

# HOW WE CREATE SUSTAINABLY *FOY*

SUSTAINABILITY AT DEPESCHE 2025

DEPESCHE  
— *Germany* —



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# How we create sustainably joy

## Table of contents

### Introduction

Responsibility starts with a vision ..... 5  
Depesche in figures ..... 6  
Creativity meets responsibility ..... 7  
We are shaping our future together ..... 8

### Our environmental responsibility

Our carbon footprint ..... 11  
From raw material to experience:  
our commitment to product responsibility ..... 12  
    Safety you can feel: our quality promise ..... 12  
    Material optimisation & resource use ..... 14  
    Waste management: Reuse instead of throwing away ..... 16

### Our social responsibility

Creativity & People: Depesche as a responsible employer ..... 19  
More than just toys: boosting creativity and self-esteem ..... 22  
Social Engagement & Donations ..... 23

### Our corporate responsibility

A backbone of values: integrity and compliance..... 25  
Responsible supply chains ..... 25  
    Economic stability & financial responsibility ..... 26  
    Security and efficiency in the digital space ..... 26

### Conclusion & Outlook

Shaping the future – our vision for 2030 ..... 28

### Glossary

Relevant standards and guidelines explained ..... 30

*„For us, sustainability is not a sprint,  
but rather a continuous learning process. Our aim is clear: we want to  
combine the highest quality with environmental, social and corporate  
responsibility to lay a foundation that will last for  
the children of today and tomorrow.“*

**Nynne Schiøtz, Managing Director**

## FOREWORD BY THE MANAGEMENT

# Responsibility starts with a *vision*

Dear readers,



At DEPESCHE, it's all about that moment when an idea turns into a magical smile. For decades we have been designing colourful experience worlds, encourage creativity and bring moments of joy to children and

adults alike. In this report, we now demonstrate that our responsibility extends far beyond the design of our products.

We have used this time to critically examine our actions and, through a comprehensive materiality analysis, have identified our greatest levers for change.

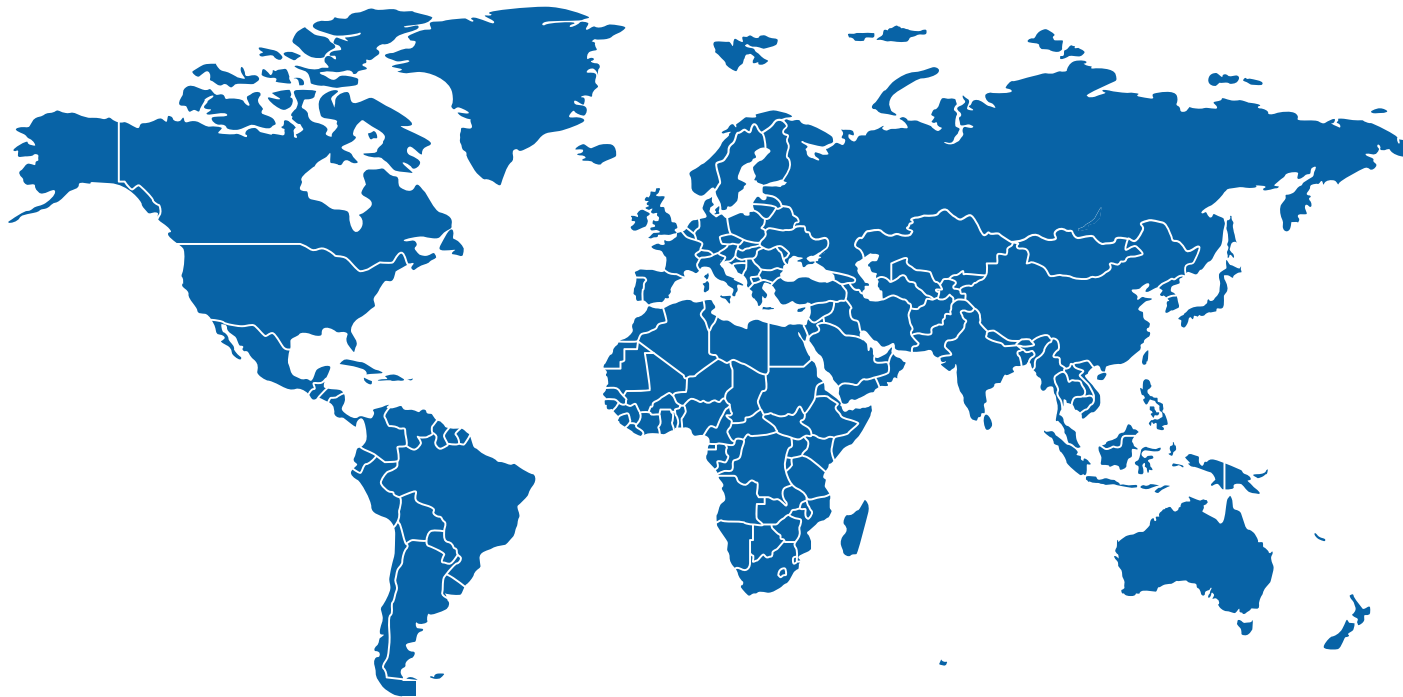
We know that the path to a fully sustainable value chain is not a sprint, but a continuous learning process. But we are approaching it with the same care with which we develop our products. We would like to share with you where we stand – both in terms of our milestones and our ambitions for the coming years.

Yours sincerely,

**Nynne Schiøtz**

*Managing Director*

# Depesche in *figures*



**1985**

Founded in Germany,  
Head office in Geesthacht

**320**

Employees in Germany  
and Europe

**8**

Branches in Belgium,  
France, Spain, the Netherlands,  
Austria, England, Ireland, Italy

**47**

Export destinations in Europe  
and worldwide

## OUR DNA

# *Creativity* meets responsibility

### Who we are and what drives us

Our vision is to inspire and connect people across generations. As one of Europe's leading suppliers of creative children's and lifestyle products, as well as trendy gift items, we accompany our target groups through every stage of life. Whether in the nursery, at school or in modern adult life – we create little moments of happiness and inspiration.

### Our themed worlds: design meets contemporary trends

From hand-drawn designs to emotional storytelling: our brand worlds are a promise of quality and innovation. Our focus is on high-quality products that capture the spirit of the times and become an integral part of our target audience's everyday lives. For our retail partners, we are a reliable driving force behind long-term success.

### Responsible entrepreneurship

As an owner-managed family business, we place great emphasis on consistency. For us, sustainable success takes precedence over rapid growth – a guiding principle that shapes everything we do.

**A partnership of equals:** We believe in the power of fair and collaborative partnerships. For us, our relationships with customers, suppliers and service providers are far more than just business contacts: they form a foundation of trust upon which we can grow together in a sustainable way.

**Quality that lasts:** We are committed to tangible quality and product safety. By using high-quality materials and crafting them with care, we ensure that our customers benefit from long-lasting products.

**Focus on humanity:** People are at the heart of every decision. Whether it's our staff in the office or out in the field, our partners or our customers worldwide: we foster a corporate culture characterised by respect, empathy and responsibility.

For us, sustainability is not a short-term trend, but a development process that we actively shape. By combining our environmental, social and corporate responsibilities, we create the foundation for moments of happiness every day.

## OUR AREAS OF ACTIVITY

# We are shaping our future *together*

As a responsible company, we are committed to the United Nations **Sustainable Development Goals (SDGs)**. These 17 sustainable development goals form the global framework against which we align our actions on environmental, social and economic levels. We do not view sustainability as a static state, but as a continuous process of learning and improvement.



### Focus through essentiality

To ensure that we allocate our resources where they have the greatest impact, we carried out a comprehensive materiality analysis in 2024. In doing so, we took a critical look at the impacts, risks and opportunities associated with our business model: What environmental footprint do we leave behind? What social responsibility do we bear towards the people in our supply chain? And how do we steer our company confidently through times of change? Our analysis highlights the issues that are crucial for people, the environment and our long-term business success.

**Environmental:** Our environmental responsibility focuses on optimising energy resources at our site and reducing the greenhouse gas emissions generated by our business activities. In addition, we review our product management

across the entire supply chain and outline the approaches we are taking to gradually optimise materials, manufacturing processes and waste management in order to conserve resources

**Social:** With around 320 employees in Germany and across Europe, we have a duty of care and regard it as our social responsibility to promote the health and well-being of our staff. This chapter outlines how we do this, the social standards we require of our suppliers and partners, and the wider social initiatives we are involved in.

**Governance:** Our corporate culture is shaped by ethical guidelines and fair cooperation. A particular focus of our business activities is on responsible supply chains, which form the foundation for a relationship built on trust.

On the following pages, you can read about the milestones we have already achieved, the projects we are currently working on, and the goals we have set ourselves for the coming years. We invite you to join us on this journey.



ENVIRONMENTAL

*On environmental  
responsibility*

## ENVIRONMENTAL

# Our *carbon* footprint

We are actively committed to reducing the environmental impact of our operations. At our logistics centre, we use state-of-the-art technology to keep energy consumption as low as possible and specifically minimise greenhouse gas emissions through the increasing use of environmentally friendly resources. In this way, we make a measurable contribution to protecting our environment.

### Sun in the tank

By installing a photovoltaic system and two combined heat and power units, we are committed to an environmentally friendly, highly efficient energy supply. The 324-module PV system has already covered 20% of our annual electricity requirements (158,000 kWh), thereby avoiding 74 tonnes of CO<sub>2</sub> in its first year. In

addition, two new combined heat and power units ensure the highly efficient generation of electricity and heat. Thanks to intelligent measurement and control technology (MSR), we manage this energy with pinpoint accuracy.

### Optimised building infrastructure

By switching to LED lighting in our warehouses, we are saving 60% on energy. New roof insulation and high-speed doors in the loading bays ensure that heat stays where it is needed.

### Modern logistics fleet

Our industrial trucks utilise modern battery technology that enables efficient top-ups – ensuring maximum operating time with minimal resource consumption.

## FACT CHECK CARBON FOOTPRINT



We avoid  
**74 tonnes of CO<sub>2</sub>**  
each year with our solar power  
system (158,000 kWh/year)



**60%**  
energy savings thanks to  
LED lighting on site

# From raw material to experience: our commitment to *product responsibility*

To ensure that you can continue to enjoy our products with complete peace of mind, we incorporate sustainability right from the design stage. Our responsible product and quality management, along with the high environmental and social standards throughout our entire value chain, form the heart of our strategy.

## **Safety you can feel: our quality promise**

As a manufacturer of creative children's and lifestyle products, we are subject to strict EU directives and have our products tested to the highest standards; the REACH Regulation, the EN 71 Toy Safety Directive and the EU Cosmetics Regulation form the foundation of our quality standards. We work exclusively with accredited testing institutes and, particularly with sensitive products such as our "Beauty and Me" collections, take great care to design them so that they can be used with complete confidence and enjoyment; where necessary, we also carry out random checks on our products that go beyond the legal requirements.

**Accredited testing:** We work exclusively with certified, independent testing institutes that test our products for mechanical, physical and chemical safety.

**Careful consideration in children's cosmetics:** Under the 'Made for Youngstars' label, we develop beauty products specifically for children's skin. These are dermatologically tested, contain fewer colour pigments and are free from microplastics.

**Voluntary standards:** We also have items that are not legally classified as toys tested in accordance with strict toy safety standards, in order to guarantee a consistent high level of safety across our entire range.

### **Proactive risk management and an on-site presence**

For us, safety begins right at the factory. Through long-standing, close relationships with our suppliers and having our own representative on site, we ensure that our high standards are understood and implemented. This structured approach to dealing with non-compliance ensures that deviations are identified immediately and correct action is taken.

### **A cycle of continuous improvement**

For us, quality is not a goal to be achieved, but a dynamic process that we are constantly refining. As our products must already meet strict safety criteria during their development and production, our internal quality assurance team at our headquarters in Geesthacht carries out the final checks. Every insight gained from these testing cycles is fed directly back into procurement and product development, ensuring that our processes never stand still and that we live up to our customers' trust day after day.

### **We're all about durability!**

The most sustainable product is one that brings joy for years to come. High-quality products not only last for generations, but also bring satisfaction and joy to the consumer. That is why our product range is held to the highest quality standards. We manufacture our school supplies – from pencil cases to rucksacks – to be so robust that they can withstand the rigours of everyday school life and are often passed on to younger siblings afterwards with a clear conscience. After all, sustainable quality means less waste through longer use.



## Material optimisation & resource utilization

We love creative diversity, but we're particular when it comes to materials. Our aim is to meet our high quality standards in a sustainable way. That's why, right from the development stage, we look at how we can replace conventional raw materials with eco-friendly alternatives or reduce material usage where possible.

### Certified Paper & Free from Harmful Substances

For our colouring and activity books, as well as our extensive range of cards, we already use only paper sourced from sustainably managed forests (FSC®-certified). It is guaranteed to be free from harmful substances (no chloropropanols, 3-MCPD or 1,3-DCP), ensuring that creative fun remains completely safe.

### Consistent reduction in plastic

Wherever possible, we say "goodbye" to PVC and opt instead for recyclable PET or sturdy cardboard. Since 2021, we have been expanding our bag collections to include products made from recycled polyester – with great success: by 2025, this category will already account for 20% of our entire bag collections. Where product quality and safety allow, we don't use any plastic at all. This conserves resources and reduces packaging waste.

### Innovative product packaging

Packaging should protect, but not be a burden. We keep it to a minimum and prioritise recyclability. In our bags, we are increasingly replacing foam padding with recyclable cardboard. Where possible, we wrap small items such as soft toys or metal products in paper rather than plastic.



Wherever possible, we avoid using plastic as a packaging material



The TOPModel 'Festival Fun' collection is made from recycled PET

### **A forward-thinking choice of materials: Why we (still) rely partly on LDPE for packaging materials**

For us, however, sustainability also means taking a holistic view of environmental impact. That is why we sometimes use air cushions made from 30% recycled LDPE to protect our goods during transport. Although this is a petroleum-based product, we have nevertheless opted for this material after weighing up all the factors.

**Resource efficiency:** The production of paper in the quantities required for safe shipping uses around four times more water than the production of foil.

**Waste reduction for customers:** Air cushions can be compressed significantly by deflating them. Paper packing material, on the other hand, generates a much higher volume of waste in our partners' disposal chain.

**Recyclability:** When disposed of correctly, the LDPE we use is almost entirely recyclable.

As long as paper alternatives are not superior when considered in the overall context, we opt for the solution with the smallest environmental footprint.



## Waste management: Reuse instead of throwing away

We aim to actively extend the life cycle of resources and prevent waste at source. In line with our commitment to quality, our approach is therefore: prevention before reuse before recycling.

### Logistics and Shipping: Circular Economy in Parcel Delivery

The most efficient way to manage packaging is to reuse it consistently. That is why we adhere to the principles of the circular economy by reusing our suppliers' cardboard boxes directly for shipping to our customers wherever possible. Where new materials are unavoidable, we choose environmentally friendly alternatives. By consciously reducing plastic packaging, our goods are virtually odourless when unpacked – a tangible benefit for both people and the environment. We strictly separate unavoidable waste such as paper, organic waste and electronic waste, and dispose of it exclusively through certified specialist companies, where it is returned to the recycling cycle.

### Modular display management and refurbishment in sales

Our sales team of over 120 people puts the responsibility for conserving resources into practice directly within the retail sector. Rather than disposing of display units when product ranges change or designs are updated, we follow a comprehensive refurbishment strategy.

**Retain rather than replace:** Existing display units are reused when product ranges change (e.g. new card series) or modernised through targeted upgrades of individual components.

**Durability:** By implementing preventive measures such as edge protection, we significantly extend the service life of some of our display stands and shelving units in-store.

**Logistics efficiency:** Seasonal items (e.g. Christmas or Easter ranges) remain directly with the retail partner after the season. This on-site storage avoids unnecessary lorry mileage and protects the goods by reducing the strain of transport.



### **IT infrastructure: Maximising lifecycles**

In our digital infrastructure, too, we prioritise longevity over rapid replacement cycles. By deliberately purchasing rather than leasing hardware, we retain full control over the service life and operate equipment for as long as is technically safe to do so.

When replacing our desktop PCs across the board, we have consistently opted for refurbished devices. Combined with a high degree of server virtualisation and the use of energy-efficient mini-PCs, we reduce the need for hardware, energy and cooling to a minimum.

## **FACT CHECK ENVIRONMENTAL**



### **74 TONNES OF CO<sub>2</sub>-SAVINGS**

thanks to our own solar power system  
(approx. 158,000 kWh/year)

### **RESOURCE EFFICIENCY**

60% energy savings through  
LED conversion in logistics

### **100 % FSC-CERTIFIED PAPER**

for cards & creative books

### **PLASTIC REDUCTION**

in our packaging and in our  
product range (20% recycled polyester  
in our bag range)



SOCIAL

*Our social  
responsibility*

# Creativity & People: Depesche as a *responsible employer*

Behind every dazzling TOPModel world and every lovingly designed craft set are people who put their heart and soul into their work. At Depesche, we firmly believe that true creativity can only flourish in an environment characterised by trust, appreciation and solidarity. That is why we foster Danish-inspired culture of informality, where we treat one another as equals and where every idea counts – regardless of hierarchies.

## **Who makes it happen? Our team in figures**

Whether at our headquarters in Geesthacht or in our European branches: we're growing together!

**International presence:** We employ over 320 employees across Europe, 260 of whom are based in Germany. We are also supported by around 190 dedicated temporary employees, who really take the pressure off us, particularly during peak periods.

**Unparalleled loyalty:** Whilst the world of work is becoming increasingly fast-paced, we are committed to stability. At Depesche in Germany, the average length of service stands at an impressive 18.4 years. For us, this is the greatest compliment and a testament to the deep trust between the company and its workforce.

**A future through training:** We invest in the next generation. In addition to work experience placements for school pupils and taking part in 'Girls & Boys Day', we provide training each year in up to four different trades. We ensure fair pay and also cover our trainees' commuting costs.

### We practise equal opportunities

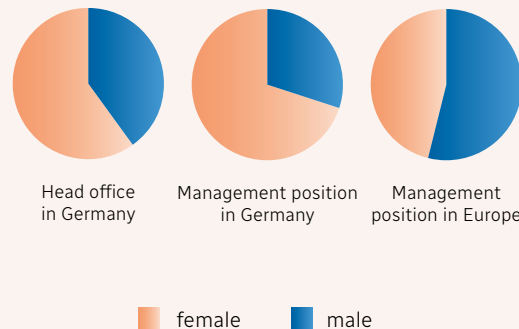
**Strong women:** We practise equality. With over 170 female colleagues, two-thirds of our workforce in Germany are women, and 60% across Europe. The proportion of women in our management team in Germany stands at an impressive 70%, and just under 50% across Europe. These figures speak for themselves.

**We support talent:** At DEPESCHE, talent is what counts, and we prioritise supporting it internally. Before advertising vacancies externally, we first assess the potential within our own ranks.

### Well-being & Health

A modern workplace should be a place where people enjoy spending time and can express their creativity. That is why we strive to create an environment that is good for both body and mind.

### The proportion of women at Depesche in the individual business divisions



**Health & Wellbeing:** We bring healthcare services right into our workplace – from occupational health check-ups and flu jabs to regular blood donation sessions with the Red Cross.

### A working environment designed for well-being:

our offices are bright, fitted with daylight lamps and feature modern, height-adjustable desks. For nature lovers, there are potted plants, fresh flowers and even green walls in the entrance area.

**Nature right on our doorstep:** our outdoor areas are designed to blend in with the natural surroundings and border directly on a nature reserve and woodland. We have converted areas into green spaces that not only serve as pasture for our own alpacas and beehives, but are also open to our staff for relaxing breaks on the terraces. These gardens are maintained by our in-house gardener and in valuable collaboration with the Geesthacht Workshop, a facility promoting vocational participation for people with disabilities.



### Cuisine & Benefits

At our head office, we prioritise quality and locally sourced produce in our canteen. We are supplied by a local baker and potato supplier.

We do not use single-use packaging and we promote healthy eating, including vegetarian and fish days. Our food waste does not end up in the bin, but is passed on as animal feed for our employees' pets.

### Deeply rooted in the region, socially committed

Depesche is an integral part of the region. Through our involvement in the 'Stadtradeln' initiative and the provision of showers for colleagues who cycle to work, we combine climate protection with health promotion.

### OUR EMPLOYEE BENEFITS

- ♥ 13 monthly salaries paid on time
- ♥ 36.5-hour full-time working week
- ♥ Flexitime and the option to work from home
- ♥ 30 days' holiday
- ♥ Time off on Christmas Eve and New Year's Eve
- ♥ Free lunch plus drinks and subsidised breakfast
- ♥ Access to corporate benefits and attractive staff discounts

## SOCIAL

# More than just a *toy*: Boosting creativity and self-esteem

Our aim is to make the world a little more colourful and positive. For us, it's about much more than just the fun of playing – it's about moments of joy in everyday life and fostering creativity and personal development.

### Experience diversity

Our brand worlds are as diverse as our fans. That is why we place great importance on inclusive storytelling for our children's brands: different skin tones, characters, hair colours and individual features of the TOPModels or unisex products within our brands are a natural part of what we do. Children can see themselves reflected in our products and learn that diversity is an asset.

### Building self-esteem through creativity

We want to help children develop a sense of self-efficacy. When they do crafts, paint and create, they are making something of their own. This not only helps develop fine motor skills, but also gives them a sense of achievement and boosts their self-confidence. Because this added value is so important to us, we always test the practicality of our products ourselves in-house.

### Positive Togetherness: "Luxury for the Soul"

We want our products to bring moments of conscious happiness into the everyday lives of people of all generations. Through lovingly designed gift items, we create opportunities to connect in a heartfelt way and make loved ones feel truly seen. These small gestures are vital catalysts for a positive, empathetic society and an expression of our social responsibility.

### Safety for peace of mind

The safety of our consumers is our top priority. Our uncompromising quality management ensures that our customers can have complete confidence in our products. We create 'tangible positivity' – safe, inclusive and with emotional value.



## SOCIAL

# Social Commitment & Donations

With every brushstroke, every colour combination and every new product creation, we aim to make the world a little more colourful and bring a touch of joy to people's lives. However, as these small gestures are sometimes not enough, we provide targeted support to organisations such as SOS Children's Villages, Knack den Krebs, the Sternenbrücke Children's Hospice and the Peter Pan Support Association of the Vitrea Clinic in Geesthacht through regular donations in the five-figure range.

Through these financial contributions, we aim to help children and families find stability in times of crisis, to advance medical research, and to ensure that seriously ill children receive the support they need. For us, this commitment is not a one-off

project, but has always been an integral part of our corporate culture. We view social responsibility as a long-term commitment to providing stability where it is needed.

## FACT CHECK SOCIAL



### Ø 18,4 YEARS LENGTH OF SERVICE

of our employees in Germany

### 70% WOMEN IN MANAGEMENT POSITIONS

in Germany, 50% across Europe

### INCLUSION

We collaborate with the Geesthacht Workshops for people with disabilities

### DONATIONS

We regularly donate five-figure sums to children's aid projects



GOVERNANCE

# *Our corporate responsibility*

# A backbone of values: *integrity & compliance*

For us, governance means corporate responsibility. It is a commitment to being a reliable and transparent partner for our employees and business partners.

## Responsible supply chains

Transparency is key to a sustainable supply chain. We know where our products come from and under what conditions they are produced.

### Code of Conduct

Our Code of Conduct sets out the binding minimum requirements for social and environmental conduct within our supply chains. Acceptance of this Code is a prerequisite for cooperation and forms the foundation of every business relationship. In it, we require our partners to strictly adhere to international labour standards, which include, in

particular, protection against child labour and forced labour, fair remuneration, and the safeguarding of health and safety in the workplace.

Beyond social considerations, we call for responsible environmental practices: this includes the efficient use of resources and strict chemical management in accordance with international agreements. In this regard, we and our suppliers are committed in particular to complying with the Minamata Convention on the protection against mercury pollution and the Stockholm Convention on the prevention of persistent organic pollutants (POPs), in order to protect human health and the environment from hazardous substances in the long term.

Integrity in business dealings is equally essential to us. That is why ethical conduct, free from corruption, and transparency in documentation are integral parts of our partnerships. To ensure these

standards are upheld in the long term, we maintain certifications (e.g. FSC) for up to 10 years. You can download our full Code of Conduct here or in the appendix.



[Download](#)  
[Code of Conduct](#)

### Audits as a forward-looking guide

Trust is good, verification is better. That is why we use internationally recognised standards to verify compliance with our Code on the ground. As a member of the leading international business association amfori, which is committed to improving working conditions in global supply chains, all our production sites are subject to social standards such as the BSCI (Business Social Compliance Initiative), SEDEX, ICTI (now: ESCP, Ethical Supply Chain Programme) or SA8000. Only in this way we can, with a clear conscience, order the part of our

range that we do not manufacture in Germany or elsewhere in Europe from our suppliers in Asia.

However, we see ourselves as partners and advise our production sites on new and ongoing certifications, providing both organisational and financial support. We follow up on any issues highlighted in the report and personally verify that the requirements have been met through a site visit by a Depesche representative. This is because we are committed to fair wages and working conditions, as well as environmentally sound production standards.

### Systematic risk analysis

We regularly carry out risk analyses of our main suppliers. This forms the basis for our selection processes. Only those who share our ethical standards become part of the Depesche world.

## Economic stability & financial responsibility

Our financial management ensures Depesche's long-term sustainability.

**Reliability as standard:** Strict compliance with all tax and employment law requirements forms the basis of our operations. This includes paying our employees on time and settling our business partners' invoices fairly and promptly.

**Transparent accounting:** Our accounting practices adhere to strict standards, enabling us to ensure financial transparency and safeguard the long-term economic resilience of our company.

## Security & Efficiency in the Digital Space

Sustainability also means handling data responsibly and conserving resources in day-to-day office life.

**Digitalisation & Audit-proofing:** By implementing the d.velop document management system and introducing Factorial in 2026, we are systematically transitioning our processes to a 'Digital First' approach, thereby saving up to 400,000 sheets of A4 paper annually. Whether it's credit card statements via app or audit-proof archiving: we are drastically reducing our paper consumption whilst simultaneously increasing transparency and process speed.

**Cybersecurity & Awareness:** By 2025, we have rolled out comprehensive awareness training across the board. Our teams – particularly in sensitive areas such as accounting – receive annual training to enable them to identify and thwart cybercrime and fraud attempts (e.g. CEO fraud) at an early stage. For us, IT security is digital consumer protection.

### Environmental impact of our digitalisation measures



**20 to 40 fewer trees**  
need to be felled



**100,800 litres of water saved**  
That is equivalent to around 670 bathtubs



**25,600 kWh of energy saved**  
That is equivalent to the annual electricity consumption of around 7 to 8 households



**1.9 tonnes of CO2 saved**  
This is equivalent to a car journey  
of around 10,000 km

## FACT CHECK GOVERNANCE



### CODE OF CONDUCT

as a mandatory requirement for each of our suppliers

### VERIFIED STANDARDS

As an amfori member, we require standards such as BSCI, SEDEX or SA8000

### DIGITAL FIRST

Reducing paper-based processes with measurable environmental benefits and ensuring audit-proof, transparent management

### CYBERSECURITY

Regular awareness training to protect against cybercrime

# *Shaping the future* – our vision for 2030

This report outlines where Depesche stands today. We are proud of our increasingly self-sufficient energy supply, our ongoing efforts to reduce plastic use, and the long-standing service of our employees in Germany and across Europe. However, sustainability is not a goal to be achieved once and for all, but a journey we embark upon anew every day.

We know that our customers' expectations, our responsibility towards the next generation and, above all, regulatory requirements are constantly increasing. That is why we have set ourselves clear goals for the coming years.

### **Energy & Carbon Footprint**

Our aim is to continuously reduce our company's energy consumption. To this end, we consistently rely on energy-efficient systems and the procurement of electricity from renewable sources. With regard to our fleet, we are continuously evaluating the use of electric vehicles in our field service and carefully weighing the environmental benefits against operational logistics and the regional availability of charging infrastructure. In parallel, we are constantly optimising our route planning to reduce journey distances and minimise emissions in the long term.

### **Plastic**

We aim to further reduce the proportion of plastic in our products and their primary packaging by 2030 and to focus even more strongly on circular material solutions.

### **Social Responsibility**

We are proud of our employees' long-standing service with us. However, to ensure the long-term economic success of our company, we are rising to the challenge of demographic change and are committed to training and further education, as well as supporting young talent. Furthermore, we will continue to strengthen our partnerships within the supply chain and actively shape the dialogue on social standards.

### **Digitalisation**

By 2030, we aim to achieve fully paperless accounting and further digitalise our business processes. This will help us conserve valuable resources.

## Links to the policy statement



[Code of Conduct \(PDF\)](#)

[Whistleblower portal \(Link\)](#)

**Note:** This report relates to the financial year 2025.

# Relevant standards and guidelines explained

To ensure the safety of our products and fairness throughout our supply chain, we adhere to internationally recognised frameworks. On this page, you will find the key definitions of the standards mentioned in the report.

### **BSCI/SEDEX (AUDIT-STANDARDS)**

These world-leading monitoring systems help companies monitor and improve working conditions in global supply chains. They cover areas such as health and safety, fair pay and the prohibition of child labour.

### **EN 71 (TOY DIRECTIVE)**

The European standard for toy safety. It sets out strict requirements regarding mechanical, physical and chemical properties to ensure that our products are completely safe for even the youngest users.

### **ETHICAL SUPPLY CHAIN PROGRAM (ESCP)**

The Ethical Supply Chain Programme (ESCP) is the world's leading standard for ethical manufacturing in the toy industry and related sectors. It is based on the International Council of Toy Industries (ICTI) Code of Conduct and aims to ensure fair working conditions, occupational safety and social responsibility in global supply chains.

### **FSC® (FOREST STEWARDSHIP COUNCIL)**

The international certification scheme for sustainable forest management. Products bearing this label come from forests managed in accordance with strict environmental and social criteria. We consistently use this certification for our paper and cardboard products.

### **IT-SECURITY & AWARENESS**

Measures to protect digital data and raise awareness among our teams regarding cyber risks. This ensures the continuity of our business operations and protects our partners' data.

### **CIRCULAR ECONOMY**

A model in which resources are kept in circulation for as long as possible. At DEPESCHE, we actively put this into practice by refurbishing sales displays and reusing shipping cartons.

### **REACH-REGULATION**

An EU chemicals regulation (Registration, Evaluation, Authorisation and Restriction of Chemicals). It ensures that our products do not contain any substances that could pose a risk to people or the environment.

### **SA8000 (SOCIAL ACCOUNTABILITY 8000)**

Standard for social responsibility in the workplace. It was developed by Social Accountability International (SAI) and is based on the conventions of the International Labour Organisation (ILO) and the UN Charter of Human Rights.

### **CODE OF CONDUCT**

Our internal code of conduct for collaboration. It sets out Depesche's ethical expectations of all business partners and employees regarding integrity, environmental protection and human rights.

### **SDGS (SUSTAINABLE DEVELOPMENT GOALS)**

The United Nations' 17 Sustainable Development Goals for the world. We use them as a global compass to place our local contribution within a global context.

DEPESCHE  
—Germany—

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