

Recognise the  
impact you have

Freedom to  
develop my ideas

Our  
colleagues

Cross-border  
cooperation

Informal and easy-  
going team spirit

Encourage happiness  
at work

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# YOUR IMPACT

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WORKING AT PAKi

Part of  
something bigger

Positive contribution  
to a better world

World Class  
Workplace

Involve employees  
in needs and benefits



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## Colophon and disclaimer

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# What impact would you like to make?

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# Our world of load carrying

Have you ever wondered at the supermarket how all these products get there?



We are PAKi Logistics, the provider for the open pool management, supply and relocation of standardised Euro pallets and containers. With our digital services and European network of 10.000 partners, we organise the exchange of load carriers such as pallets and boxes for our customers from industry, retail and logistics customers Europe-wide.

PAKi Logistics was founded in 1974 by a group of logistics experts who recognised the potential of exchangeable load carriers and have been promoting their use ever since. In 2012 PAKi became member of the Faber Group and stands out by being digitally innovative. At PAKi, various standardised load carriers are offered for rent or purchase. These include pallets such as the Euro pallet, the Düsseldorf pallet and the H1 hygiene pallet, as well as boxes such as the Euro box pallet, the E2 meat container and the Euro Container, which is foldable and space-saving.

### **Load carrier management**

Efficiency and sustainability are among our top priorities. Through our digital tools, such as the e-Voucher, the Drop and Drive App and our portal, we simplify load carrier management for our customers, such as Lidl, Zalando,

Tenneco, DHL as well as many other companies. With our European network of 10,000 partners, we organise the exchange of load carriers and ensure that the right quantities are always delivered to the right place at the right time. In this way, we provide a smooth and seamless process and make sure that, for example, enough pallets are available in the food industry to supply the consumer with food on a daily basis.

### **Simple allocation**

The PAKi e-Voucher, our digital pallet note, makes exchanging load carriers like pallets and boxes even more efficient – both in the office and on the ramp. With the help of secure and simple allocation, pallet vouchers can no longer get lost and processing takes place in real time. The PAKi portal enables manufacturers, logistics companies

# Reduce the footprint of the entire supply chain

**PAki organises the exchange of load carriers for industry, retail and logistics customers Europe-wide. Scan the QR-code to find out more about us.**



and retailers to have a complete overview of their account balance, contracts and invoices 24/7. This ensures high transparency and reliability. Last but not least, there is our Drop and Drive app, which simplifies pallet drop-off of small quantities through a paperless pooling process. This makes it perfect for transport companies and logistics service providers, but also for manufacturers and retailers with their own fleets, as it displays all PAki spots along a route, ensuring easy and fast processing.

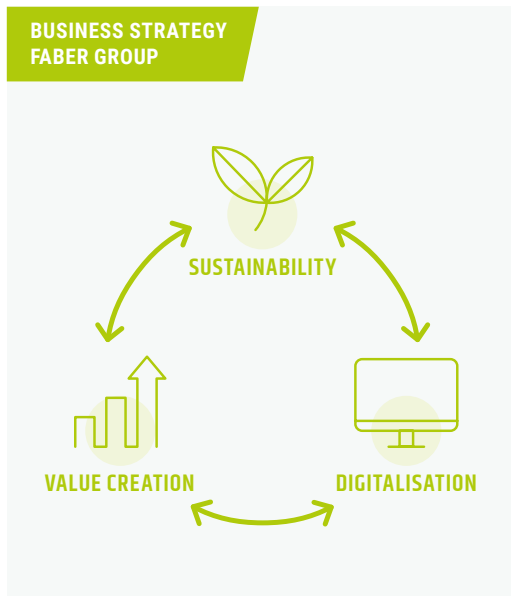
## Contribute to sustainability

With the help of these innovations, we can provide not only more transparency and efficiency, but also contribute to sustainability, as we rely on paperless alternatives. But that's not the only thing we do to contribute to sustainability and the sustainability goals of our customers. The open pool of standard load carriers, such as Euro pallets and box pallets, offers many advantages: load carriers can be exchanged and organised flexibly and cost-effectively across Europe, which significantly simplifies logistics in the supply chains of industry, retail and logistics service providers and reduces the carbon footprint of the entire supply chain. The proven open-pool system saves time for everyone involved, increases efficiency and is environmentally friendly. Expensive empty runs and time-consuming reloading of goods are avoided. In this way, our clients and we at PAki can reduce resource consumption in supply chains. Furthermore, the load carriers are evaluated in licensed production and repair facilities in accordance with strict quality guidelines, ensuring a seamless material flow for a wide range of quality requirements on the market.

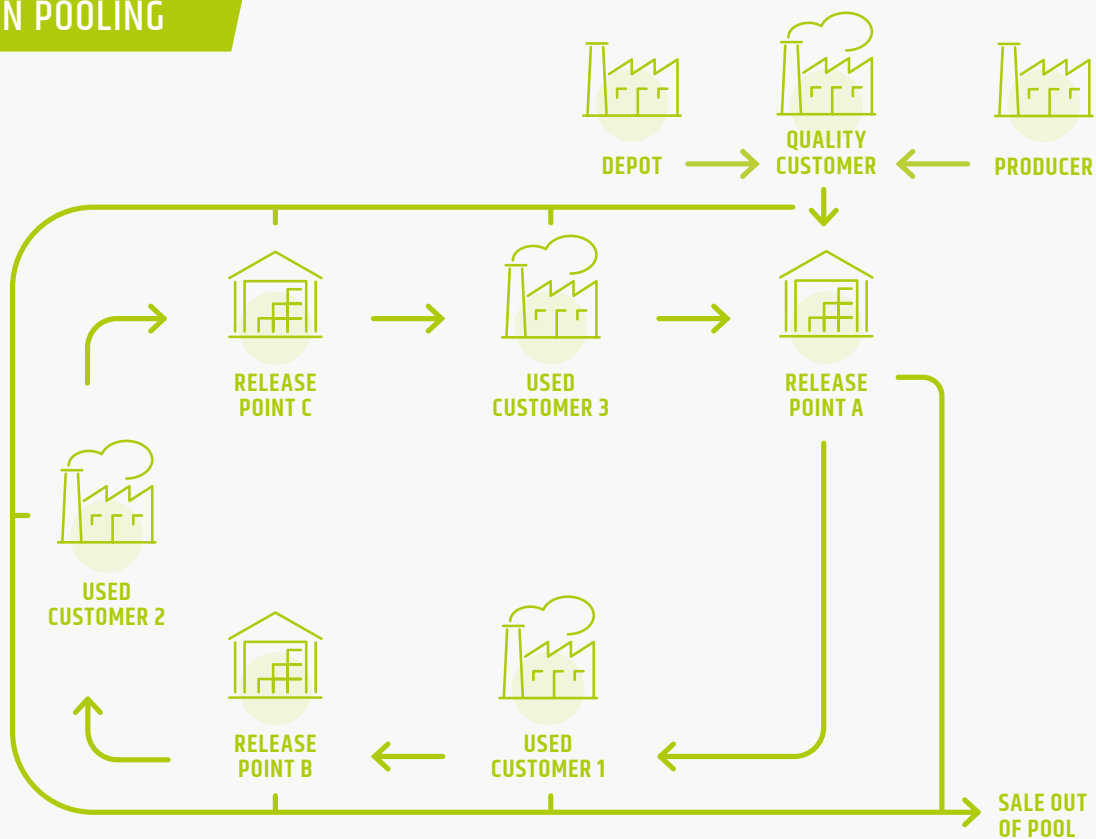
## Work in a growing, modern and sustainable company

### Circular economy of pallet pooling

The more users are involved, the more sustainable and efficient the system becomes. With us as a partner, customers can obtain pallets and boxes in the quality they need from anywhere in Europe and drop them off again where they no longer need them. The circular economy of pallet pooling, the sustainable exchange principle, the reusability of the load carriers, sustainable materials and a certified group are also reasons why pooling



## OPEN POOLING



Open pooling, used by PAKi, is a system for reuse in which reusable exchangeable load carriers circulate amongst unspecified number of system participants. Due to the exchangeability of the load carriers, 'normal' ownership is replaced by the 'right of return' of a similar load carrier.

is sustainable. In this way, we can optimally incorporate our business strategy based on the green triangle, which includes digitalisation, sustainability and value creation.

## Intercultural team consisting of more than 20 nationalities

### Growing and modern company

In 2023 we were able to open not only our first national satellite in Essen, Germany. We also opened offices in Warsaw, Poland and Verona, Italy. This means that we are now represented in Germany, France, Poland, Italy and The Netherlands. This also means that we are always

looking for new employees who want to work in a growing, modern and sustainable company.

### Intercultural team

As a diverse company with a history dating back to 1974, we ensure collaboration in an intercultural team consisting of more than 20 nationalities with completely different backgrounds. Working at PAKi is challenging, offers good career opportunities and a varied job. We place a lot of emphasis on collaborative relationships between our external and internal customers, and on flat hierarchies within the company. In addition, we offer many benefits, such as flexible working hours, home-office, various social events, and also offer many health and leisure related benefits. So, become a part of PAKi now!

# Working at PAKi

Whether it is our PAKi lounge in Ennepetal Germany, our extensive load carrier facilities in France or the local support team in Italy, at PAKi you will find a friendly and supportive team of colleagues working together to excel. PAKi combines the best of both worlds: local in the sense of the warm and informal culture; international thanks to the bigger European setting and contact with international colleagues. Being part of a company in transition, employees can really make a difference and contribute to development.







# The first thing you notice is the friendly atmosphere



Mornings rush hour at the coffee machine. Which offers a fine moment to catch up on the latest. Could be the European Committee's newest regulations to cut down CO<sub>2</sub> emissions. Could be the most recent post on LinkedIn too. Either way, our coffee tastes good, and so does our tea.

Starting the day with a team meeting at the rooftop terrace. Why not mix business and pleasure, right?





Transporting standardised exchangeable pallets to clients across Europe, to fulfill their specific load carrier needs and reduce waste.



While we're being updated on financial challenges, not only our mind is fed. 'Lunch & Learn' at the office.

Coming up with clever, new solutions to reduce the amount of waste in supply chains doesn't always come easily. It's a great feeling when it succeeds though.



Just one of many brands that rely on our employees to manage an effortless load carrier flow.



**“You need to drop off box pallets in Madrid and order new ones in Munich?” Our customer support team and transport planners just love an international relocation challenge.**



**We look beyond our jobs and are not afraid to take initiative**

Digitalisation is the future. Data driven process improvement enables us to maximise our impact



Working together for us means we help each other and tackle problems together.



Brainstorm with colleagues to gather bright ideas to improve a client's efficiency and sustainability.



Pizza time!  
We find plenty of time for informal festivities or small events.

**Frédéric Marenbach is the marketing and communications manager at PAKi Logistics. He joined PAKi in February 2020.**



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# ‘Develop my ideas into something greater’

To really enjoy your job, we believe it is crucial to recognise the impact you have. Because meaning comes when we see the bigger impact of our work.

Frédéric Marenbach, PAki  
Marketing and Communications Manager

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# ‘Show how important and how relevant our business is’

Showing how important and relevant PAKi's activities are, is Frédéric's main responsibility. His side job as PAKi's sustainability driver enables him to actively support that relevance.

## How did you come to work at PAKi and what made you choose this job/company?

“In 2020 I was looking for a new challenge and wanted to develop professionally. A head-hunter offered me the interesting position of the marketing and communication manager at PAKi and then I went through the normal application process. In my new position it was my responsibility to rebuild PAKi's marketing and communication department. It was very important to me to develop a modern and customer-focused marketing approach and to promote the importance of load carriers and especially the sustainable and circular open pooling system.”

## Your job is most certainly more than ‘just pallets’... Can you tell us a bit more about what you do?

“Indeed, my job is more than ‘just pallets’. In my role as marketing and communication manager I lead the marketing and communications team of PAKi. I develop strategies and concepts or plan and support all communicational activities – internally and externally. I also develop and implement – together with my team and HR – the PAKi employer branding, which is closely connected to the Faber Group employer branding. Besides, I am also responsible for our online channels, such as our website and social media channels, national and international exhibitions and in general all marketing materials.”

## How does that add value to the supply chain/business of customers?

“If no one knows what you do, you can be as good as you want and will still fail. One main goal for me was to promote PAKi as the sustainable, digital and future-oriented company that it is. We wanted to get rid of the boring and old-fashioned image of a pallet pooler and wanted to show how important and how relevant our business and especially our activities are for the market and our customers. And for this you need good marketing in strategy, concept and execution.”

## ‘I am also the sustainability driver’

### And how does it contribute to sustainability?

“In fact, I am not just the marketing and communication manager at PAKi. I am also the sustainability driver. This means, that I am the first contact point within PAKi who takes care of all sustainability ideas, concepts and activities. As sustainability driver I am also in close contact with the Faber Group sustainability manager and all sustainability activities are aligned with the sustainability strategy of the group. So, we don't just goal the PAKi sustainability targets, all sustainability activities will also directly pay towards the Faber Group.”





of these committees we'll meet regularly to exchange best practice cases, share ideas or simply align our activities in the relevant fields."

## 'Faber Group is always interested in developing employees'

**Faber Group is a growing company, open for initiative and change. In what way does that offer you opportunities for personal development, learning, growth?**

"The Faber Group is always interested in developing employees. As an employee you will get varied training possibilities; from simple learnings like language courses to support in obtaining an academical degree – and everything in between. And with evolving the additional soft skills, you can develop exactly to the professional you want to be – and get promoted and supported by PAKi and the Faber Group on your way. This may be either a role within PAKi or the change to another division of the group."

**And how do you feel you contribute to the development of the company and business?**

"I know that every little contribution brings PAKi and the Faber Group one step further. And with that, one step further to the future-oriented activities of the group."

**What do you like most about your job?**

"I really appreciate the flexibility in my role to do what I want to do, and what I think is right. I am glad to work in a company that is future-oriented and trusts in me and in what I do and what I create. So, I have the freedom to test new concepts, to create new strategies and to develop my personal ideas into something greater."

**With whom do you work together within your division or international within the group?**

"Both. As marketing and communication manager I have the opportunity to work with a lot of different departments. Within PAKi these are of course the marketing and communications team but also HR, with whom I work together for internal communications or employer branding. Then with sales to develop and deliver the needed marketing materials for their customer approaches. But I also work with controlling, strategic procurement, IT or operations. Within the Faber Group I mainly work with the marketing committee and the sustainability drivers. In both

## 'I have the freedom to develop my personal ideas into something greater'

# Just as you give your best, so will we

At PAKi we are looking for people who want to develop, look beyond their job and want to have a meaningful impact on the world around them. In return you can expect us to do the same when it comes to taking care of employees and supporting them to grow and develop.



## Daily impact - Working environment

Your day-to-day working environment should enable you to bring out your best and stimulate cooperation to excel as a team.

- Pleasant working environment and modern facilities
- Possibility of hybrid working and flexible working hours
- The scale of our business offers you the possibility to broaden your skills every day
- Extensive onboarding program
- And of course, there's plenty of room for fun during and after work



### Professional impact - Career and personal development

We want to create an environment in which you feel encouraged to keep growing and in which you can encourage your colleagues to do the same.

- Growing company, open for initiative and change
- Empowering scale of the workfield
- Exciting work in an international environment, where you can really contribute to development
- Opportunities for personal growth within company and international
- Learning programs



### Sustainable impact - Contributing to the world

In our view, sustainability is a core element of good corporate responsibility. That's why we stimulate our employees to really make a difference.

- We are not just following the trend and really stand for being an example as a sustainable company
- Your activities will contribute to global waste reduction, a circular economy, reduce carbon footprint and a sustainable future
- Opportunities to keep developing sustainability goals
- Support to take social responsibility after work



### Personal impact - Salary and benefits

We feel we owe our success to the efforts of each one of our co-workers. That's why we value our people and recognise the contribution they make.

- Flexible opportunities to support work-life balance
- Attractive salary and secondary conditions
- Exceptional performance will not remain unnoticed and unrewarded.
- We care about your wellbeing and offer fitness and health programs
- We support your continuous development by learning and training opportunities



### Human impact - Culture and diversity

The best of both worlds: we are big enough to offer international vibe and perspectives; small enough to keep a family-like work spirit.

- Intercultural working atmosphere
- Family-like culture and we value entrepreneurship
- The mutual feeling is friendly and relaxed, with a good energy
- Flat organisation structure where we motivate each other and tackle problems together
- Festivities and events with (international) colleagues

Ingrid Faber,  
CEO Faber Group

A portrait of Ingrid Faber, CEO of Faber Group, smiling. She has short, wavy brown hair and is wearing a white textured blazer over a light-colored collared shirt. She is also wearing a gold necklace and a gold earring. The background is a neutral, light-colored wall.

Informal  
culture and  
easy-going  
team spirit

Anne Kramer- Münch,  
CEO PAKi Logistics



At PAKi it's our ambition to have a positive impact on the environment, our clients and the world of load carrying. It is the same responsibility that drives us to care for employees. Anne Kramer- Münch (CEO PAKi) and Ingrid Faber (CEO Faber Group) reflect on the culture of the company, taking the core values as a starting point: Care. Dare. Deliver.

## CARE

### Encourage happiness at work

**Anne:** "I think as an employer we can facilitate and encourage happiness at work, if the fundamentals in atmosphere, communication and leadership are right. If you are still stuck in an old traditional management style and you just offer nice 'goodies' to employees, that's not going to work on the long term. Our company has a very informal and easy-going way of working. It is not about hierarchies, but always about capabilities and knowledge. And that's what I truly enjoy."

### Communication on each level

**Anne:** "Our culture is consisting of a mutual understanding

of each other, and also of communication at eye level.

I believe it's important for the management to communicate what we are doing. And why. We need to explain our business concept, KPI's, performance and decision making. Also, we need to lead by example and take hierarchies out of the decision-making processes."

### Freedom and responsibility

**Ingrid:** "I very much believe in giving people freedom and responsibility. We want people to feel free to say things, do things and make mistakes. Also, we create a pleasant workplace and atmosphere, so people enjoy working with us. From flexible working hours to a personal trainer or bootcamp. And from a modern office to team events.



# ‘I want people to feel free to say things, do things and make mistakes’

Ingrid Faber, CEO Faber Group



Furthermore, creating a healthy work-life balance is an important aspect of caring for people in my opinion. When it comes to the physical and mental health of employees, we are service-oriented and support them as good as we can.”

## ‘We put sustainability at the core of the company’

Anne Kramer- Münch, CEO vPOOL

### Impact on an impressive scale

**Anne:** “Putting sustainability at the core of the company, is a major caring asset of our company. It might not always

be tangible for employees, but we are really making impact on an impressive scale. What employees do on a daily basis, really matters on the bigger scale. More visible on a smaller level, we have some sustainable activities that everyone can notice: solar panel panels on the roof, fourteen charging stations in front of the door, electric cars etcetera.”

### We can have a real impact

**Ingrid:** “We all share that sustainability is one of our priorities. We put sustainability before short term profit maximisation. For me personally, sustainability is very important. I’m very committed to the forests in Europe for example and believe the forest area of the EU is far too low on the political agenda. I find it really shocking that climate change has caused the disappearance of pine wood in German forests because it’s becoming too dry. In that perspective, I do think we are working on a good cause. And the great thing is, that we do see that our decisions make a difference. We can have a real impact.”

**DARE****Dare to go for it**

**Ingrid:** "As I said earlier, offering people space to take initiative is the biggest driver of our culture. We explain employees their role and where we want to go and let them decide how to get there within the framework. Sometimes that will lead to solutions I would not have come up with – then I learn. Sometimes they will make mistakes – than they will learn. I like people to have ideas and dare to go for it, with the guts to develop and improve. That has always been the strength of our company and is the strength of our people. This implies offering people the space to make mistakes - balanced mistakes, of course. And stimulating people to show guts. We've got a 'Dare to try award' for our employees, open for any business improvements or ideas. There is quite a bit of enthusiasm to take part."

## 'If employees take the decisions, they will also grow'

**Anne Kramer- Münch, CEO PAKi Logistics**

**Decision taking on the lowest possible level**

**Anne:** "We encourage decision taking on the lowest possible level, so people take action. I believe if people take the decisions, they will also grow. They will celebrate the immediate success of their decision. And learn from failures or mistakes that might occur from taking these decisions too. Of course, we have frameworks defining the maximum financial impact of individual decision making, so people feel at ease. And I think that works pretty well."

**Down to earth mentality**

**Anne:** "What I mostly appreciate about the fact that our company is a family business, is that it's very tangible. Ingrid attends at our parties for example, talking to everyone with an easy-going attitude and very down to earth mentality. So, people know who's behind the group label. That increases the involvement. People can relate to her and are not afraid to walk up to her."

## 'Each team needs people who think differently'

**Ingrid Faber, CEO Faber Group**

**DELIVER****Delivering on a massive scale**

**Ingrid:** "If you look at the massive scale our load carriers are being used all over Europe, it is not difficult to understand that 'no' is not an answer for our customers. Load carriers might not be very visible, but they are an indispensable part of supply chains. For our customers they simply cannot be missing ever, as it would immediately disrupt deliveries. We always have to deliver. So, there's a great common drive for efficiency."

**Vibrant, international atmosphere**

**Anne** "I think we have very pragmatic, hands-on company. We try to get the job done in servicing our customers. So, deliver really has a huge meaning for us. We really want to be the leading pan European provider of open pooling. Today already one third of our flows, is going cross-border."



**Anne:** "In the Ennepetal office, we have people from more than twenty countries. Native Italians, native French, native Polish, native Romanians... it is such a vibrant, international atmosphere. Very diverse, and very much integrating different people from different backgrounds."

### A truly European network

**Anne:** "We used to be a purely German company. But our strategy is to offer customers a truly European network of pooling activities. That cannot be managed from a country perspective. It needs to be managed from a European perspective. We opened our first international office in Toulouse years ago. On top we have offices in Eindhoven, Verona and in Warsaw. And the transformation is continuing."



### Speak your mind

**Ingrid:** "When I look at how we should 'deliver', the diversity of the team became more and more important throughout the years. Out of two job applicants I used to pick the most skilled for the job in any situation before. Now, I believe that a person's added value to the team weighs just as much. Of course, we need people to be capable to do the job, but diversity in any sense of the word can add to the success of the team. I believe, each team needs a certain amount of people who think differently and speak their mind."

# 'Flexible working times is a must'

**Anne Kramer- Münch, CEO PAKi Logistics**

### Employee necessities

**Anne:** "When it comes to delivering as an employer, in my opinion there are some absolute necessities nowadays: we need to be open-minded in terms of working times, in terms of locations and in terms of positions. Home office is a must. Flexible working times is a must. Or in general, flexibility is a must."

### Family-owned company

**Anne:** "Furthermore, I think family businesses are a bit different from huge corporations and stock listed companies. That also delivers benefits. Family-owned companies are more long term oriented and keen on achieving long term success. And in the end, that is appealing to the employees as well. It gives them the reassurance that the company is permanently trying to reinvent itself to be successful and adaptive to market changes. The Faber Group has succeeded in that very well over the last hundred years, I should say. All major strategic changes the company has taken have been very successful. The changes were never leading to a dismissal of business opportunities, restructuring or a layoff of people. It was always with a positive attitude and proactive market approach."



### What we believe in

We asked the CEO's of the group and divisions to speak their mind and choose one of either options below. Of course, if it was impossible for them to choose, they could use a wild card and pick both options.

Four-day working week

Hybrid working



Ambition

Commitment



European

Country culture



Improving processes

Getting more out of people



Training and development

Experience



Salary

Job satisfaction



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# Com- panion- ship

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Want to know what it is like to work at PAKi? Who could give you a better impression of the atmosphere and possibilities than our colleagues.





‘Everyone is very open to suggestions and new ideas’

Mariana Domingos,  
Coordinator Logistics Service

“I have been working at PAKi for several years and am currently the coordinator of the logistic service France and Iberia, more specifically the team who manages the Service Providers and the Einpooling Service.”

#### **Support each other**

“There is not only a great team spirit within each department, but everyone supports each other and shares expertise. The fact that PAKi has employees with more than 20 nationalities and completely different backgrounds also leads to different teams and departments, where everyone ends up complementing each other. A great example is the Job Rotation project, which was newly introduced this year. This not

only allowed colleagues to get to know each other better, but also to exchange knowledge and ideas. Even working remotely for the past 4 years, we were able to keep connected via chat, phone call or video conference. Actually, there is a nice connection among us, starting with the Trainees up to the C-level.”

#### **Fun activities outside work**

“Whether it is a colleague or a manager, there is always someone to ask when problems need to be solved and everyone is very open to suggestions and new ideas. In addition, we have many fun activities outside of work, such as the badminton group, regular meetings at the gym, small dinners and much

more. Team events take place at least once a year and then there are the epic summer and Christmas celebrations where everyone gathers in one place to talk, eat and dance.”

‘A great team spirit where everyone supports each other’



## ‘Inspiring work environment that drives careers to success’

Tanja Pruski,  
HR Director

“I have been working at PAKi since 2020. As HR Director of an international medium-sized company, I am proud to be part of an open, modern and international family. With an outstanding team atmosphere characterised by cooperation and mutual support, an inspiring work environment can be created that nurtures talent and drives careers to success.”

### Cross-border cooperation

“At our company, great emphasis is placed on effective collaboration with

both colleagues and management. Therefore, open communication is maintained, and the exchange of ideas and feedback is encouraged. Within the group, all companies work closely together, share best practices and collaborate on strategic projects. This cross-border cooperation enriches the work and opens up a multitude of opportunities for further development and growth. After work, PAKi offers a diverse range of celebrations and after-work events to promote team bonding and fun in the workplace.”

### Good team atmosphere

“Future colleagues will enjoy working here because we are an international medium-sized company that focuses on openness, modernity and a good team atmosphere. Here you will find an inspiring work environment in which you can develop your potential. In addition, there are numerous development opportunities, a global group of companies as support and varied events that make working a unique experience.”



## ‘A very open, young and modern company’

Tim Mönninghoff,  
Area Sales Manager D/A/CH

“I have been working at PAKi since 2015. For me, the corporate culture has changed in recent years and PAKi has become a very open, young and modern company. There is a great atmosphere with the focus on achieving goals. An example of our corporate culture is the last trade fair in Munich, where, in addition to great team spirit, the modern corporate culture stood out. At our company,

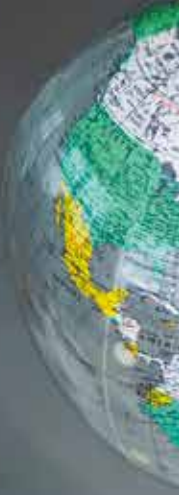
everyone supports each other to solve problems quickly. This also applies to communication with our management.”

### After-work events

“There are regular after-work events with drinks and snacks. Furthermore, there is an international summer party and the Christmas party on a national level, where all employees can celebrate together. And there is a big

meeting with international colleagues once a year.”

“To future colleagues, I would like to share that PAKi is a growing company and offers a future-proof and good workplace, as a lot of emphasis is placed on sustainability. These factors offer every new employee the opportunity to contribute to the growth of the company.”



# Make — your job count

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# 1 Annually 25,000 trees planted

Faber Group and Land Life Company agreed a multi-year reforestation programme with large-scale plantings in Europe. The planting of billions of trees across the world is one of the biggest and cost-effective ways of removing CO<sub>2</sub> out of the atmosphere.

# 3 Net zero in 2045

Our ambition is to achieve 30% CO<sub>2</sub>-reduction per trip or barter in 2030 and eventually to become 'net zero' in 2045.

# 2 Sustainability community

To ensure structural integration of sustainability into the organisation and decision making, Faber Group has established a Sustainability Community. This community has the objective to further integrate sustainability into our organisation, boost initiatives throughout our companies and engage all colleagues to embrace sustainability into their daily work.



# 4 Sustainable by nature

Our circular pooling system is based on reuse of standardised load carriers and thereby supports sustainability in its nature. The more customers choose for our pooling service, the more impact we make by improving their supply chains' sustainability.

# 5 Reducing our footprint

To provide a clear focus for our sustainability strategy and program, Faber Group has put a lot of effort in creating insight in the impact we make. Measurements of our actual footprint and Life Cycle Analysis have given direction to set ambitious, yet realistic sustainability goals.

# 6 Highest possible EcoVadis rating

Faber Group has the Platinum status of the EcoVadis sustainability rating, placing our company among the top 1% best-scoring in the industry. EcoVadis is a leading provider of corporate sustainability assessments, with a network of over 75,000 assessed companies.



Check our website to find out more about our sustainable impact.



# PART OF SOMETHING BIGGER

**PAKi IS MEMBER OF THE FABER GROUP**

*At Faber Group, we believe that businesses can thrive while allowing the environment to prosper. As such, we are determined to make a positive contribution to a better world. With a sense of fun and a positive attitude, we bring circularity into demanding supply chains. For fast-moving consumer goods or (fresh) food. For hygiene & paper products or personal care. And for the car manufacturing business or the beverages industry.*

# Carrying impact with circular load carrier pooling services

Faber Group consists of several specialist pooling businesses: IPP, PAKi, PRS and vPOOL. And a sustainable timber supplier: Satim.

Scan QR-code to learn more about Faber Group.



## There is so much more to the world of load carrying

Faber Group is an international family company specialised in circular load carrier pooling services. With several specialist pooling businesses, we have a robust, agile and sustainable network across Europe to streamline the supply chain. Together we provide sustainable, reliable, cost-effective pooling services for pallets and boxes to virtually all industries throughout Europe. We facilitate this by sharing our logistic resources and investing in innovation and digitalisation. It is our ambition to have a positive impact with our logistics solutions for supply chains. We bring circularity into logistics and make being circular a service in a shared economy. This way we carry impact.

## Closed and Open pooling

In our business we speak of Closed and Open pooling. Closed pooling is a system for reuse in which reusable load carriers are circulated by IPP and PRS without change of ownership, meaning that IPP and PRS remain owner of the load carriers. Open pooling, used by PAKi and vPOOL, is a system for reuse in which reusable exchangeable load carriers circulate amongst unspecified number of system participants. Due to the exchangeability of the load carriers, 'normal' ownership is replaced by the 'right of return' of a similar load carrier.

## Global 24/7 economy

Load carriers, like pallets and boxes, are indispensable to make supply chains function in a 24/7 and global economy. Most of the goods you have at home, probably once travelled on a pallet. Pallets might be not the most visible part of a supply chain, but without them it would be impossible to transport goods in a quick and efficient way. By providing circular, reusable load carriers on a pay-per-use basis, we work with over 600 colleagues to contribute to the sustainable impact of our customers' business and fulfil our own positive impact as well.



**618 employees (567 fte)**  
**425 million Euro turnover**  
**125 million load carrier movements**

## Sustainability at the core

Sustainability is at the core of our business and in our hearts. Together with value growth and digitalisation it jointly makes our business strategy, which we call the 'Green Triangle' – each side strengthens the other ones. Together they drive sustainable impact, with profitable business growth at the same time.



The history of Faber Group dates back to 1891 when the Dutch Halbertsma family started producing wooden butter barrels, and to 1935 when the Faber family started a similar business in Assen. Around 1950, the allied forces introduced forklifts in Europe which created demand for wooden pallets. Pallet production eventually became the core business for both families, who merged in 1992 to Faber Halbertsma Group. Changes to environmental legislation soon led the group to discover a new angle to the pallet business: pallet pooling. After a number of acquisitions, in 2020 the group decided to terminate pallet production to fully focus on circular load carrier pooling. In 2021 the company was renamed to Faber Group. That year we also introduced our purpose 'Carrying impact' and revamped our company values 'Care, Dare and Deliver.'

## Circular in itself

Our business is sustainable and circular in itself – the majority of our load carriers is produced from certified sustainable timber which will last for a long time and can return to nature by the end of its lifespan. By providing the load carriers to our customers on a pay-per-use basis, they don't need to invest in these assets themselves and can focus on their core business. In our turn, we make sure the load carriers are used in an optimal way and they are properly maintained to make most out of their lifespan.

We make most impact by improving the sustainability of our customers' supply chains by providing them circular load carrier solutions. So, the more our business grows, the more sustainable impact we make.

## Reducing footprint

Furthermore, we have embraced three of the United Nations Sustainable Development Goals into our own Faber Development goals. They also focus on where it matters most: by reducing the footprint of our logistics operations and optimising the usage and material lifespan of our circular load carriers. We do this in partnership with our customers, suppliers and other stakeholders to carry impact throughout the supply chains.

## Digitalisation

Digitalisation supports us in our current business to better follow the movements of our load carriers so we can optimise their usage in the most efficient way – this both drives our sustainability ambitions and profitable business. By providing insights to our customers on stocks and balances of load carriers, we also support them to improve their supply chain, to reduce their footprint and costs.

# The whole is greater than the sum of its parts

## Family of companies

As a family of companies, Faber Group as a whole is greater than the sum of its parts. Though our divisions use different pooling systems and serve different customers in multiple markets, we are one group driven by the same purpose 'Carrying impact' and our values 'Care, Dare and Deliver'.

## Share knowledge

We also share knowledge, best practices and resources across divisions – we have cross-divisional communities for example in Human Resources, Marketing and IT in which the Faber Group headquarters has an initiating and coordinating role. This way we make most out of our resources, we create synergies and efficiencies. It also adds to an interesting work environment to work with colleagues across businesses and markets throughout Europe to learn and inspire each other.

## The Faber Group companies

- **PAKi** is one of Europe's leading sustainable open pooling services for exchangeable standardised load carriers, such as Euro pallets for a broad range of customers and industries.
- **IPP** provides sustainable closed pallet and box pooling services for the FMCG and recycling industry, covering most of Europe.
- **PRS** is the main provider of sustainable closed pallet pooling services to the European polymer industry.
- **vPOOL** offers sustainable open pooling services for food grade load carriers throughout Europe.
- **Satim** is specialised in procurement of sustainable timber and load carriers, supporting our other divisions.

## Our purpose: Carrying Impact

We have a responsibility towards our customers and future generations to provide high-quality reusable and sustainable products and services. It is our ambition to have a positive impact with our logistics solutions for supply chains. We bring circularity into logistics and make being circular a service in a shared economy. This way we are carrying impact.

## Our values: Care, Dare, Deliver

**Care:** we feel responsible for people, products and the environment.

**Dare:** entrepreneurship, passion and teamwork challenge us to go further.

**Deliver:** we are motivated to simply deliver sustainable results.

# Growth

Being part of a bigger, international group offers colleagues opportunities for growth and development all over Europe. That could be through working together and sharing ideas with teams from other countries. But you might as well choose a career abroad and develop yourself across the border.

## IPP Pooling, Coventry, UK

Regional office for the largest market of IPP Pooling in Europe: UK & Ireland.

## IPP Pooling, Angers, FR

Regional headquarters serving the French market.

## IPP Pooling, Madrid, ES

Regional headquarters serving the Spanish and Portuguese market.

## PAKi Logistics, Balma, FR

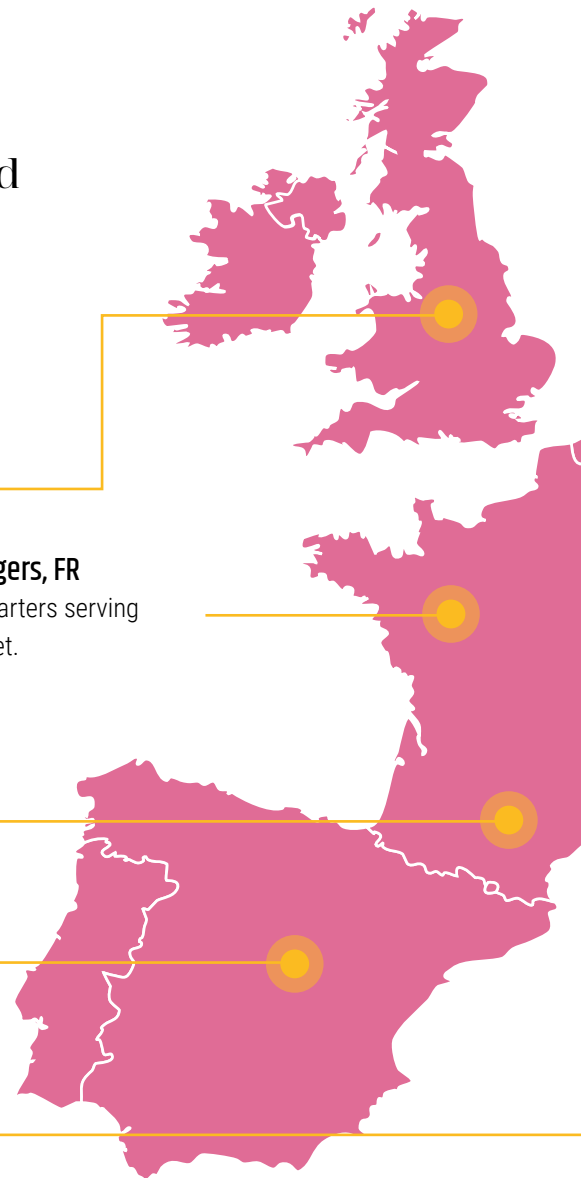
Regional headquarters serving the French and Spanish market.

## PAKi Logistics, Ennepetal, DE

European headquarters for our open pooling load carrier services.

## IPP Pooling Germany, Ennepetal, DE

Regional headquarters for Germany, Austria and Switzerland.



**IPP Pooling, Eindhoven, NL**

At the vivid Strijp area, we house both our European headquarters and regional Benelux office.

**PRS Pooling, Eindhoven, NL**

Headquartered for Europe at Strijp area, serving the European polymer industry. Regional based managers throughout Europe ensure close vicinity to our customers.

**PAKi Logistics, Eindhoven, NL**

Regional office for our open pooling load carrier services.

**Faber Group, Eck & Wiel, NL.**

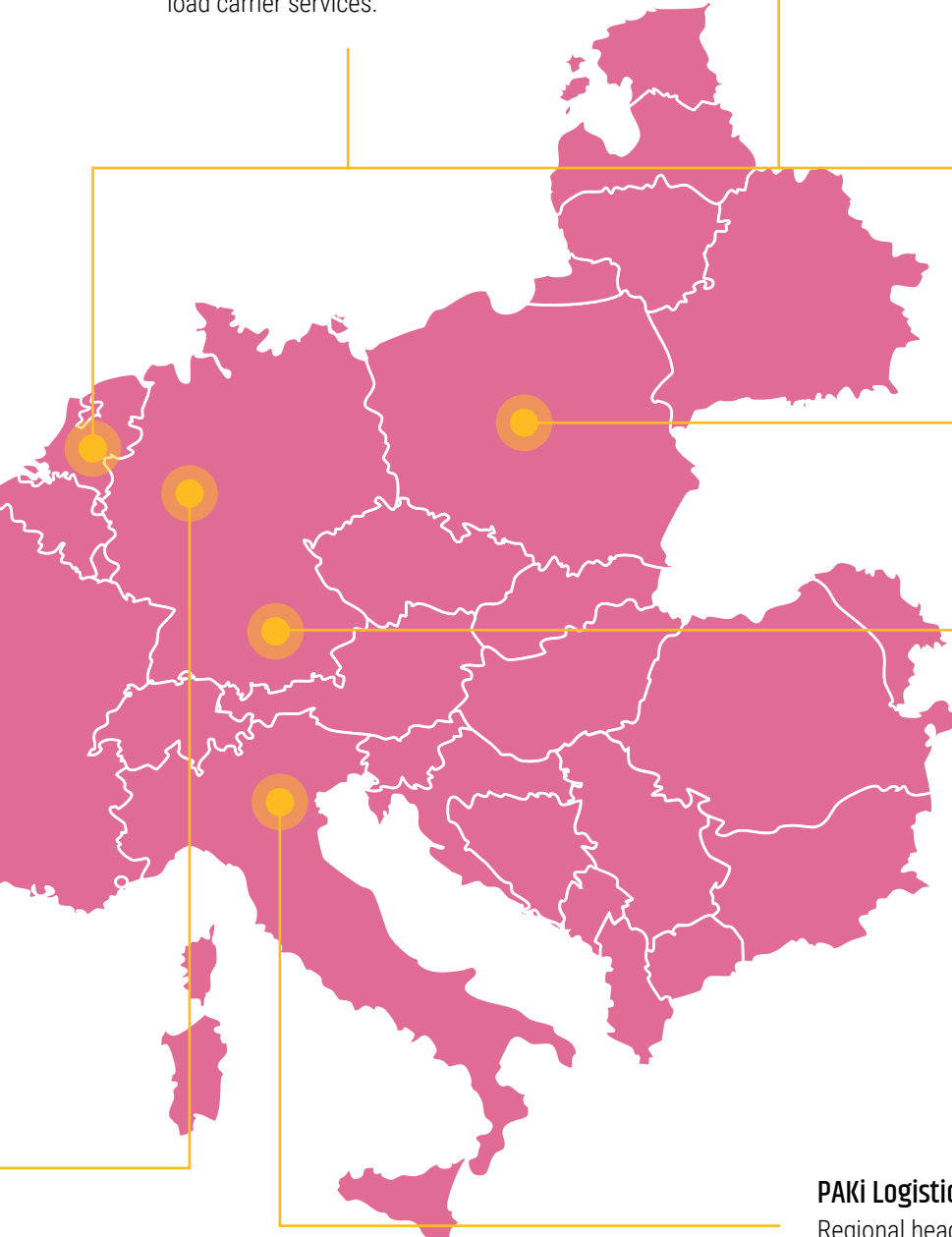
Our group headquarters, providing coordination, support and expertise to all divisions.

**Satim, Eck & Wiel, NL**

Our timber & load carrier procurement division, supporting all other entities.

**Poolservice, Deventer, NL**

Providing pool management for Dutch fresh food industry crate pool.



**IPP Pooling, Warsaw, PL**

Regional headquarters serving the Polish market.

**PAKi Logistics, Warsaw, PL**

Regional headquarters serving the Polish market.

**vPOOL Logistics, Würnitz, DE**

Headquarters for open pooling food grade load carriers with focus on FMCG industry.

**PAKi Logistics, Verona, IT**

Regional headquarters serving the Italian market.



# More than just you



At Faber Group you can be so much more than just your job. Because we believe, in the end that's what makes you get up every morning and keeps you happy.





## INNOVATIVE & Involved

**Denise Stobbe**  
(left)  
HR Business  
Partner  
IPP and PAKi

Denise Stobbe is working for the Faber Group since 2021 as HR Business Partner for IPP and PAKi. Her most important skill is that she is an enabler, a shaper, an innovator and a sparring partner. Whether in workshops, projects, coachings or change management, she looks forward to new challenges every day and enjoys working with people.

### Make a difference

Denise's goal is to find good solutions for her stakeholders so that employees enjoy coming to work and managers get the support they need. Work experience, taking different perspectives as well as different methods and ways of working help her in the implementation. Finding innovative, modern and digital solutions is also part of it. While actively shaping the future of IPP and PAKi, she also wants to use her strengths and apply her skills to make a difference.



## MARKET-SMART & Committed

**Tânia Goncalves**  
(right)  
Asset Controller  
IPP Iberia

Tânia Goncalves is an Asset Controller at IPP Iberia. Her journey at Faber Group started back in 2009 working for PRS. In 2017 she moved to IPP Iberia and in 2021 she became responsible for the development of the Portuguese market. The most important skill she has developed at this job is the emotional intelligence that enables her to establish long term relationships with IPP's partners.

### With a smile

Tânia's biggest objective is to strengthen IPP's presence in the market and position the company as trustworthy partner who adds value throughout the entire supply chain. In a market as competitive as Portugal, your reputation is your biggest weapon so, every interaction counts to bring IPP closer to its growth objectives. Every day represents a new challenge that Tânia will face with a smile and commitment to provide partners and clients with the best service.

# Would you like to make impact?



**HOW**

.....

**+**

.....

**DO YOU WANT TO GET?**



## UNDERSTANDING *& Future-orientated*

**Robbert de Jong**  
(left)  
**Commercial**  
**Director PRS**

Robbert de Jong is Commercial Director for PRS and has been working for the company for 1.5 years. From his knowledge in the petrochemical industry, his understanding of the dynamics and the needs of customers, he brings PRS' needs together with the needs of the customer and works towards a win-win scenario. What also helps is his genuine interest, not only to continuously understand the business better, but also get to know the people who work in the business. In the end, companies don't do business with companies, people do business with people is what Robbert believes.

### Bringing people together

Making an impact in his job is important for Robbert. Not only focusing on today, but also making sure we understand the needs of tomorrow and act on it. To balance the goal of improving sustainability, with retaining a profitable business model. We can't improve sustainability if we can't keep the business going, we need to stay relevant to exist. Robbert emphasises that he can't make impact on his own. Bringing the right people together, whether this is internally or within the market of our customers, suppliers and converters, is what makes it work.

## ANALYTICAL *& Optimistic*

**Kemane Aoufoh**  
(right)  
**Financial**  
**Controller**  
**IPP France**

Kemane Aoufoh is the Financial Controller of IPP France. His major skill is his analytical capacity, which improves his ability to adapt in every situation and apply the most accurate response every time. For Kemane it is important to create a permanent positive environment since we spend almost a third of our lives at work. Therefore, in his opinion work should feel like home. Which means that leaving home to go to work should feel as good as leaving work, heading home. Creating and maintaining this environment depends on the employees who are on the work floor every day.

### Inspire positivity

Kemane is contributing to this by remaining open and accessible to colleagues, by being optimistic in order to inspire positivity, and by sharing knowledge to help create value and create reciprocity.



**Want to know more about working at Faber Group?**  
**Check our career site.**



*Our  
World  
Class  
Workplace*  
*Excellence in  
employership*

Employees are the most important resource of a company and contribute significantly to both its character and success. So, investing in employees is an important part of our companies' strategy. Our care for employees is rewarded as 'World Class Workplace'. An excellence-in-employership label awarded to high performing organisations based solely on the opinion of employees.

## Employees benefit from the international atmosphere

The international atmosphere is probably one of the things new employees will notice first at PAKi. Not only because we are part of the European Faber Group, but even more so within the PAKi organisation itself. Our head office is located in Ennepetal

Germany, and we have satellite offices in Essen Germany, The Netherlands (Eindhoven), France (Balma), Italy (Verona) and Poland (Warsaw). At the office in Ennepetal you will find people from many different countries. Within that international organisation we have a close connection with one another. So, employees really benefit from the international atmosphere by meeting other people and coming across different views.

### **Involving employees**

Another important aspect of being a 'World Class Workplace' for us



## Themes like childcare, appreciation, IT, home offices are all discussed openly

is, involving employees in what a good employer should offer. Our HR department is way more than just an

administrative unit and invests a lot in finding out what people want. We have an employee survey every two years; and very high results compared to our benchmark. The feedback we get from our employees is that the working conditions are good, and they appreciate the opportunities they get to develop themselves on personal and professional level. There are opportunities to give input, take responsibility and make mistakes.

### Needs and wishes

Recently we have taken employee participation in how we operate as an

employer a step further, by organising team meetings with HR on specific benefit topics. These meetings offer valuable insights when it comes to the needs and wishes of employees. Themes like childcare, appreciation, IT-challenges, home offices and more are all discussed openly, to create a work environment that suits employees and the business strategy best within legal frames. And once a month employees can drop in at 'Talking PAKi Days', where C-level management and HR will openly discuss any question or feedback to further improve the organisation.

# Give input, take responsibility and make mistakes

## Care for employees

In our opinion, good employers provide employees with a work environment where they feel cared for. So, we support employees to maintain a good balance between work and private life, for example through flexible working hours and a hybrid work model. When it comes to caring for our employees' health, we also value their input on what to offer. From back and skin checks to eye examinations, and from yoga sessions and free gym subscriptions to restaurant vouchers for lunch.

Speaking about lunches: we try to organise an 'event' to get together once a month. That could be after

work, or at lunch. And for special celebrations of course. Additionally, colleagues from various departments organise their own activities as well. We might even say, some have become best friends at the office.

## Fast-growing company

As a fast-growing company we are open for initiative, change and development. We really want people to grow, develop and have a meaningful impact in the work they do. Through the heart of the company – our employees – many innovations are driven forward, and projects are developed together.

## High level of commitment

Our employees bring a high level of commitment and like to go the extra mile. Development opportunities bring them further and we attach great importance to continuous training. There are various opportunities – from personal training to further education in specific expertise or advancement to leadership – all in accordance with individual needs and wishes.

## Onboarding of new employees

For the onboarding of new employees, we work with the 'buddy'-concept. A colleague supports new employees the first days; and even before the first day at the office. He or she will show new employees around, introduces the new employees to others and will make them feel at home in our company. There will be a get-to-know-the-manager and there will also be a meeting with other newcomers after a few months. Close communication across and along our organisation is a huge priority to mutually support and benefit from each other, so we want all employees to have a good start.

# A buddy makes new employees to feel at home

## Challenging each other

In short, working at PAKi is working at a place that gives you room to learn and grow both personally and professionally. And that gives you the feeling to belong to an international work family with the mutual goal to work on a more sustainable supply chain. We stimulate openness and being friendly with each other, as a good base for working together and challenging each other for the best results and growth.





# HOW PROUD & Meaningful CAN YOU GET?

Whether your impact is improving the logistic efficiency of major international brands, making your colleagues feel appreciated or contributing to global waste reduction... at PAKi we are not just looking for employees with the right job requirements, but for people who are willing to take the next step with us. People who want to develop and want to have a meaningful impact on the world around them.

Looking for an impactful job opportunity in Finance, Sales, Commerce, Business Analytics and Data, IT, Marketing, HR, Operations, Logistics, Customer Service, Administration or Project management? We would be happy to get acquainted. Check our vacancies at [career.faber.group](https://career.faber.group).



**FABER GROUP** | CARRYING  
your  
IMPACT

IPP PRS PAKi vPOOL SATIM