

RENT4EVENT GMBH'S SUSTAINABILITY STRATEGY



WE ASSUME RESPONSIBILITY

As a company that rents out tabletop goods as well as culinary technology products and furnishings in the metropolises of Berlin and Düsseldorf / Cologne, we view ourselves as a sustainable business from the start.

Thanks to the fact that we offer a comprehensive collection of goods for rent, we offer a sustainable alternative to single use tabletop supplies. We also supply a large selection of culinary technology and furnishings so that our customers only have to invest few resources into their own equipment.

We understand sustainability as a process. As early as 2012, we defined in our Environmental Declaration that sustainability aspects have to be taken into account in all decisions made by our corporate management. The objective of our sustainability strategy is the further development of the company in four disciplines:

- **Protecting the environment**
- **A humanitarian approach** (responsibility for employees and society)
- **Economy** (economic certainty as the basis)
- **Corporate management** (risk aversion and ethical action)

The objective of corporate management is the elementary purpose of companies: **value generation**.

Our ability to safeguard the enterprise in the long term hinges on our economic success. It is what enables us to create a good place for our employees, customers, neighbors, suppliers and everyone who engages with us. This enables us to foster social projects and pursue the protection of the environment.

However, this **value generation** only meets our expectations if it is implemented on the basis of esteem. This means one thing first and foremost: respecting other humans.

Respect, tolerance, amenability, forthrightness and helpfulness are the characteristics we want to be known for.

In **interactions with each other** – with co-workers, customers, suppliers and everyone we come into contact with. Treating nature with gratitude - in other words protecting the environment – ultimately also serves the esteem for other human beings and safeguards our habitat.

Value generation ~ Gratitude

An offer that protects the environment;
provided by RENT4EVENT with respect for the community

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(1) PROTECTING THE ENVIRONMENT

We aim to keep our negative impact on the environment to an absolute minimum.

This includes the compensation for all CO₂ emissions.

RENT4EVENT has been funding forest regrowth projects in cooperation with PRIMAKLIMA e.V. since 2012. This compensates for the CO₂ emissions incurred as a result of our work multiple times. Nevertheless, we aim to reduce our emissions even further. We have already implemented several steps in this process, but we still have to do more, including:

- Optimization of our route planning (software, time windows), a vehicle fleet that is as modern as it can be, training of our drivers with regard to energy efficient driving
- Promotion of the use of bicycles in business
- Increasing our employee awareness of efficient heating and electricity conservation
- Responsible planning of business travel
- Conservative use of water thanks to modern dishwashing technology and highly aware employees
- Safe storage of chemicals
- Reduction of paper and toner consumption through digitization and employee awareness as well as revision of all paper based processes
- Reduction of the consumption of stretch film through process revisions and employee training
- Replacement of plastic covers on our transportation containers with regionally produced cardboard covers
- Optimization of trash separation and recycling through training and provision of respective containers
- Preferred use of suppliers who themselves are committed to sustainability and

- increased use of sustainably produced goods
- Digitization of warehouse processes by scanner readable QR codes to identify all items. This will save immense amounts of time and paper, reduce errors and create direct visibility of all inventory, including returns and outbound goods.

The Managing Directors assume overall responsibility for these goals. In the implementation, they are supported by the operations and department heads.

(2) A HUMANITARIAN APPROACH

Responsibility for employees and society.

We want our employees to enjoy working for us and retain them in the long term. As an employer, we hope they will recommend us. We aim to be a fair and dependable partner for our stakeholders.

Satisfied employees are indispensable for our success. A positive work environment is absolutely essential to ensure employee satisfaction. New hires must be positively and openly welcomed. They must be provided with all necessary information, the company, departments and individuals they will work with must be introduced to them. This creates a sense of security and confidence. Forthright communications within the team and with the management must be fostered and modeled. A focus on finding solutions and having a tolerance for errors determine our interactions with each other. Appreciating each individual, regardless of origin, religion, gender or handicap, is a given. Conflicts are promptly discussed and resolved. Exclusion and discrimination are not tolerated.

By offering conversation opportunities on a regular basis, we foster the potential and ideas of our workforce and put them to work. We are always looking for individual solutions to optimize the work-life balance and the layout of our workstations.

The performance-driven promotion system is constantly under review and optimization. Whenever we implement (sustainable) ideas contributed by our staff members, they receive an innovation bonus. Relevant information is communicated via two central displays in the warehouse area. We analyze and promote the needs for continued education in personal conversations. A wide range of employee events fosters a sense of community. Health & workplace safety are top priorities inherent in all of our activities. We identify and analyze potential risks and take action to prevent, avert, control and restrict any dangers. RENT4EVENT is a chamber of commerce certified training facility that currently employs five apprentices. We have defined our stakeholders and meet them forthrightly, fairly and transparently. We amplify the collaboration with our stakeholders through the participation in various networks. We cooperate with NGOs such as the Türöffner e. V. in Berlin and support select events and organizations through sponsoring, participative sponsoring or donations. Under the auspices of the Berlin Convention Partner e.V., our Berlin facility advocates for the interests of other enterprises within the industry and for Berlin as an event destination. Our primary focal points are sustainable meetings and we take a stance against the right-wing movement. We support many athletic and cultural events. In these fields, we enter into partnerships (e.g. Fortuna, DEG, Union Berlin, etc.). In social settings we are committed to social contracting and the support of worldwide projects.

The Managing Directors assume overall responsibility for these goals. In the implementation, they are supported by the operations and department heads.

(3) ECONOMY

Economic certainty as a secure basis

Moderate corporate growth as a sustainable company.

For our vision of sustainable development to materialize, financial success is absolutely essential. Hence, RENT4EVENT has quality and complaint management systems in place. The risks, opportunities, strengths and weaknesses are continuously evaluated and analyzed. Innovations are determined at tradeshow, through market monitoring and conversations with our clientele. Subsequently, they are flexibly implemented.

As a result of our cooperation with numerous industry partners in different networks, we are always up-to-date when it comes to the latest trends. We aim to make our company even more attractive by placing the focus on sustainability. In recent years, RENT4EVENT Berlin was among the most robustly growing companies in all of Germany several times. In 2017, we were first recognized as a growth leader. In 2018, RENT4EVENT Berlin once again was one of the fastest growing businesses in Germany. According to a survey conducted by FOCUS, a leading German business magazine, in cooperation with STATISTA, the Berlin facility attained an average growth rate of 28% per annum in 2013 – 2016, and thus ranked 414th among all German businesses. In the “food retail, restaurant and tourism sector” we actually came in as 13th.

The Managing Directors assume overall responsibility.

(4) CORPORATE MANAGEMENT

Risk aversion and ethnic action

Safeguarding of our company's future and reinforcement of our good reputation.

The foundation of our work is our compliance with legal requirements. However, our ethical expectations go beyond those. We have commissioned the WS Datenschutz GmbH to ensure compliance with data privacy related obligations as our competent partner. In cooperation with the uve GmbH, the State Agency for Workplace Safety and the German Occupational Safety and Health Association (OSHA) and our workplace physician, we strive to effectively implement statutory mandates and to guarantee safe workplaces. When we receive complaints (e.g. noise prevention) or audits (e.g. by the internal revenue service office or concerning our compliance with the operations and rest hours of our delivery drivers), we address them openly, cooperatively, are ready to learn and solution-oriented. In this context, we also work closely with our advisors – competent specialized attorneys and our tax consulting firm. Our Compliance Guideline governs our adherence to ethical standards and is based on our faith in the honest character trades of a merchandiser.

The Managing Directors assume overall responsibility.