
- Various closure systems
- Grip seal bags
- Flat bags
- Mailing bags for postal use
- Air-bubble bags



Germany

Anton Debatin GmbH
Vichystraße 6
D-76646 Bruchsal

Tel. +49 7251 8009 100
Fax +49 7251 8009 199

vertrieb@debatin.de
www.debatin.de

France

Debatin SARL
6 rue de l'Electricité, BP 05
F-67801 Hoenheim Cedex

Tel. +33 3 88 19 70 00
Fax +33 3 88 19 70 01

info@debatin.fr
www.debatin.fr

L.E.S.S. France SAS
18, rue de Derrière la Montagne
Zi La Tuilerie
F-77500 Chelles

Tel. +33 1 64 26 79 40
Fax +33 1 64 26 38 10

less.france@lessfrance.com
www.lessfrance.com