

CIRCLE

The employee magazine
Issue 03 / August 2023

One World. Zero Waste.
How Interzero
practices sustainability

7:16
minutes

interzero[®]
zero waste solutions



Content

By and for the people at Interzero

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[www.interzero.en/
media/circle/](http://www.interzero.en/media/circle/)

On the road to success with sustainability

Together we are pushing back Earth Overshoot Day.

Dear Colleagues,

This issue of CIRCLE shows that we have every reason to be optimistic about what the future has in store. Over the following pages, we will present pioneering circular solutions for our customers and profile the dedicated teams working hard to make them happen. We also showcase many joint activities that connect us beyond the boundaries of different areas and businesses.

We want to highlight two figures: Our efforts pushed back Earth Overshoot Day by 7:16 minutes. This success encourages us and demonstrates that we are on the right path. It spurs us on to continue this journey and continuously increase our contribution to protecting our planet.

We are also celebrating the number 30. This year, our Eisenhüttenstadt site and Interzero Repasack mark their 30th anniversaries. Uwe Küber, our Managing Director and Technical Director for plastic recycling, has also been part of our team for 30 years. We want to thank all of



our long-standing colleagues for their efforts over the years. Their dedication has built a strong foundation that allows us to navigate safely even in challenging times and drives the expansion of our three pillars IPR, I+ and ICS.

“Our efforts pushed back Earth Overshoot Day by 7:16 minutes.”

Together, we will continue to be successful. Every one of us is helping to make our vision of a sustainable future a reality.

Best regards,

Dr Axel Schweitzer
Chairman

Interzero is going ALL IN for a world without waste

Our corporate strategy puts a spotlight on sustainability

As an integrated environmental services provider, we help our customers to prevent waste, safeguard raw materials and significantly improve their sustainability performance. That's why our corporate strategy puts a spotlight on sustainability.

Sustainability management and sustainability report

Our sustainability management team is responsible for implementing the sustainability strategy and provides the **guard rails for our actions**. Our sustainability report creates transparency and accountability about our company's social and environmental performance.

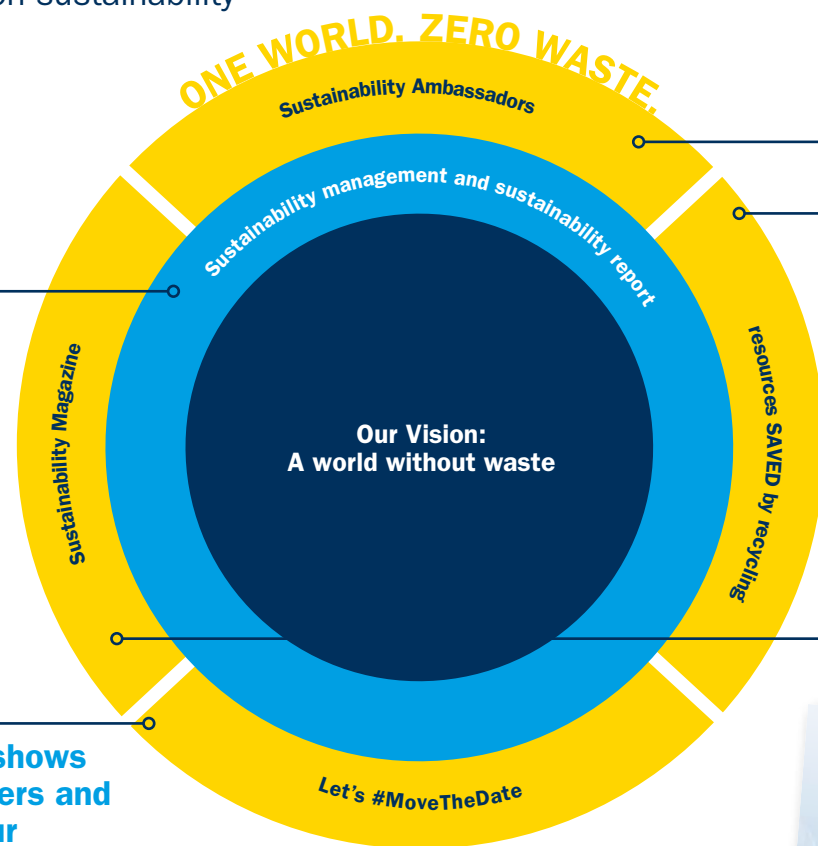
Let's #MoveTheDate

We aim to push back Earth Overshoot Day as far as possible. New results show we're pushing it **7 minutes and 16 seconds back**.



Sybilla Merian
Sustainability Manager

“Our sustainability reporting shows customers, employees, suppliers and the wider public the values our company stands for in its day-to-day business, the impact of our business activities on society and the environment, and the kinds of progress we are making on sustainability.”



Sustainability Ambassadors

Our ambassadors share sustainability throughout our workforce, thereby bringing our vision to life at work day in, day out. **In doing so, they raise our profile with new customers and new employees.**

resources SAVED by recycling

Our resources SAVED by recycling certificates document the contribution that each customer makes to climate change mitigation and resource conservation by working with Interzero. It's a really valuable customer loyalty tool.

Sustainability Magazine

The customer stories in our brand-new Sustainability Magazine delve into the ideas that we are exploring to advance the circular economy – and **demonstrate to potential new customers and the general public why working with us makes sense, how joint projects are carried out and the impact that can be achieved.**



Current issue at interzero.de/en/sustainability

2022 Sustainability Report at sustainability.interzero.de

Interzero expands refurbishment business

Joint venture Interzero Tech Cycle GmbH gives a second life to retired business servers and network assets

SINCE MAY 2023, “Interzero Tech Cycle GmbH” (ITC), the new joint venture between Interzero and GlobeCom, has been offering companies the opportunity to sell on their retired server and network equipment after it has undergone professional refurbishment. Businesses reap the rewards of the smart selling model, which gives them a share of the proceeds. And they can end up with quite a bit of extra money in their pockets since selling individual parts is more profitable than vending an entire used appliance.

GlobeCom is a server and network refurbishment specialist based in Denmark. And Interzero is already highly successful in the refurbishment business with its subsidiary Interzero Product Cycle GmbH

(IPC). Along with purchasing and refurbishing hardware that has been taken out of service, its portfolio of services also includes B2B and B2C remarketing via the website www.gebrauchte-technik.de.

“The partnership widens our range of services. After all, along with handling used laptops, mobile phones and tablets, we have huge potential to conserve resources by remarketing enterprise servers and network equipment. On average, enterprise servers are replaced every three to six years. Our professional dismantling and refurbishment services can give a second life to the individual components,” notes Benedikt Konradt, Managing Director of Interzero Tech Cycle GmbH.

“With the recycling of the servers, we save valuable resources and protect our environment.”



Benedikt Konradt
Managing Director
Interzero Tech
Cycle GmbH

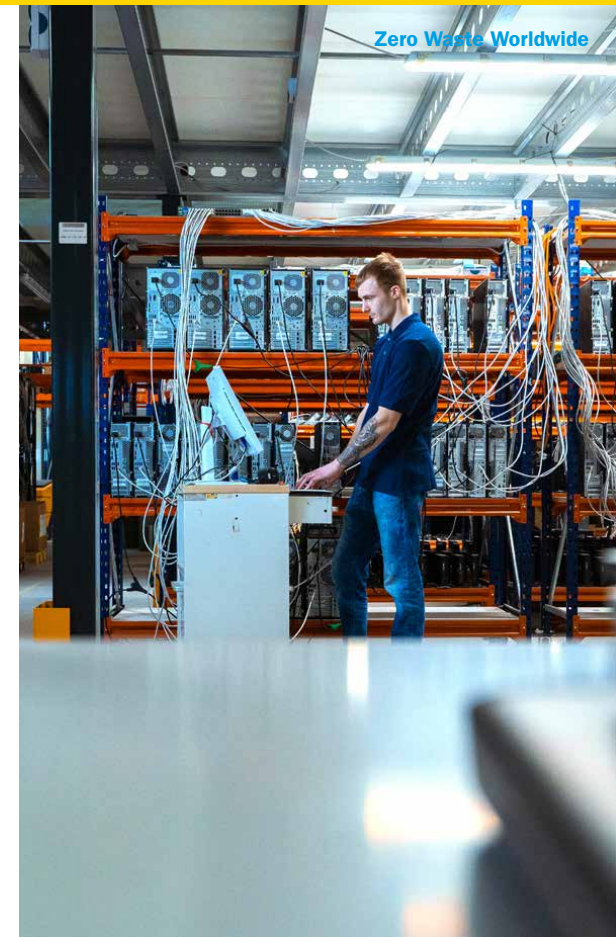
Five questions for Benny Konradt

How long have you been with Interzero?

I've been with the company for seven years. The IPC team has been up and running since 2020. As Head of Purchasing and Sales, I had the opportunity to build up the ReMarket unit. And as a senior executive, I became familiar with the ink and toner business in partnership with the sales team. Now we've gone one step further and created Interzero Tech Cycle GmbH. Our team is currently made up of the three appointed managing directors: Jan Höschel (Berlin), Peter Brix (Aalborg) and myself (Cologne). A project team including Madlen Vetter and Jan Kirchhoff is providing us with terrific support in the development process, alongside their work at IPC. I'd like to take this opportunity to thank them again.

How did you prepare to tackle your new role as CEO of ITC?

Well, of course, I took part in a 100-hour life coaching session and two seminars given by success coaches. Just kidding! For me, it's never really about the position or a title but facing up to a task and the challenge that comes with it. After signing the paperwork, I was lucky enough to have five days on holiday and get a clear focus on my new role while out jogging. In retrospect, that was important.



What lessons from your work with the ReMarket team do you want to carry with you during your time at ITC?

I'll take two things with me: a sense of fun and the reminder never to assume anything.

What motivates you?

#MoveTheDate and shared successes.

What is your life hack for a sustainable living?

Being sensible about what I consume (getting something I need rather than something I want) and not flying within Germany.

Giulia Weber

A member of the Interzero team since ... January 2022.

Working as ... Project Manager in Business Development, her job is to plan, manage and implement a project or product.

Her perfect workday starts with ... a cup of good coffee and a daily dose of good news.



She's in the zone when ... she's developing strategies.

“Interzero is a real pioneer with the idea of the material account. None of our competitors have a similar concept. The idea of the material account is protected by an application as a utility model, which protects the idea, like a patent, for ten years.”

Radically rethinking the loop

Interzero is ushering in a new era for the circular economy with its ‘material account’. Giulia Weber and Alexander Stolz explain how it works.

The problem:

The recent past has repeatedly demonstrated how susceptible supply chains are to external influences and the impact that the shortage of raw materials is already having on price, delivery time and availability. To stay competitive, companies have to safeguard strategic access to their raw materials – and today rather than tomorrow.

Traditionally, companies have their waste handled by a waste management company, which then takes care of its recycling. So the company loses access to the raw materials contained in this waste.

Our solution:

This is where the material account comes in. Material is not disposed of but reprocessed and put back in the customer's supply chain. Logistics and recycling pathways are tailored to the customer and material stream, and managed by Interzero. Having a one-stop shop managing things eliminates the need for intermediaries in the process. The material account shows companies where their recyclables are in the recycling chain at any point in time. Digital accounts then display how much recyclable material has been processed. Companies can decide the point in the supply chain to which these materials should be returned – almost like an account balance and online banking transfers. This solution is driving forward automation throughout the entire industry.



Alexander Stolz

A member of the Interzero team since ... October 2011.

Working as ... Head of Application Development, his job is to manage, coordinate and carry out IT projects related to portals and business intelligence at Interzero.



His perfect workday starts with ... a bit of playtime with his young daughter, followed by a cup of coffee and, in an ideal world, an empty inbox.

He's in the zone when ... a good mix of meetings and tasks is spread throughout the day and he can work together with his team on exciting projects.

“The material account is driving the transition from linear structures to a truly circular solution.”



Interzero Circular Solutions CEO, Sebastiaan Krol, explains the role that the material account plays in the circular economy in the latest Sustainability Magazine.



Our Zero Waste Manager is digitalising the recycling industry

At Interzero, our goal is to advance digitalisation in the industry. The first sentence of our mission is: “We develop digital concepts and operate customised closed-loop solutions for an exceptional range of materials to avoid waste completely or to use it for new products.”

We have now reached a key milestone in partnership with Resourcify, the leading digital waste management and recycling platform by developing the Zero Waste Manager. This innovative service platform allows us to map recyclable material loops digitally.

By using Resourcify technology, we can optimise our own processes and allow our customers to design their processes more efficiently. Gone are the days when waste management was still carried out using the most basic data management resources and without partners being connected digitally. Our customers enjoy much more efficient and transparent management of their waste thanks to automated billing and payment processes and speedy complaint management.

The Zero Waste Manager is our contribution towards the digital revolution in the recycling sector and will bring lasting change to the way in which we deal with waste. It's just another example of how we are driving innovation in our industry and moves us a big step closer to our vision of a world without waste.



“The Zero Waste Manager from Interzero and Resourcify is a user-friendly and scalable solution for centralised waste and management. This strengthens our core business and promote the digitalisation of processes and workflows – for us and for our customers.”



Wassilij Weber
Project Manager
Business
Development
Interzero

Interzero launches Circular Academy in Germany

No know-how, no circular economy.

That's why the Circular Academy offers an opportunity to obtain carefully curated knowledge directly from Interzero's proven experts. Employees working for our customers are the target group for this new business model. But Interzero colleagues also have access to the content and can learn more about the circular economy, packaging legislation and sorting technology. The range of courses can be found here:

<https://academy.interzero.de>

“Companies want to make greater use of circular solutions and have to meet statutory requirements. To do this, their employees need up-to-date practical knowledge on how to implement these solutions. We already run a highly successful academy at Interzero in Poland. Now, we can respond to many enquiries from our customers by offering courses in Germany, as well.”



Torben Kabbe
Head of
Business
Development/
Innovation &
Project
Management
Interzero

Environmental Sustainability Dashboard

Andrea Sterpellone, Consultant Director at Interzero Italy, talked us through the Environmental Sustainability Dashboard.



How it works:

Sustainability reporting is becoming increasingly important – for our customers too. To give them the help they need, Interzero is developing the Environmental Sustainability Dashboard, a digital platform that our customers can use to track their sustainability parameters. The dashboard provides data on various parameters related to emissions, energy,

water, materials and waste in a variety of levels of detail. The indicators tracked by the dashboard are based on the companies' objectives.

Its benefits:

Clients can track the development of their sustainability performance almost in real time. Key figures provide insights into potential areas for optimisation and problems. Interzero offers further consulting services based on the findings so customers can interpret parameters properly and develop appropriate action plans.

What's next?

Interzero will have its solution certified through the well-known initiatives, Greenhouse Gas (GHG) Protocol and Global Reporting Initiative (GRI), to create acceptance of this product. Interzero will also use the dashboard internally for ICSE sites and launched a basic version in June. Building on this foundation, we are developing a standard version of the Environmental Sustainability Dashboard, which we will roll out in autumn 2023 and improve and refine in 2024.



“The focus is on our consulting services. The tool helps us in the process.”

A first: HDPE for bottle production made out of 100% lightweight packaging

Interzero obtains a patent on a previously impossible mechanical recycling process.

After many years of development work, our laboratory in Maribor, Slovenia, has made the impossible possible: A novel mechanical recycling process can now make blow-moulded products, such as bottles, out of 100% post-consumer packaging from the yellow bag in Germany.

The process uses a special combination of additives to create high-density polyethylene (HDPE) with similar flowability to virgin plastic during processing. The new recycling process does not require the addition of newly produced plastic or re-sorting of post-consumer packaging.

“The process makes considerable raw material, energy and CO₂-emission savings when producing recycled plastic and reduces the workload involved with sorting lightweight packaging waste recycled plastics. The savings make its sustainability performance a world leader compared to conventional processes. It means we are taking a huge step towards our vision of a world without waste.”

The Slovenian Interzero Plastics Innovations

is the only state-accredited research institution in the EU specialising in the development and analysis of recycled plastics based on the laboratory standard SIST EN ISO/IEC.



Dr Manica Ulcnik-Krump
Managing Director, Interzero Plastics Innovations

Congratulating Uwe Küber on 30 years of innovation



Uwe Küber
Member of the Executive Management of ALBA Recycling GmbH and COO Interzero Plastics Recycling (IPR)

Uwe Küber is a trained maintenance mechanic, university engineer in automotive engineering and graduate engineer in mechanical engineering. On 1 June 1993, Uwe Küber had his first day working in the dispatch department at the company then known as AWU Sortieranlagen Betriebs GmbH. On his second day of work, he was introduced to the car repair workshop at Hultschirner Damm. On his third day on the job, he received an assignment that was to be his companion over the next 30 years at ALBA and Interzero: the construction of a sorting plant. He was largely responsible for building our sorting plants in Berlin, Braunschweig, Walldürn and Marl. His personal passion project is to refine and advance technology and improve sorting quality. This year, we congratulate him on 30 years of service.

So, Mr Küber, where do we stand right now on the technology front?

We set out to become the market leader. And we achieved that goal. But com-

panies that rest on their laurels find themselves being overtaken in no time at all. Unfortunately, we often can't patent new technical breakthroughs, so we have to maintain a continuous edge over the competition.

How has sorting changed over the past 30 years?

There is really no comparison between today's sorting plants and the ones that we had back then. Sorting plants used to be horizontal and required many people working by hand. That was hard physical labour. Next came the first automated machines that were not yet freely programmable and later, we moved on to air-jet systems. We are now light-years away from being rubbish collectors and have reached industrial production.

Which areas do you think offer the greatest potential going forward?

The developments that are coming now are really interesting and happening even more quickly than they used to. I am con-

vinced that we will continue to evolve into a raw material supplier. Interesting times are ahead. This process includes the jump into global business. I am sad that I will likely be too old to play as active a role then as I do now.

What do we need to make sure that we reach our goals?

IPR has repositioned itself and is now in the process of drawing up a strategy. We have to act as a united team across all entities. A team where everyone helps each other, even when things get tough. To make this happen, we need employees who want to join us on our journey. We have to give them our trust and help them to grow.

What do you think your role is in this?

I think my responsibility is in actively helping to shape this journey and, where necessary, nudging things in the right direction.

What are our biggest strengths?

Money makes anything possible. The trick is to get the best out of limited resources. It requires ingenuity and optimising ongoing processes. That's what sets us apart as a company too – that we use our capital prudently. We do everything as an integrated unit: build, maintain and operate. What's more, our plant in Marl is now three years old and the first plant to sort the material from the collection sacks/bins using a fully automated process. Our competitors have come nowhere near this level to this day.

What experience was a particular teaching moment for you?

One moment that hit very close to home was the fire that destroyed our plant in Marl in on the night of 24 April 2019. So much work went up in flames

all at once. People thought it would take two and a half years to get the plant back up and running again. I told my colleagues: "In December, the plant is up and running again." Over the next eight months, we worked to the max and made it happen. Operation of the plant could be resumed on 1 January 2020. Anything is possible when a team works in a close, collaborative and structured way. Over the last 30 years, I have had the good fortune to work in excellent teams. We have always worked together in a forward-looking manner and enjoyed what we were doing.

What does sustainability mean to you personally?

As a technician, sustainability is very close to our hearts. The issue of maintenance is extremely important to plant operation. Before I make a product available for consumption, I have to think about what its second or third life might look like. The same is true when building plants. We don't want to build something to last for a short period of time. Instead, we think about maintenance right from the outset. Keeping a plant running for 20 to 40 years is a great challenge, which we have succeeded in doing well, looking at the example of Eisenhüttenstadt. The same is true for private households. It's better to repair something than throw it away. We are on the right track in our efforts to advance sustainability, but we still have a long way to go.



Read more about sorting on our website

Interzero site Eisenhüttenstadt celebrating its 30th anniversary

- 1993 • A plant with three lines to sort bottles, cups, and film is built and commissioned
- 1994 • Hall 3 is constructed
- 1995 • A mixed plastics line is commissioned (30,000 tpy)
- 1996/97 • Hall 4 and a silo for agglomerate are built
- 2000 • The company is renamed ALBA Kunststoffverwertung GmbH
- 2005 • A new name: KVB Kunststoffverwertung Brandenburg GmbH
- 2007 • PET bottle sorting plant's capacity increases to 30,000 tpy
- 2009 • Focus on mechanical recycling, addition of the new EREMA extruder 2
- 2010 • Investment in a replacement shredder (Vecoplan 6 tph)
- 2011 • New film recycling line is 3 commissioned, (capacity: 1 tph)
- 2015 • A silo for output material is built (300 m³)
- 2016 • Investment in replacement extruder 5 (capacity 2.5 tph)
- 2017 • A new ERP system is launched, SAP
- 2018 • Investment in a replacement COREMA extruder 6, (twin-screw system)
- 2018 • Recirculating water treatment is added via an external service provider
- 2019 • The material testing laboratory is renovated
- 2022 • Investment in replacement enclosed conveyor system/ since 2022, it has done business as ALBA Recycling GmbH, Eisenhüttenstadt Plant
- 2024 • Construction of new processing line 4 and renaming



Located in the heart of the Eisenhüttenstadt steel mill, the plant was acquired by vom family-owned company ALBA in 1993. The site had previously processed plastic, so the new operator could draw on existing expertise.

How we are helping to create a world without waste

Our recycling plants turn plastic waste into high-quality granulate, which directly replaces virgin plastic. Around 5% of the world's oil production is used to manufacture plastic. So every gram that we put back into the loop saves raw materials and ultimately CO₂. We currently recycle 37,000 tonnes of plastic waste in Eisenhüttenstadt each year.

What makes Eisenhüttenstadt special?

The plant was the first to make hefty investments in in-house material testing and inspected all outgoing materials in its own laboratory before sending them to customers. Today, this has become the industry standard and is another factor upholding the site's especially good reputation.

Technology enthusiasts might be interested to learn that Eisenhüttenstadt

“It is great to see how the plant developed over the last 30 years.”

Uwe Wendler
Locksmith ALBA Recycling



invested in extrusion in 2018 with the procurement of the COREMA extruder. The unit is the first of its kind in terms of size and design. The material is kneaded in the co-rotating screws and with a gravimetric dosing system, additives can be precisely dosed according to the customer's wishes.

Changes over the past 30 years

In the early 1990s, PE was the dominant fraction (around 80% PE and 20% PP). Today, it's the exact opposite: roughly 80-85% PP and 15-20% PE.

Employees at the site

Nowadays, the plant is operated by 95 employees working four shifts, with 14 colleagues handling administrative tasks. The Eisenhüttenstadt facility has lots of employees with many years of service. We want to congratulate Valerian Baranow, Andreas Franke, Petra Genz, Uwe Genz, Gabriele Jakob, Kai-Uwe Melzer, Per Rehfeld, Ramona Siemund, Birgit Urbanek and Uwe Wendler on 30 years with our company.

“A sustainable tomorrow begins with the recycling of plastics.”



Marcel Thor
Managing Director Interzero Plastics Processing and plant manager at the Eisenhüttenstadt site of ALBA Recycling

What's next for the plant?

Interzero is investing millions of euros in increasing capacity in Eisenhüttenstadt. The new processing line 4 is planned for 2024. Sorting centrifuges will be the key technical components. A new sorting area is also being created with two new shredders, metal extraction and air separation systems and enclosed conveying technology. Eisenhüttenstadt will recycle 60,000 tonnes of plastic waste once sorting area 4 is up and running. None of our competitors have used this technology to handle such large tonnages.



Over 30 years of invaluable service for the environment

Kraft paper fibre can be used four times longer than normal paper fibre.

The REPASACK take-back system for paper sacks

The firm today known as **Interzero Repasack GmbH** was founded in 1991 by Gemeinschaft Papiersackindustrie (GemPSI) in Wiesbaden to help paper sack users meet their take-back and recycling obligations. The company takes back sacks from industry and trade as separately collected fraction and puts the valuable kraft paper fibres back in the loop through mechanical recycling. The composite materials in REPASACK sacks can only be recycled when processed as a mono-material stream.

The driving force behind the initiative is and was the chemical industry association Verband der Chemischen Industrie (VCI), which wanted to prevent product residues from paper sacks from entering the conventional paper cycle as impurities. Today, nine administrative staff members work in Wiesbaden and a team of 12 people at the paper sack recycling plant in Oberhausen. All recyclable post-consumer material from all over Germany is prepared for later

use in paper mills in Oberhausen. Its location in the Ruhr Valley makes it a perfect logistics hub for Interzero Repasack GmbH.

- **17 June 1991** Repasack GmbH is established
- **January 1993** System and cleaning plant in Oberhausen is commissioned
- **January 2000** All GemPSI shares are sold to today's Interzero Circular Solutions Germany GmbH
- **June 2022** The company is renamed Interzero Repasack GmbH

One of a kind in Europe

It is the only company in Europe dedicated to recycling paper sacks with its proprietary cleaning technology, which has been constantly improved over many years.

The future

Repasack repeatedly receives requests from customers asking the company to shred and compact their material streams. This creates many opportunities.

An application is currently being made to build a bypass to the cleaning module, which is to be going into operation in 2024. This solution allows more material streams to be shredded and compacted without going through the cleaning systems. This will prevent blockages and damage to the systems. It means that other materials can be prepared for recycling as well as kraft paper sacks

Uwe Lauf has been here from the very beginning:

Apart from two years as Plant Manager at the lightweight sorting plant in Marl, he has always been part of the Repasack team. Every screw at the Oberhausen plant has been in his hands at least once. Congratulations on your anniversary!

“After more than 30 years activity, Interzero Repasack with its employees is more and more an affair of the heart than a job for me.”

“The term ‘REPASACK’ is becoming a generic brand in the waste management sector, just like the famous tissue brand. This valuable asset comes with a high profile and positive image.”

Interzero Repasack in figures

- In Europe, North and Central America and Asia, **70 paper sack manufacturers** can print the exclusive **REPASACK label** on their customers bags.
- Each year, **25,000 tonnes of paper sacks** (empty weight) are printed with the REPASACK label.
- These sacks are used or brought onto the market by around **800 companies**, mostly in manufacturing.

- Roughly **60-70% of sacks** are returned for mechanical **recycling** at more than **350 external collection points**



Sven Korsten
Managing Director
Interzero
Repasack



Uwe Lauf
Proxy and
plant manager

This way to Repasack on our website





Interzero Awards 2023 for outstanding achievement

In 2022, we created the **Interzero Awards** to recognise the personal commitment shown by our colleagues during a demanding phase of Interzero's reorganisation. Each and every one of us contributes to the company's success in our own way by tackling our work responsibly and with tremendous dedication. Some of our colleagues have gone the extra mile in taking care of our customers, projects and tasks in recent months. These individuals were nominated by their colleagues for an

Interzero Award for all kinds of reasons, with a vote then held to determine the top four or five nominees. The winners were honoured for their achievements with a huge round of applause during the Summer Event, #MoveParty 23, and received a small glass trophy as well as a training voucher worth 500 euros. We would like to extend our heartfelt congratulations to all of the nominees, particularly those in the top four or five, and our winners, and express our sincere thanks to all of the colleagues who took part in the vote.

Eight categories Ten winners

TOP ENGAGEMENT:

Lisa Kaulen

Assistant to Executive Management at ALBA Recycling GmbH/IPR

"She is a great point of contact who is ready to lend a sympathetic ear to all of her colleagues and is committed to every aspect of her work."

TOP CUSTOMER FOCUS:

Andreas Roth

Team Lead Customer Support WMS/ICS

"He is a model of openness, friendliness, customer focus, and leadership."

TOP INNOVATION:

Thomas Herkert

Managing Director, ALBA Recycling GmbH/IPR

"He has introduced further enhancements to our sorting facilities, particularly those in Marl and Walldürn. These have significantly increased our sorting rates, almost doubling them in the case of LDPE film."

TOP NEWBIE:

Andreas Kosbab

Purchasing team member, Interzero Product Cycle GmbH/ICS

"His openness, motivation, and interest in understanding the bigger picture meant he gained an overview of all of our business units in no time. This has allowed him to make progress on several sales issues and communicate them to internal customers."

TOP FEARLESS LEADER:

Björn Schwich

Plant Manager, Berlin, ALBA Recycling GmbH/IPR

"He is an outstanding leader and motivator, even in challenging times. He is always empathetic and fair, and always treats his colleagues as equals."

TOP SALES PERFORMER:

Christian Schneller

Sales Manager, RDB Plastics GmbH/IPR

"He is always on the ball when it comes to PET and has achieved top results in this area."

TOP PROFITABILITY:

Claus Witte

Team Lead Direct Sales Transport Packaging/ICS

"His department has made an exceptional contribution to earnings by achieving excellent sales terms. He strives to optimise processes for the long term and, in doing so, strikes a wonderful balance between total customer satisfaction and reasonable cost and effort."

TOP PROJECT:

Project Push IT Team with Ann-Kathrin Denker, Laura Müller and Eva Reil

Interseroh+/Corporate IT

"This project combines current and future operational and sales concerns in a joint project with the IT department."



From left to right: Clement Olawale Oduwole, Paul Christian Bach, Patrycja Antonevych & Robert Neumann

IPR Finance Admin meet & connect



Sebastian Waßermann
CFO Interzero
Plastics
Recycling

At the inaugural IPR Finance/Admin meet & connect event in late February 2023, colleagues from IPR's Finance and Administration departments had the opportunity to meet face-to-face for the first time in Berlin. "We launched this event to bring our colleagues together and actively promote collaboration across different roles and companies after our successful restructuring," explained Sebastian Waßermann, CFO Interzero Plastics Recycling. The event encouraged attendees to get to know each other better and exchange ideas and experiences that even unearthed a few hidden talents. Participants also identified some initial focus areas to unpack as a team in future workshops. During the final part of the workshop, attendees attempted to seek out their 'Phone-a-Friend' – someone they can contact with questions about everything from where to go on holiday to how to send an invoice via SAP.

This launch event was the first of a number of different formats, from regular digital meetings and hybrid working groups to additional workshops on specific issues in the next few months that are currently being planned by the Finance / Admin team.

“The workshop was a great opportunity to have in-depth conversations. The new interfaces that came out of it will help us tackle specific issues, such as those relating to internal company processes.”



Paul Bach
Finance Manager
Interzero Plastics
Recycling

Interzero apprentices create cookbook for 30-minute and zero-waste recipes

The cookbook is available for a small donation, with all proceeds going to German humanitarian charity Welthungerhilfe. Order it now at Reception in Cologne or by emailing hr@interzero.de. "I'm proud to have been involved in this project, because I believe food waste is a huge problem. I hope we can inspire lots of people with this cookbook and raise plenty of funds for a good cause."



Available in our print shop



Furkan Özdemir
Apprentice
Wholesale and
Foreign Trade

New branding for vehicle fleet in Italy and Austria

At Interzero Circular Solutions' European sites across Italy and Austria, our innovative services are not the only thing attracting attention. Our colleagues recently started hitting the road in branded vehicles to raise awareness of our brand with every journey they make.



“Through the channel, you can get to know our company and the entire Interzero team even better. Feel free to follow us!”

@interzero.career Instagram channel online now

On [instagram.com/interzero.career/](https://www.instagram.com/interzero.career/), colleagues from Interzero offer exciting insights from their everyday work and share job advertisements.



Christin Niehus
Social Media
Manager
Interzero



Interseroh+ WE WANT MOORE!

Achieving Moor together: Anyone who licenses their packaging with Interseroh+ actively helps to restore moorland habitats.

In addition to customers who license their packaging via the dual system, many companies partner with Interseroh+ to do more than just meet packaging law requirements. These companies actively help to shape the future circular economy for greater competitiveness through transparency and raw material security and, above all, for greater sustainability, climate action and resource protection.

Now Interseroh+ wants to achieve even more with its partners and customers with its latest “WE WANT MOOR!” campaign, which aims to restore a piece of

moorland for every tonne of licensed sales packaging.

“Trees are the first thing we think of when it comes to capturing CO₂, but the most effective carbon storage facilities are moors with their damp, mossy surfaces,” explained Markus Müller-Drexel, CEO of Interseroh+. The fate of these habitats is inextricably linked to climate change. As an ever-larger area of moorland dries out, less CO₂ is stored. With Interseroh+’s clever new concept, every little bit of moorland can now play its part in mitigating climate change!

To the campaign page



From left to right: Sandra Sajen, Canis Fung, Daniel O’Connor, Christophe Ngo, Howard Ouyang, Fabian Storz, Claire Chan

Building the Bridge Interzero meets ALBA Group Asia

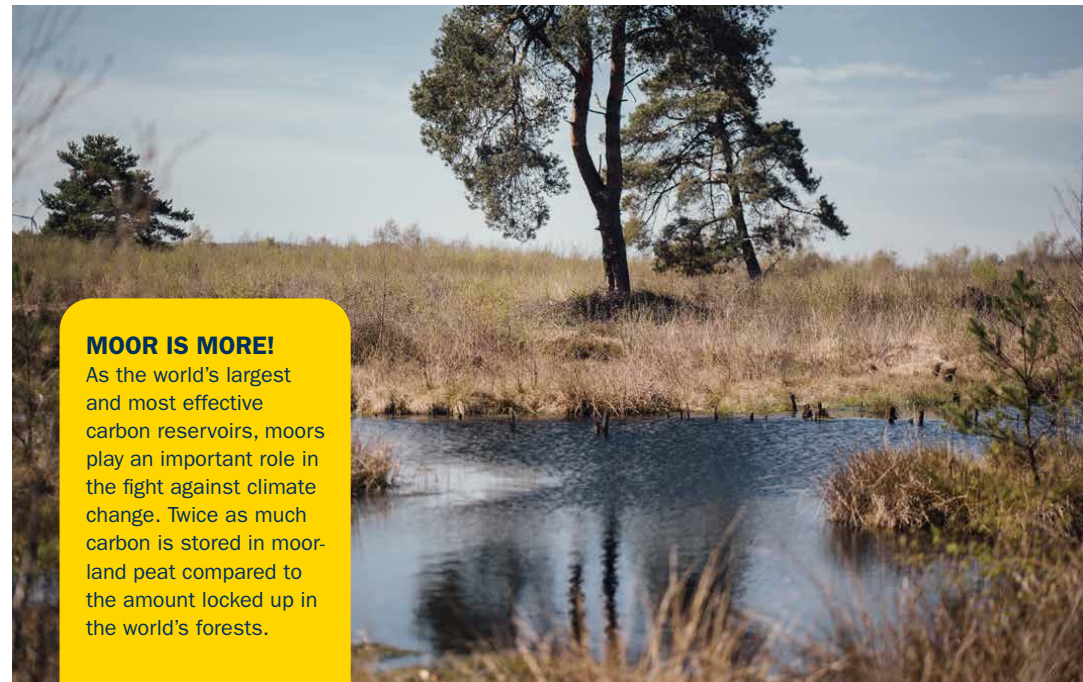


Fabian Storz
Trainee
Commercial
Interzero
Plastics
Recycling

“Dear Colleagues,

Today, I’d like to tell you about my exciting experiences during my traineeship. I’m currently based in Singapore, where I’m spending nine weeks supporting the ALBA Group Asia team. This unique experience will allow me to foster dialogue between Asia and Europe. During my time here, I’m assisting the Managing Director of ALBA Asia Plastics Trading (AAPT), Romed Aspmair, and the Program Manager for Plastics Recycling Projects, Christophe Ngo, enabling me to learn from experienced colleagues and gain valuable insights into the recycling sector and trading business in Asia. I have already realised that I’m developing a broader understanding of the trading strategies for AAPT and the different technologies and input materials used.

Looking ahead, my time here will help me to evaluate synergies between the markets in Asia and Germany. It’s fascinating to see just how many opportunities there are to solve waste problems in Asia! That’s precisely why I’m excited about the impact our initiatives are having on the environment and the contribution we’re making to our shared goal of a world without waste. I’m grateful for Interzero’s support and for the opportunity to have this unique experience. It has been an extremely interesting journey into south-east Asian culture, and I’ve fallen in love with the food culture in Singapore in particular. **I would like to thank the entire ALBA Group Asia team for their warm welcome and support!”**



MOOR IS MORE!
As the world’s largest and most effective carbon reservoirs, moors play an important role in the fight against climate change. Twice as much carbon is stored in moorland peat compared to the amount locked up in the world’s forests.



ALBA Group Asia built its first biodegradable waste plant

and helps to make Xuchang a zero-waste city

Xuchang is located in the heart of China's Henan Province and has a rich and storied history. Formerly the capital of the Cao Wei dynasty, Xuchang has now become a National Civilized City and a National Ecological Garden City. In May 2019, the Ministry of Ecology and Environment designated Xuchang as a pilot

city for the development of a zero-waste city and established new, stricter standards for the treatment of restaurant waste. Alba Group Asia (AGA) is helping the city reach these targets. The Xuchang project is AGA's first in Henan Province – and its first self-built biodegradable waste plant in China. The

One special feature of the plant is its exhibition room, which introduces visitors to the concept of the zero-waste city with the help of various exhibits and films, while also demonstrating ALBA Group Asia's commitment.

plant recovers restaurant waste and converts it into clean energy in the form of electricity and natural gas.

The contract for the project was officially signed in November 2019. The outbreak of the COVID-19 pandemic initially threatened to stall construction work. But the project team was unstoppable and able to complete many of the necessary preliminary procedures online and prepare for further implementation by engaging in close and active communication with the local authorities.

The biogas plant's completion in 2021 was just the first step. The team's main job right now is to achieve efficient operation and ensure that enough restaurant waste is collected. Xuchang is a city with a limited population and many old urban areas with narrow streets and alleys. Facilities generating large quantities of waste, such as government offices and schools, are served as quickly as possible to collect enough waste to run the plant efficiently. Small vehicles transport waste in areas with limited space, such as pedestrian zones. The team is constantly coming up with new ways to make collection successful.

Two major COVID-19 outbreaks occurred in Xuchang in January and May 2022,

disrupting project operations for almost two months. But the AGA team pitched in. On 14 February 2023, 105.53 tonnes of restaurant waste were collected in Xuchang, allowing the plant to operate at full production and operational capacity of phase I.

Covering an area of 23,000 m², the plant has a total processing capacity of 200 tpd for restaurant waste.



Commitment to sustainability

Our Sustainability Ambassador
Jennifer Hoecker

Sustainability Ambassadors are a group of employees at Interzero who are passionate about sustainability and are keen to make a difference. Their campaigns ensure that our vision of a world without waste becomes part of our everyday working lives.

One of these ambassadors is **Jennifer Hoecker, Head of Collection Systems at Interzero Product Cycle GmbH in Melle.** Jenny and her team are responsible for acquiring new customers and supporting existing ones with the collection of empty printer cartridges and used smartphones. She also heads up the Customer Service department and is responsible for commercial invoicing and the logistics associated with incoming cartridges.



The Sustainability Ambassadors introduce themselves



environment in the future.

There is so much greenwashing these days that I'm often unsure who and what I can still believe. Take fashion, for example. I worked in the fashion industry for many years, and although I love it, I'm horrified by how it has changed in recent years. I now try to shop more consciously for myself and my family by looking out for more sustainable brands, visiting flea markets and buying second-hand items.

You can read more about the Sustainability Ambassadors in our Sustainability Magazine.



“Interzero without Sustainability Ambassadors would be like waste without recycling!”

Jenny, what motivated you to become a Sustainability Ambassador?

I get the feeling that many people think that to live sustainably you have to radically change your life by going vegan or giving up air travel, but that's certainly not feasible for me. Instead, it's as simple as adjusting lots of little things in your everyday life and making environmentally-friendly decisions. As Sustainability Ambassadors, we have the ability to drive change and raise awareness within our company.

What is your favourite project?

As I look at things from a sales perspective, I'm trying to network our departments more closely with each other. My main focus in this area is on Sustainability Week, where different sites, departments and employees interact to share ideas and best practices for embedding sustainability even more effectively into our everyday working lives.

What is at the top of your wish list as a Sustainability Ambassador at the Melle site?

We have a huge volume of cardboard and packaging, so optimisation and, specif-

ically, optimising the shipping process are topics close to our heart. We want to encourage our customers to use their own packaging to reduce the number of new cardboard boxes required. My wish list also includes creating a paperless office and getting rid of our plastic water bottles.

What role does sustainability play in your life?

My view of the world has changed since I became a mother. I now think much more about the kind of world I want to leave behind for my children. It's important to me to make sure we still have a liveable



Referrals pay off!

That is the motto of our digital Employee Referral Programme from Radancy (formerly Firstbird). For the last six months, employees have been able to use the programme to refer new colleagues. Did you know that if a post is successfully filled as a result of your recommendation, you receive a 1,000-euro gross premium when your new colleague receives their first salary payment! One new colleague we were able to hire thanks to this new programme is Katja Stockhausen, who joined our Cologne site as a receptionist on 1 February 2023.



"I was very unhappy in my previous job and had long since made up my mind to switch roles. Then a friend told me about Interzero and that they were looking for employees in many areas. That prompted me to apply via Firstbird. I would probably never have become aware of the company were it not for that conversation. I have now been a receptionist at Interzero since February 2023. I'm very happy here and am surprised at how nice my colleagues are. I hope I have the opportunity to work in this team and for this company for many years to come."

With your help, we have now recruited fifteen new employees through our Employee Referral Programme. I would like to take this opportunity to say a big "Thank You"!

Katrin Heitmann
Human Resources Marketing
& Recruiting, Interzero

Not yet a talent scout?

It's easy! You can recommend someone in just three steps:

1. Register on:

– <https://interzero.1brd.com>



2. Select a job advertisement and share it via email or social media.

3. If a post is successfully filled as a result of your recommendation, you will receive a **1,000-euro gross premium** when your new colleague receives their first salary payment.

For all information and rules, visit:

<https://interzero.1brd.com>

What exactly is an extruder?

The extruder is at the very heart of plastic regranulation – the process cannot function without it. In a nutshell, it works like this: raw materials go in the front and plastic strands come out at the back, much like a meat grinder. These are then cut into granulate size.

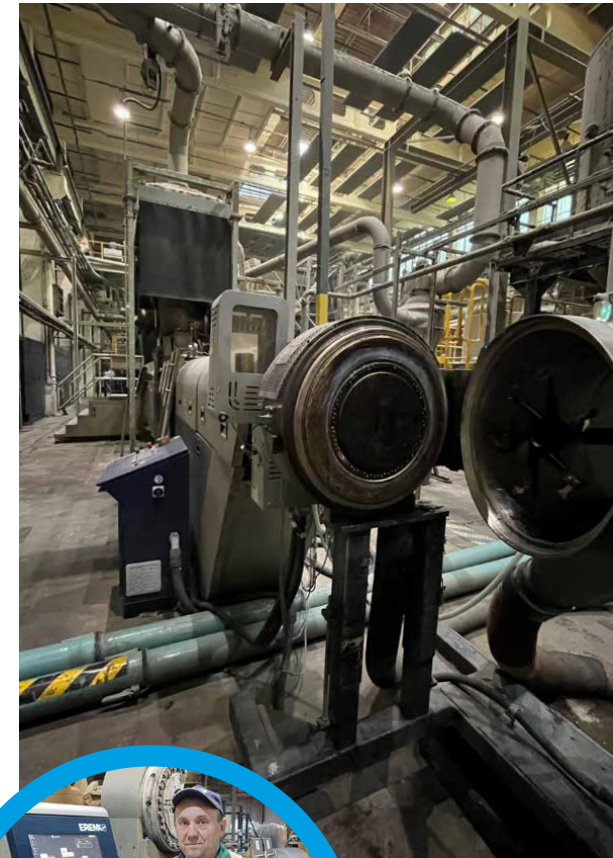
The extruder hums – at a considerable volume! – and has tremendous power, sorting plastics into homogeneous high-quality recycled materials for the plastics processing industry at a rate of 8 to 10 tonnes per shift.

For this reason, Interzero has extruders at our three recycling plants in Eisenhüttenstadt, Liebenau and Aschersleben. The extruder at Liebenau primarily processes LDPE (low-density polyethylene) plastics. A PET extrusion system ensuring closed-loop manufacturing of PET granulate for the food retail industry is also planned for 2023.

Vladimir Bazyluk is a line manager at Interzero Plastics Processing GmbH in Liebenau and has been part of the Interzero team since 2008. Among other things, he is responsible for running the two extruders at the IPP plant.

"The extruder is a very special piece of equipment – it gives plastics a second life."

When Vladimir Bazyluk is not keeping the two extruders in Liebenau running, he enjoys table tennis and cycling.



An open extruder at the Eisenhüttenstadt site: granulate will eventually be pressed out of the nozzle plate.



Himar Ojeda about Team Culture

When experienced sporting director Himar Ojeda joined ALBA BERLIN in 2016, he established an approach to team culture at the club that is unique in the sporting world

What makes your team philosophy for ALBA BERLIN special?

Sport usually pushes players unremittingly to deliver 110% performance in every game. At ALBA BERLIN, we take a different approach. To make sure we get the best out of our athletes not just temporarily but also in the long run, we have created an environment based on respect that allows us to trust one another while still requiring commitment from each individual. This means, for example, that it is okay to have a bad day or miss training every once in a while. At the same time, we expect everyone to work hard on themselves.

How does ALBA BERLIN foster team spirit?

A team is more than the sum of its individual parts. It's all about pursuing a shared goal together rather than simply alongside one another. Sometimes that means prioritising the team's

success over your individual interests. As a result, fostering team spirit is a collective challenge that requires effort from everyone. My job is to set a good example and act in line with our values, even when times get tough. Our culture creates an environment in which our team spirit can flourish. That means that our defeat in the play-offs does not distract us from our clear, long-term plan but instead helps us to focus on preparing for the season ahead.

What does the ALBA BERLIN way accomplish?

Our competitive yet respectful philosophy allows us to intrinsically motivate our players. Our team's tremendous loyalty to their club ultimately shows that we are on the right track, as when other teams try to woo our talented athletes, they prefer to remain true to our unique ALBA BERLIN spirit.

Survey

WITH PRIZES

Help us to improve Circle by taking part in our survey.

Everyone who participates in the survey



by the end of **30 September 2023** will be entered into the prize draw to win **one pair of VIP tickets** to an **ALBA BERLIN home game** including

travel costs up to **300 euros** or **one of three REWE shopping vouchers, each worth 25 euros.**

Win 1x2 VIP tickets for ALBA BERLIN



CONGRATULATIONS!

... to the VIP ticket winner of the last issue: Nicole Cochems from the Application Management Team at Interzero Business Solutions.

“We are proud that Interzero is part of ALBA BERLIN’s team philosophy as its main sponsor and environmental partner. As fans, we also have a part to play in fostering team spirit.”

Dr Axel Schweitzer
Interzero Chairman/
Club President of ALBA BERLIN

Partnership & Raffle

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We look forward to receiving your questions or suggestions about CIRCLE:



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