



On a sustainable course for success



We complement life science

## Inhalt

Editorial by Stephan Schulak, Managing Director of RKT . . .	3
About RKT . . . . .	4
Environment . . . . .	6
Economy. . . . .	12
Society . . . . .	16



## Dear Readers,

In 2024, RKT is celebrating its 50th year in business. A momentous anniversary like this gives us an opportunity to look back on what we have achieved and also to look ahead to the world of tomorrow. A topic that connects both perspectives – and has always featured strongly in our company's history – is sustainable business. As we look forward to the future, the need for action in this area has never been more urgent.

At RKT, we adopted a systematic approach to sustainability at an early stage. We never wanted to limit ourselves to planting a few trees or reducing how many emails we print. Instead, we sought to strike a balance between environmental and business aspects in order to establish a forward-looking and sustainable corporate strategy that combines three pillars: the environment, the economy, and society.

Sustainable development at RKT is based on the principle that you can only improve if you know where you stand. That is why we carefully review all our processes, determine the status quo, and seek potential for optimization.



We firmly believe that our duty as a company is to actively take responsibility for the impact of our business on both people and the environment. Our Sustainability Brochure explains what this responsibility means to us and shines a spotlight on the projects and sustainability processes we have already initiated and continue to pursue. We trust you will find it informative and engaging.

Yours truly,

**Stephan Schulak**  
Managing Director of RKT



# Plastics expertise for the medical industry





RKT Rodinger Kunststoff-Technik GmbH specializes in mold construction, plastic injection molding, and the assembly and filling of components and modules for the medical and life science industries. The company covers the entire value chain of its customers, from development work, tool construction and plastics processing, to assembly, logistics, and shipping.

Our history stretches back half a century. RKT was founded on 1 July 1974 and will celebrate its 50th anniversary in 2024. We started manufacturing medical technology components more than 25 years ago. Remarkably, one of our initial medical customers from those early days has remained steadfast in their loyalty ever since, exemplifying the sustainability of our business relationships.

Today, our 230 employees in Roding diligently work day in and day out to guarantee the delivery of high-quality plastic components and final products to customers around the world.

A comprehensive analysis of our workflows and processes identified a wide range of opportunities to further advance the company's sustainable development. Some of the projects undertaken are detailed in the Environmental section below.





# Facts and figures



Optimizing our cooling tower in 2017 enabled us to **reduce our water consumption** by approx. **57%** by 2022, equating to 3 million liters of water.



Switch to **100% green electricity** in 2020 = zero indirect emissions from purchased energy.



Heat recovery saved over **1 million liters of heating oil** in a 10-year period, a **CO<sub>2</sub> equivalent of 2,600 tons**.



Cost of **waste disposal** reduced by **approximately 45%** from 2021 to 2022.



Company-wide **carbon footprint** reduced by **45%** from 2019 to 2022.



# Our certifications



One of the first German companies to be **certified for energy management**.



Over **100** small and large individual measures implemented to date.

Since 1993

**ISO 9001 quality management system**

for the manufacture of precision molded plastic parts



Since 2001

**DIN EN ISO 13485 quality management system**

for the sale and distribution, design, injection moulding, assembly and filling of plastic components for non-implantable medical devices



Since 2011

**ISO 14001 for environmental management**



Since 2013

**ISO 50001 for energy management**



Since 2020

**DIN EN ISO 15378:2018 quality management system**

for the manufacture of primary packaging materials for pharmaceuticals and medical devices



Since January 2024

**ISCC PLUS** (International Sustainability & Carbon Certification) for certified circularity and bioeconomy along the entire supply chain



### Sustainable development at RKT

The initiation of our commitment to incorporate sustainable development into RKT's business began with the attainment of our ISO 14001 environmental management certification. In addition, RKT was one of the first companies in Germany to receive ISO 50001 certification for energy management. Our first project focused on heat recovery, innovatively harnessing waste heat from cooling processes to provide warmth for the office and logistics areas.

The annual energy savings provided a payback of the investment of less than three years. This not only exemplifies our dedication to sustainable practices but also underscores the economic viability of our environmentally initiatives.

We continue to lead in sustainability initiatives, exemplified by our complete transition to 100% green electricity in 2020 and our voluntary preparation of our Corporate Carbon Footprint (CCF) reports starting already in 2019.

A notable recent achievement is fulfillment of the requirements for ISCC PLUS (International Sustainability & Carbon Certification) of certified circularity and bioeconomy along the entire supply chain. Underlying intents of ISCC is to reduction of the use of fossil resources throughout the supply chain and increasing the share of renewable raw materials. For a product to be ISCC PLUS certified, all partners in the supply chain must display the ISCC PLUS label. Our accomplishment further reflects our ongoing commitment to sustainable practices and environmental responsibility.





## Our sustainability projects

### Lighting

Since 2012, we have been progressively transitioning to LED lighting in all of our manufacturing areas resulting in significant energy savings while providing an ROI of only seven months.

### Cooling tower optimization

Optimizing our cooling tower in 2017 led to a reduction in water consumption of 57% by 2022, saving 3 million liters of water annually. By comparison, a four-person household consumes around 186,000 liters of water per year. The cooling tower optimization involved converting it from an open system, treated with biocides and chemicals, into a closed system. This not only significantly reduced water usage, but also minimized the need for the added chemicals, addressing both environmental and operational concerns.

### New building to use sprinkler tank for cold water storage

Our plans for a new production facility include the addition of a sprinkler tank for cold water storage and the addition of six new efficient injection molding machines. The challenge often lies not only in generating energy but also in efficiently storing excess energy when it is produced.

### Selection of other sustainability measures (from more than 100 individual projects)

- Renewal of circulating pump
- Replacement of older machines with more energy-efficient equipment
- Optimization of compressed air consumption
- Regulation of facility ventilation frequency

*“When we launched our heat recovery project over 10 years ago, we were true outliers. The engineering firm we contracted at the time was not dealing with any other company interested in recycling their unused process heat for other purposes. Reusing this energy made sense for both environmental AND economic reasons. Our approach often entails looking at the situation and working out how to do things more intelligently.”*

**Josef Hofmann**, Technical Director

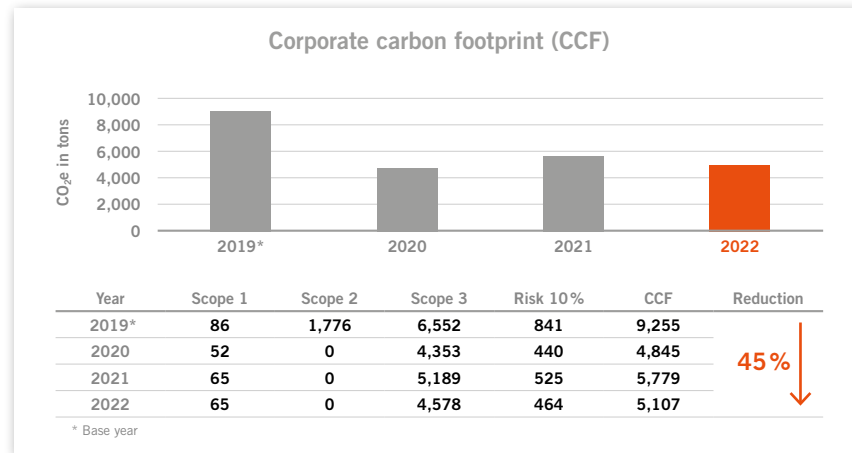
*“The first step in our sustainability projects is to search for low hanging fruit, changes that make sense because they provide an immediate economic benefit for the company. If we identify measures that protect the environment, conserve resources, and cut costs after an amortization period, it's only logical to make the necessary investment.”*

**Alex Winkler**, Head of Integrated Management Systems and Sustainability Officer





## CCF reports since 2019



Since 2019, RKT has succeeded in lowering its carbon footprint by 45%. Our Corporate Carbon Footprint (CCF) reports looks at three distinct sectors: Scopes 1, 2, and 3. Scope 1 addresses direct emissions from energy production. Scope 2 involves indirect emissions from purchased energy, and Scope 3 records indirect emissions within the value chain. A significant milestone was achieved in 2020 when RKT transitioned to 100% green electricity rendering the company's Scope 2 footprint to virtually zero.

While reductions in Scope 1 and Scope 2 are generally more attainable, these scopes collectively contribute only 25% to our overall footprint. The remaining 75% pertains to Scope 3, where companies have a limited direct influence. Recognizing the resulting complexities such as attempting to sourcing plastics closer to home, we are exploring creative alternative avenues for improvement including transitioning from air freight to ocean freight where possible. We remain dedicated to minimizing environmental impact throughout our entire value chain.

## Waste report 2022

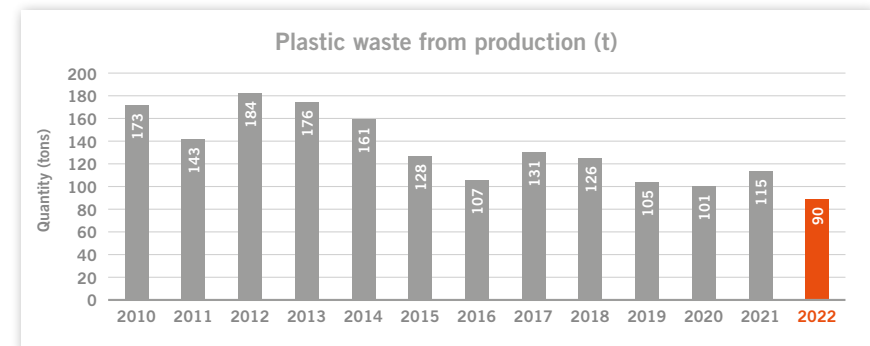
RKT voluntarily makes an annual report on waste generation to drive improvement, understanding that knowing where things stand is key to progress. In 2022, the volume of waste generated by RKT totaled 206 tons. 97% of that waste was classified as non-hazardous (similar to household waste) and 3% categorized as hazardous special waste such as oil, paint, and batteries.

We closely monitor and control the disposal of hazardous waste, while simultaneously focusing on steadily decreasing the amount of non-hazardous waste.

After successfully doing so from 2014 to 2021, we unfortunately experienced an increase in our non-hazardous volume from 34 to 42 tons in 2022 due to installation of a new production line resulting in more purchased component packaging and other waste, both of which we are working to reduce.

Plastic waste is sorted into two types of polymers to allow them to be recycled efficiently. Remarkably, plastic waste generated in our production process has reduced year-on-year by 25 tons. We sell the waste to local companies to minimize transport distances to minimize the environmental impact.

Waste disposal costs were slashed by 45% from 2021 to 2022, underscoring our commitment to sustainable waste management practices and the efficient utilization of resources.



*In 2022, we generated 25 tons less plastic waste from production compared to the previous year – a saving of around 22%.*

**We complement life science**



# Investing in the future



Conducting business sustainably requires financial commitment to achieve significant energy and resource conservation results. Fortunately, our company has been financially able to invest in modern, energy-efficient technology, updating older outdated systems. From 2023 to 2025, we have earmarked 30 million euros for new buildings, renovations, and machinery acquisitions for such improvements.

Financial figures provided in the Economy section below show that our investments are not just environmentally responsible, but are also financially prudent. Saving millions of liters of water and heating oil brings significant cost benefits, proving the economic value of our sustainability choices.

The expansion of our business activities also enables us to strengthen Roding as a business location and secure job opportunities in the region. We have increased focus on medicine, diagnostics, and life sciences, introducing a new corporate slogan in 2023: “We complement life science”. This mission will shape the future of our company.



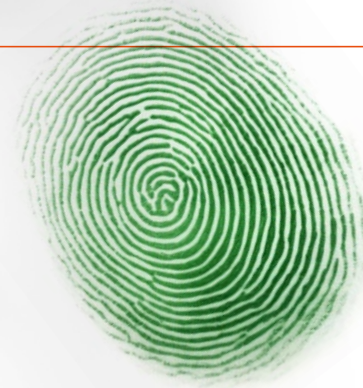
*“‘Financially strong and committed to sustainability’  
is how you could sum up RKT’s formula for success.  
The two are interdependent. We take pride  
in the integration of sustainable thinking into our  
corporate DNA, a commitment that our employees  
actively embody in their daily practices.”*

**Stephan Schulak**, Managing Director of RKT

**Petra Pollak**, Head of Finance, Controlling, Human Resources & IT

**Josef Hofmann**, Technical Director

**Markus Kamm**, VP Sales, Projects & SCM





## Award-winning ideas and processes

We take great pride in our accomplishments fueled by our passion for innovation and our ability to turn ideas into reality. We regularly benchmark ourselves against other companies in competitions focused on innovation and quality, and have scored some major successes.

In 2022, we were crowned the winner at Excellence in Production, a well-known industry competition, in the category “External Tool Construction, Less Than 50 Employees”. In addition, the district of Cham presented us with the “Outstanding Prospects” innovation award for our automated production process of PCR test cartridges. These accolades not only showcase our commitment to high quality, but also serve as recognition of our employees who diligently contribute to ensure the manufacturing of top-tier plastic products each and every day.



### Excellence in Production award

The Excellence in Production competition is organized by the Laboratory for Machine Tools and Production Engineering (WZL) of RWTH Aachen University and the Fraunhofer Institute for Production Technology IPT. The judges were especially impressed by RKT's advanced machinery, boasting high automation levels, its wide-ranging service portfolio spanning from pre-engineering and design to injection molding tool production and validation. Additionally, the company's systematic error management system, crucial for continuous improvement, was noted for its effectiveness. Another factor setting RKT apart is exceptional precision in extremely small plastic components and microfluidic systems. RKT also houses a dedicated technical center that for the testing of new tools, development of optimized process parameters through statistical methods, and comprehensive validation of new tools.



### “Outstanding Prospects” Innovation award

In 2022, RKT was honored to receive the “Outstanding Prospects” innovation award from the district of Cham in recognition of our automated production process for PCR test cartridges. The judging panel was impressed by RKT's innovative response to the ongoing and critical topic of PCR. They were particularly stuck by the company's full application of ISO7 cleanroom conditions along the entire value chain, exceptional design engineering, development and construction of injection molding tools, design of fully automated manufacturing facilities, meticulous material selection and handling of biochemical substances for cartridges, as well as the innovative approach to assembly and packaging development.

# Our greatest asset is our employees

Sustainability is integral to every aspect of our corporate culture, extending to interaction with all our employees. We aim to foster enduring employment relationships to retain each team member for the long term. As such, we provide a range of benefits, including:

- compensation in accordance with the collective agreement by the IGBCE trade union
- company pension
- works council
- company suggestion program
- annual holiday pay and Christmas bonus
- company bike program
- remote work
- in-house canteen

Acknowledging the importance of remote work for many, we offer our a number of our employees the option to work a portion of their week from home, especially in departments such as sales, purchasing, advance planning, and production planning. A common practice is the „2 and 3 system“, wherein employees work two days from home and three days at the office. This flexible setup accommodates those with longer commutes, enabling them to work three days remotely and two days on-site. This approach allows us to broaden our geographical reach and attract individuals from a wider area to join the RKT team.

We prioritize skill development through continuous professional growth initiatives, offering our employees opportunities to progress within our company. New hires receive thorough and sustained orientation training to ensure a seamless integration into our work culture.







*“As a specialized industrial company, we recognize that sustainability extends beyond environmental actions to include effective employee management. We depend on skilled workers who want to dive deep into plastic injection molding and remain in this field for the long term. Nurturing young talents will secure the future of our company. We also strive to maintain a positive presence in Roding and the surrounding area, offering attractive benefits to all our employees.”*

**Petra Pollak**, Head of Finance, Controlling, Human Resources & IT

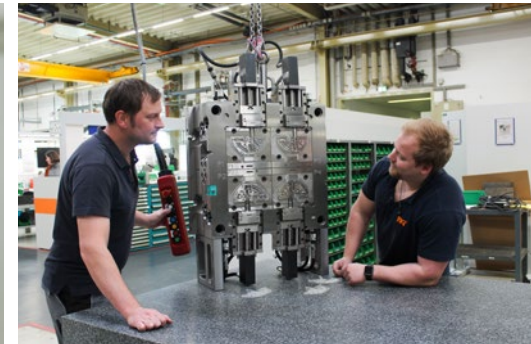


## SOCIETY

### Securing our workforce of tomorrow

Continual training of our workforce, while attracting and retaining skilled workers from outside the company are crucial to our employee sustainability strategy. We depend on skilled individuals who understand the intricacies of plastics processing and tool and mold construction. Our aim is to train the skilled workers of the future, assisting them in attaining their qualifications and integrating them as permanent members of our team. We provide various training positions such as:

- Warehouse logistics specialist
- Mechatronics engineer
- Rubber technology/plastics technology process engineer
- Tool technician
- Cutting machine operator
- Industrial clerk
- IT specialist for system integration



We also offer internships for schoolchildren, and holiday jobs to introduce young people from the region to RKT as a potential employer from an early age. We also provide various avenues for university students to engage with our company:

- through an 18-month graduate trainee program
- as a student employee
- by completing a student internship
- by writing a practical thesis at our company

In 2023, we welcomed 17 trainees, including students on combined vocational training and degree programs. After successfully completing their training, three graduates joined us permanently in our technical center and mold construction departments in 2023.



**We complement life science**

If you would like to know more about our sustainability goals and projects, or if you have any questions about our plastic injection molding services, please contact us:

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