

Recognise the
impact you have

Face new challenges
each day

Our
colleagues

Opportunities to grow both
personally and professionally

Family-like culture
and team spirit

Work towards
the same goal

YOUR IMPACT

WELCOME TO FABER GROUP

Part of
something bigger

Positive contribution
to a better world

World Class
Workplace

Open communication
and cooperation



FABER GROUP | CARRYING
your
IMPACT

IPP PRS PAKi vPOOL SATIM

Contents

More about Faber Group: Our world of load carrying	Page 4
Daily impact: A day at work	Page 10
Professional impact: Employee story	Page 18
What we offer: Impact	Page 26
Working atmosphere: Team spirit	Page 28
Your future colleagues: Companionship	Page 32
Professional impact: Employee story	Page 40
Sustainable impact: Facts & Figures	Page 48
Be all you can be: More than just you	Page 50
All over Europe: Opportunities for growth	Page 54
Our World Class Workplace: Dedicated to our people	Page 56

Colophon and disclaimer

© 2023 Faber Group
Prinses Beatrixstraat 35
4034 HL Eck & Wiel
The Netherlands
marketing@faber.group

EDITING & TEXT: Faber Group,

We're someone

DESIGN: We're someone

PHOTOGRAPHY: Sven Siebel, Faber Group

The content of this magazine
has been compiled with care;
however, no rights can be derived from it.



What impact would you like to make?

Our world of load carrying

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



If you've ever wondered at the supermarket how all these products get there, we can answer "we played a part". We enable the "sharing" of load carriers such as pallets, crates and boxes to optimise the transportation process in demanding supply chains. Welcome to Faber Group.

There is so much more to 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 the 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 an 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 for supply chains to function in a 24/7 and global economy. Most of the goods you have at home likely once travelled on a pallet. Pallets might be not the most visible part of a supply chain, but without them it would be impossible

Carrying impact with circular load carrier pooling services

Faber Group comprises several specialist pooling businesses – IPP, PAKi, PRS and vPOOL – and a sustainable timber supplier, Satim.

Scan the QR-code to learn more about Faber Group.



to quickly and efficiently transport goods. By providing circular, reusable load carriers on a pay-per-use basis, we work with over 600 employees to contribute to the sustainable impact of our customers' business and make our own positive impact as well.

Sustainability at the core

Sustainability is at the core of our business and is in our hearts. Together with value creation and digitalisation it makes our business strategy, which we call the "Green Triangle", where each side strengthens the other two. Together these drive our sustainable impact, while at the same time delivering profitable business growth.

Circular in itself

Our business is, in itself, sustainable and circular: the majority of our load carriers is produced from certified sustainable timber that will last for a long time and can be returned to nature at the end of its service life. 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 turn, we make sure the load carriers are used in an optimal way and they are properly maintained to keep them in good condition throughout their lifespan. We make the most impact by improving

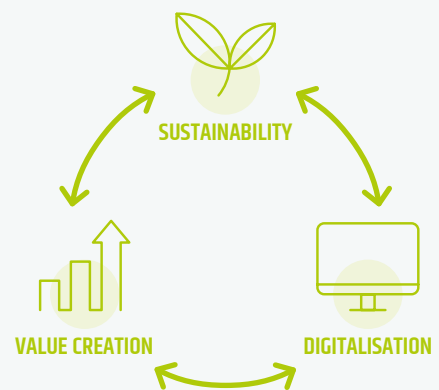
the sustainability of our customers' supply chains by providing them with circular load carrier solutions. So, the more our business grows, the more sustainable impact we make.

The whole is greater than the sum of its parts

Reducing our footprint

Furthermore, we have embraced three of the United Nations Sustainable Development Goals and incorporated these into our own Faber Development goals, which also focus on where it matters most: 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.

FABER GROUP BUSINESS STRATEGY



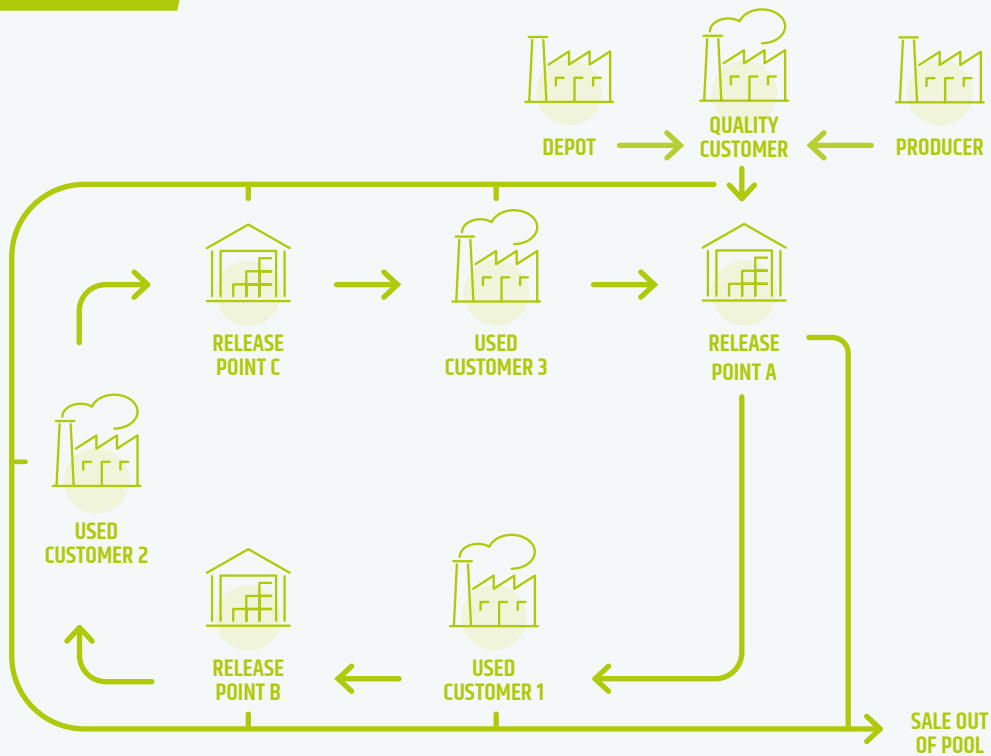
Faber Group has set itself the goal of linking sustainability, digital transformation and value creation. These three goals, which together we call the "Green Triangle", are closely linked and support each other's results. A sustainable focus and ongoing smart digital transformation also accelerate Faber Group's value creation. At the same time, value creation and digital transformation enable Faber Group to enhance sustainability.

CLOSED 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 the owner of the load carriers.

OPEN POOLING



Open pooling, used by PAKi and vPOOL, is a system for reuse in which reusable exchangeable load carriers circulate among an 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.



618 employees (567 FTEs)
425 million euros in turnover
125 million load carrier movements

Digitalisation

Digitalisation supports us in our current business, enabling us to better follow the movements of our load carriers so that 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 help them improve their supply chain, reduce their footprint and cut costs.

We are one group driven by the same purpose

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 the same values of "Care, Dare and Deliver".

Sharing knowledge

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

The Faber Group companies

- **IPP** provides sustainable closed pallet and box pooling services for the FMCG and recycling industry, covering most of Europe.
- **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.
- **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

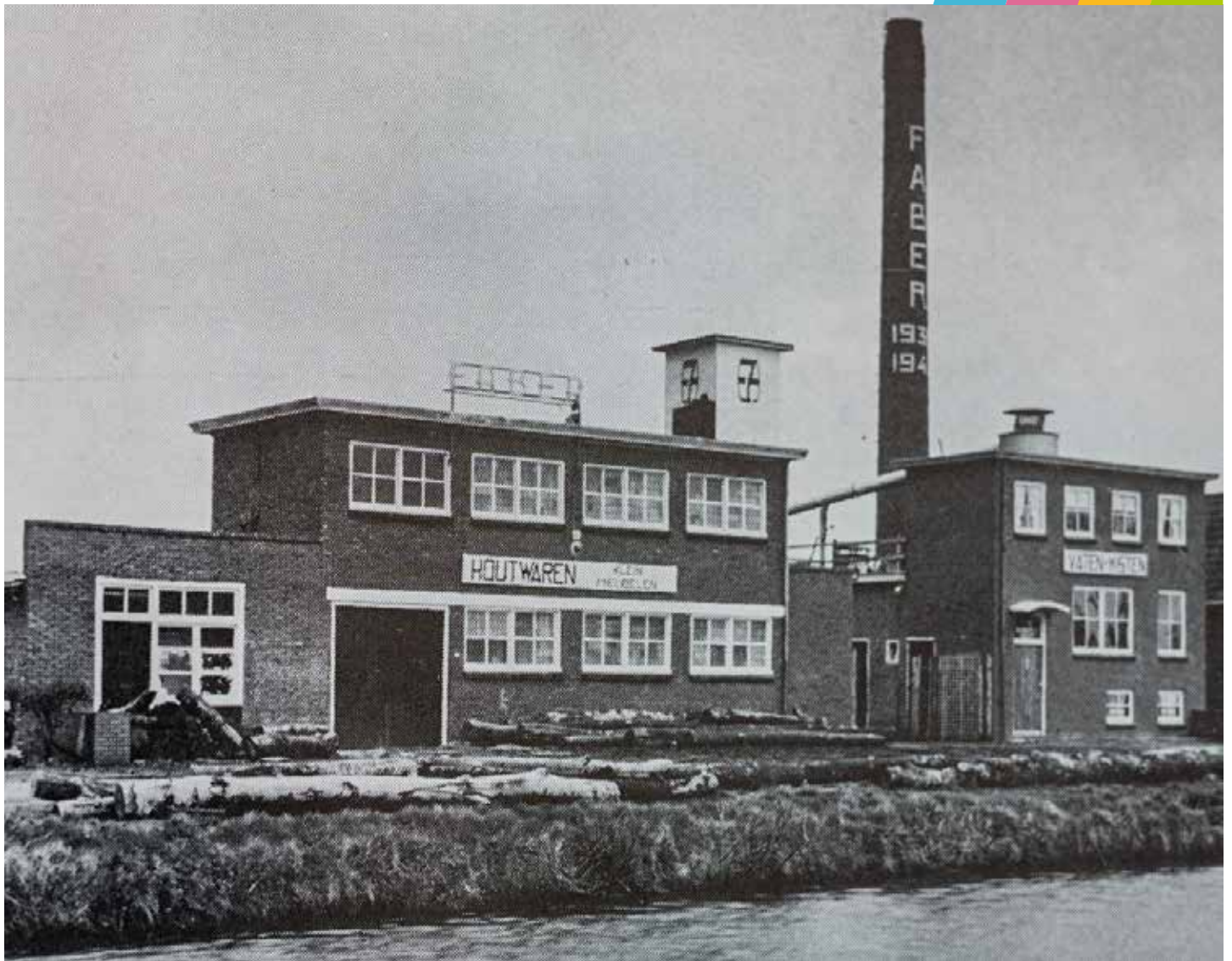
We have a responsibility towards our customers and future generations to provide high-quality reusable and sustainable products and services. It is our ambition to have a positive impact with our logistics solutions for supply chains. We bring circularity into logistics and make being circular a service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

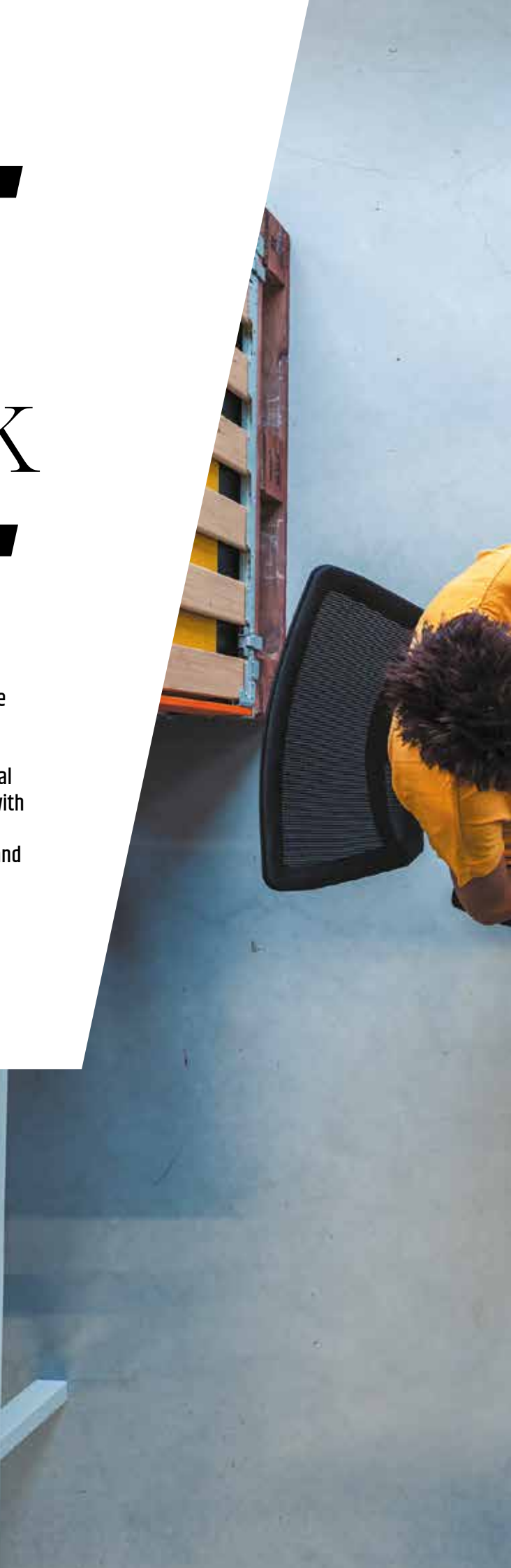
Deliver: we are motivated to simply deliver sustainable results.



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 to Europe, which created a demand for wooden pallets. Pallet production eventually became the core business for both families, who merged in 1992 to form the 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 Faber Group. That year we also introduced our purpose “Carrying impact” and revamped our company values, making these “Care, Dare and Deliver”.

a day at work

Whether we are giving it our all to support customer in the supply chain, collaborating with colleagues across borders, or sharing a lunch, at our offices all around Europe you will find a friendly and supportive team of colleagues working together to excel. Our group 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 its development.





The first thing you notice is the friendly atmosphere



PRS, Eindhoven, NL

8.30 Rush hour at the coffee machine, the perfect moment to catch up on the latest news. That could be the European Committee's latest regulations to reduce carbon emissions, or perhaps the latest post on LinkedIn. 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?



PAKI, Ennepetal, DE



Taking care of an effortless load carrier flow.



IPP, Eindhoven, NL

Brainstorm with colleagues to gather ideas.

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.



While you fill your shopping cart or basket, we make sure the shelves of your supermarket or shop stay filled. Day in day out. Year in year out.



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

vPOOL, Wörnitz, DE



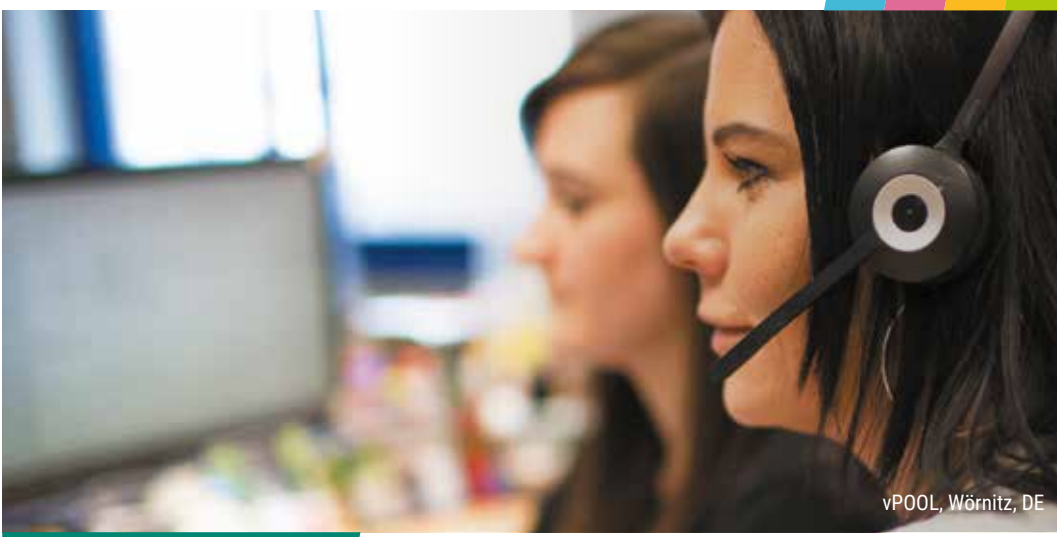
PRS, Eindhoven, NL

Our modern workplace supports our open culture

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



PAKi, Ennepetal, DE



Video meeting with a customer. Great way to share our vision on improving their efficiency and sustainability.

vPOOL, Wörnitz, DE



We work hard and have fun.

IPP, Eindhoven, NL



PAKi, Ennepetal, DE

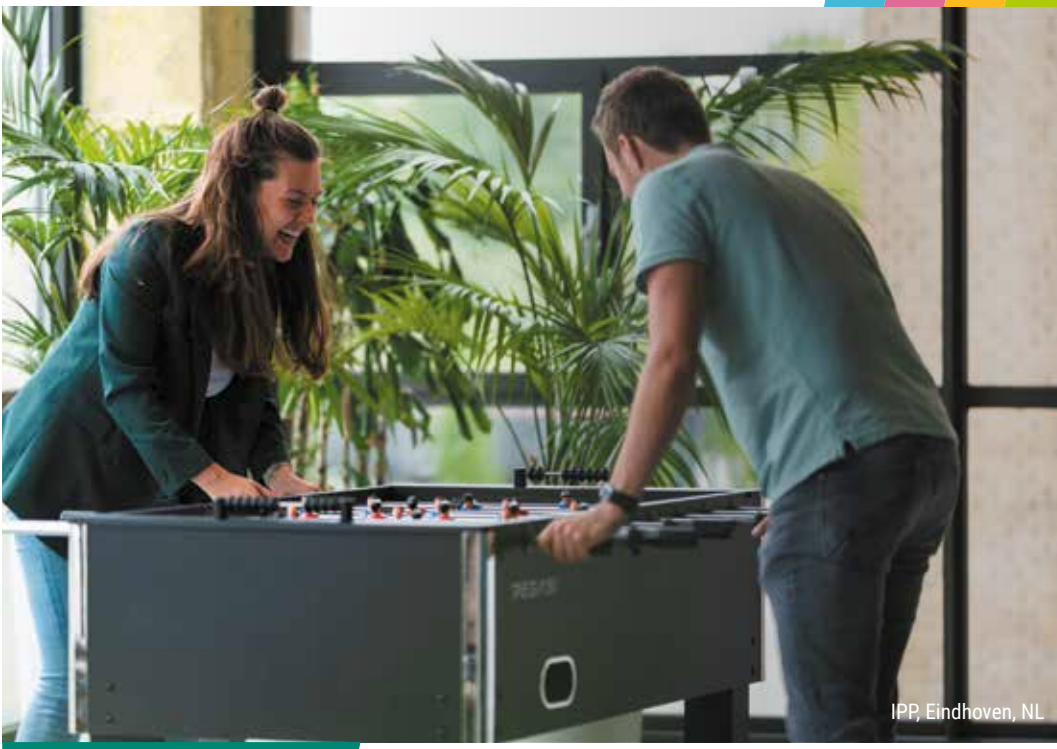
While we're being updated on financial challenges, it's not only our minds that are being fed. "Lunch & Learn" at the office.



PRS, Eindhoven, NL

We look beyond our own jobs and are not afraid to take the initiative.

There is huge engagement and a motivating team spirit



Working on our competitive edge.



Pizza time!
We make plenty of time for informal celebrations and small-scale events.



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

Nadia Haimour is Circular Logistics Planner at PRS. She joined the company in 2018 managing the return of pallets. Now she is also responsible for the planning.



“I face
new
challenges
each day”

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.

Nadia Haimour, PRS
Circular Logistics Planner

“It feels like solving puzzles, which forces me to focus, remember, learn, and use logic”

As Circular Logistics Planner Nadia manages and plans the operational steps of the pooling system, this way closing the circularity loop of our business.

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

“I found this job through a recruitment agency. They had connections with PRS. I liked the job description because of the idea of a recycling system, and the opportunity to use French and practice Dutch in my daily work. I’m from Algeria myself, so it is nice to work in an international environment.”

Your job is most certainly more than “just pallets”... Can you tell us a bit more about what you do in your job?

“I make sure the PRS pallets are picked up and reused by communicating with producers, converters, transporters, depots and distributors. Part of the job is keeping in touch with companies who are not cooperating yet and convince them to start returning as many pallets as possible. I am working on convincing a big converter to start returning our pallets, and we are close to an agreement. This was one of my goals since I started working here.”

“Next to managing the return of the pallets, I take care of the planning. I receive orders and plan deliveries to our French customers. Then I organise the transport of the ordered pallets to the location when and where they are needed. I am in touch with the distributors to receive information about the transport locations. That way I can follow those pallets and have them collected. The pallets are repaired when necessary, after which we can supply them once

more to the next customer. This is the way our pooling system works.”

“I started my job by only managing the return of the pallets. Later, I was also made responsible for the planning part. I feel very productive when executing all the operational steps of the pooling system. I am completing the picture of the PRS system. I face new challenges each day, which can be a bit stressful sometimes, but also makes every day interesting. It’s about being patient, prompt and polite. It feels like solving puzzles, which forces me to focus, remember, learn, and use logic.”

“We are encouraged to learn from each other by sharing knowledge”

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

“The work my colleagues and I do ensures on-time delivery, savings for journeys, happy customers and peace of mind. All of this has a positive impact on the customers, and on the environment.”



Who do you work together with? Just those in your own division or also internationally within the group?

"I work together with my colleagues from the Pooling Service Department. Our team is located in the Netherlands but has co-workers with a lot of different nationalities. It's amazing to be able to share our cultures with each other."

"Start collecting pallets from North Africa & Egypt"

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

"PRS provides learning opportunities for development on a professional and personal level. At work we are encouraged to learn from each other by sharing knowledge to improve our skills and relevant knowledge. An example is the opportunity I have been given to help with a new project where we will start collecting pallets from North Africa & Egypt. Pallets going there are going out of pool now, and we want to change that."

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

"I can contribute to the company in several ways. I am a fast learner and a loyal, hard worker. My aim in my job is to ensure customer service standards are excellent, which will in turn improve customer feedback and increase repeat business."


I increase pallet returns, and divide the work between transports companies wisely. I think it's important in any role to not just help increase sales orders, but to also add value by helping the company save money too. Furthermore, I help PRS improve our online image and marketing."

And how does it contribute to sustainability?

"The mission of the Pooling Service Department is to get positive feedback from customers and other companies. I listen to the customers and determine what actions I need to take. In the long run, good customer service makes the companies want to work with us and our sustainable way of pallet pooling."

What do you like most about your job?

"I like the fact that I am completing the whole cycle of pallet recovery. Productive days make me happy, days when all pallets have been returned, I solved small and big problems, the customers are satisfied, and I had good communication with my co-workers. I also love the opportunity to work from home and the fact that we are working with an international team."

A professional portrait of a man with short, styled brown hair, smiling warmly. He is wearing a light blue, long-sleeved button-down shirt with the sleeves rolled up. He has his arms crossed and is wearing a black smartwatch on his left wrist. The background is a blurred indoor setting with soft lighting.

Harm has been the Commercial Accounts Manager for IPP Benelux for the last 18 months now. He has been working for IPP for nearly four years and started as Commercial Advisor at the Inside Sales department.

‘Inspire people with enthusiasm and drive’

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.

Harm van Oirschot, IPP Benelux
Commercial Accounts Manager

“Our business model has sustainability at the core”

Harm loves working with people and likes to understand what drives and motivates them. It enables him not only to help others succeed in their job, but also have fun while doing so.

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

“I was looking for a new job and heard through my network that IPP Pooling had a role available. At that time, I had never heard of IPP, but I was curious and sent my CV. IPP liked my background of having worked at AB InBev breweries and invited me for an interview. The role I applied for was Commercial Advisor at the Inside Sales department. At first, I was somewhat sceptical about working with pallets, but during the interview I realised that there’s a whole world behind pallets and my curiosity was piqued. Another important factor why I started working at IPP was that I got the impression that IPP is an ambitious group of people who genuinely care about important topics such as work culture and sustainability.”

Your job is most certainly more than “just pallets”... Can you tell us a bit more about what you do in your job?

“In my current role I lead the Inside Sales team. I ensure that our team of Commercial Account Advisors can work in an optimal way by providing them support in their role, as well as in their personal and professional development. Once our Outside Sales team has acquired a new customer, Inside Sales steps in. We take care of onboarding the customer and are the first point of contact with the customer from then on. In close collaboration with Operations, our team ensures that the customer’s pallet needs are fulfilled and makes sure that all conditions are clear. We provide service, answer the customer’s questions,

and follow up on possible improvement points. Besides leading the Inside Sales team I’m involved in tender and legal processes. In these processes I take care of the commercial relationship with some of our major European customers, both current and potential. Next to that I make sure the commercial and operational agreements are formalised in legal contracts.”

“I realised that there’s a whole world behind pallets”

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

“IPP is a transparent and reliable partner for our customers to collaborate with. My ambition is to have the quality of our service at such a high level that we lighten the customer’s load by handling all their pallet needs.”

And how does it contribute to sustainability?

“Our company and our business model have sustainability and circularity at the core, as pallet pooling works on a pay-per-use basis. Customers don’t have the burden of owning the assets and we ensure that the pallets are used in an optimal way. Most of our pallets are made from certified sustainable timber and after a long service life they can be returned to nature, as biomass



for example. More specific to our role, the more we deliver a good job and ensure that we have satisfied customers, the longer our customers will make use of our circular pooling system and, this way, have more sustainable impact. And by doing a great job we can attract more customers to join our pallet pool as well."

What do you like most about your job?

"I love working with people, both within IPP and with our customers and other partners. In my current role I enjoy leading the department, working together with my team – providing support and enabling development. I like understanding what drives and motivates people. I believe that in this way I can help others succeed in their job and, most importantly, have fun while doing so."

Who do you work together with? Just those in your own division or also internationally within the group?

"Besides my own team, I work closely together with my colleagues from the Benelux management team, where we handle day-to-day topics and have strategic discussions about our business unit. On a regular basis, I also have contact with my counterparts in our other business units in Europe. Periodically we organise alignment meetings where we share best practices, and discuss possible ways to improve and harmonise, and to create synergies. I also have occasional contact with our corporate headquarters, for example to align on the legal aspects when we are engaged in a tender procedure."

“If you want to achieve something, take the initiative”

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

"I'm very satisfied about that. When it comes to my own perspective and growth opportunities, IPP has paid a lot of attention to a personal development plan, which allowed me to grow into my current role. Faber Group and IPP really care for their employees by focusing properly on their development and by offering learning and training opportunities that allow them to grow within the company."

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

"I like to inspire people with my enthusiasm and drive. I want to show others that if you want to achieve something and you take the initiative, there are many things possible within our group. I hope the steps I've been able to make myself within IPP inspire others to follow."

Just as you give your best, so will we

At Faber Group 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 our employees and supporting them to grow and develop.



Daily impact – Working environment

Your day-to-day working environment should support you in bringing out the best in yourself 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 programme
- 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 work field
- Exciting work in an international environment, where you can really contribute to development
- Opportunities for personal growth within company and internationally
- Learning programmes



Sustainable impact – Contributing to the world

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

- We are not just following the trend: we are a shining example of what it means to be a sustainable company
- Your activities will contribute to global waste reduction and a circular economy and help to reduce the carbon footprint and ensure a sustainable future
- Opportunities to keep developing sustainability goals
- Support to engage in social responsibility after work



Personal impact – Salary and benefits

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

- Flexible opportunities to support work-life balance
- Attractive salary and fringe benefits
- Exceptional performance will not go unnoticed or unrewarded.
- We care about your wellbeing and offer fitness and health programmes
- We support your continuous development by offering learning and training opportunities



Human impact – Culture and diversity

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

- Intercultural working atmosphere
- Family-like culture and we value entrepreneurship
- The general vibe is friendly and relaxed, with good energy
- Flat organisational structure where we motivate each other and tackle problems together
- Celebrations and events with local and international colleagues



Family-like
culture
and open
team spirit



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

Freedom and responsibility

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

We can have a real impact

"We all share the conviction 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 feel that the EU's forested area is far too low on the political agenda. I find it really shocking that climate change has caused the decline of pine trees in German forests because it's becoming too dry. From 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."

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

Ingrid Faber, CEO Faber Group

DARE

Dare to go for it

“As I said earlier, offering people space to take initiative is the biggest driver of our culture. We explain to 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. And sometimes they will make mistakes – then 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 – within reason, of course. And encouraging 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.”

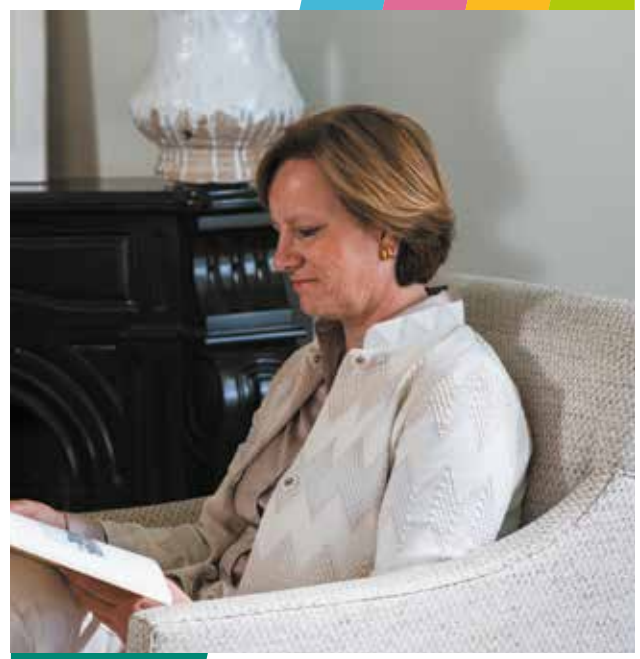
DELIVER

Delivering on a massive scale

“If you look at the massive scale of our load carriers, which are being used all over Europe, it’s not difficult to understand that ‘no’ is no 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 lacking – ever, as it would immediately disrupt deliveries. We always have to deliver. So, there’s a great common drive for efficiency.”

Speak your mind

“When I look at how we should ‘deliver’, that team aspect became more and more important throughout the years. Previously, in any situation, out of two job applicants I would pick the person most skilled for the job. Now, I believe that a person’s added value to the team weighs just as much. Of course, we need people to be capable of doing the job, but diversity in any sense of the word can add to the success of the team. I believe, every team needs a certain amount of people who think differently and speak their mind.”



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 proved 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



Com- panion- ship

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





“We need to work together, to reach our goals”

Eva Brands (25),
Marketing and Communications
Coordinator IPP Europe

“I immediately felt at home, and everyone was eager to help me”

Eva joined IPP directly after she graduated from her higher education institution in 2022. “Gosh, where to start... I have so much to tell! The past year and a half has flown by and that’s probably because it’s such a great place to work. Initially I thought, ‘Pallets, logistics? Not really appealing

for marketing at first glance...’ A good challenge to apply my knowledge. As it was my first job – in a sector I did not know well – I did not know exactly what to expect. But it was the people who made it truly easy and enjoyable. I immediately felt at home, and everyone was eager to help me.”

Work across borders

Her role has evolved, allowing her to assist others now. “On the one hand I work closely with my manager, on the other hand I collaborate with colleagues from other departments and countries. We have a whole European Marketing Community with all the IPP countries represented as well. You get to know people, cultures,

and working across borders. I’ve even travelled abroad a few times. I also appreciate the sense of community closer to home: we have regular drinks and activities that foster a strong team spirit. We grow together and support each other, additionally contributing to personal growth. I love the sustainability, internationality, the no-day-is-the-same feeling within company, and I am thankful for the opportunity and trust I got to work here.”



“IPP gave me opportunities to grow both personally and professionally”

Tim Vanderheyden (35),
Operations Manager Benelux IPP

Tim is ambitious. He started at IPP as an Asset Manager and now manages his own team of nine. “I have always wanted to make a career. IPP supported this ambition and gave me opportunities to grow both personally and professionally. In our team we need to work together, to reach our goals and honour our agreements. With hybrid working, the way to do that is to all meet in the office weekly, barrier-free, to ultimately provide the best for the client. I am proud of what

we have all achieved so far, in part thanks to having a very open, flatly structured organisation with room for personal input. Most colleagues are close and colleagues from all levels are approachable – including the boss and the boss’s boss.”

Challenge each other

“It helps that the office environment is pleasant: we can lunch together, walk outside during breaks and many fun activities are organised, like sporting

tournaments, concerts and barbecues on the roof terrace, and our own team-building activities. This obviously contributes to the openness and the fact that you are friendly with each other – but also learn to challenge each other. We must, because the company is also still growing. The result is that no day is the same and we grow together. I can truly say that I am happy here, and grateful to be able to work for such a wonderful, sustainable. international company.”



“My team is like a second family to me, we stand up for each other”

Taniesha Larry,
Logistic Operations & Customer Care Expert at vPOOL

“Hello, my name is Taniesha Larry and I have been working at vPOOL since 2020. After my training as an office management assistant, I was taken on as a Logistic Operations & Customer Care Expert directly in the area of Disposition, Logistics Operation (LOCC for short).”

Working hand in hand

“What I particularly like about vPOOL is the family atmosphere and the

warm way of dealing with each other. At vPOOL, everyone is so nice and friendly. It may sound strange, but here everyone really tries to treat each other well. That’s not as self-evident as you might think, and you don’t find it in every job.”

“As a full team member after my apprenticeship, this feeling has been confirmed more and more. Our team is colorfully mixed, both in terms of

age and character. But despite the differences, we work hand in hand. The mixture of experience and fresh ideas makes us strong. LOCC is like a second family to me. Every colleague has his or her role and we stand up for each other, whether in business or in private. I can recommend vPOOL with a clear conscience to anyone who is looking for a company with a family flair, diverse tasks and a positive working atmosphere.”



“A very open,
young,
modern
company”

Tim Mönninghoff,
Area Sales Manager D/A/CH at PAKi

“PAKi is a
growing
company
and offers a
future-proof
and good
workplace”

“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 the great team spirit, the modern corporate culture stood out. At our company, everyone supports each other to see that problems are solved quickly. This also applies to communication with our management.”

After work events

“There are regular after work events with food and drinks. 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 great, future-proof 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.”



“We get a lot of opportunities to challenge ourselves”

Hugo Lopes da Silva,
Team Leader of the Pooling Service Department at PRS

“I started working at PRS three and a half years ago and this year became team leader of the Pooling Service Department. The atmosphere at PRS is great. I have the best colleagues and our team is very united. We all help each other out when needed. We like to work together at the office in Eindhoven, but can also work at home, which is great for ensuring a good balance between work and private life.”

Flat organisation

“At PRS we get a lot of opportunities to be creative and challenge ourselves, at our own pace. And I really like the flat structure of the organisation. I can talk as easily to my manager as with my direct colleagues. The activities committee really shakes things up at the company by organising all different kinds of activities, like a summer party and international

lunches. Furthermore, the location of the company at Strijp-TQ is perfect because there is a lot to do around the building and so close to the city centre of Eindhoven.”



“Inspiring work environment that drives careers to success”

Tanja Pruski,
HR Director at PAKi

“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 working environment can be created that nurtures talent and drives careers to success.”

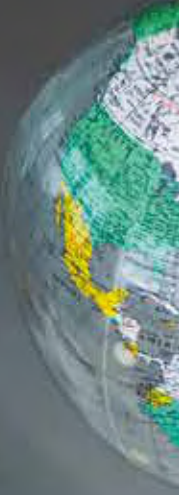
Cross-border cooperation

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

both colleagues and management. Accordingly, we maintain open communication and encourage the exchange of ideas and feedback. 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 events to promote team bonding and fun in the workplace.”

Good team atmosphere

“Future colleagues are sure to 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 working environment where you can develop your potential. In addition, there are numerous development opportunities, a global group of companies for support, and varied events that make working a unique experience.”



Make— your job count



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



“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

“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 headhunter offered me the interesting position of 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 communication 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 trade fairs and all marketing material in general.”

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, 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 at 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 shoot for the PAKi sustainability targets: all sustainability activities will also pay off directly for the Faber 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."

Who do you work together with, people within your division or internationally within the group?

"Both. As marketing and communication manager I have the opportunity to work with a lot of different departments. At PAKi these are of course the marketing and communications team but also HR, who I work together with for internal communications and 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 and operations. Within the Faber Group I mainly work with the marketing committee and the sustainability drivers. In both of these committees, we'll meet regularly to exchange best

practices, 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 educational offerings like language courses to support in obtaining an academical degree – and everything in between. Combine this with evolving your soft skills and 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 at PAKi or a switch 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 that means one step further towards the future-oriented activities of the group."

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



Nadja is 27 years young and in 2017 started her training as a freight forwarding and logistics services clerk at vPOOL. She was taken on in Customer Service Support immediately after passing her exams.

“Here, the
experts
of tomorrow
can be
trained”

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.

Nadja Watzke, vPOOL
Customer Service Support and Internship & Apprentices Supervisor

“Working with apprentices is incredibly rewarding”

Customer contact is one of the things people person Nadja enjoys mostly in her job. Not surprising her new role as trainer for apprentices suits her very well too.

How did you come to vPOOL and why did you decide to join the company?

“Before vPOOL, I had completed training as a tax secretary at the tax office, but was then looking for a job with more customer contact and variety. When I saw a job ad for training at vPOOL, I immediately knew that it was the right thing for me. Right from the start, I found the warm and friendly nature of the company awesome. I’ve been here for a few years now and love the structured yet challenging and varied work.”

Your job is more than “just” managing pallets and crates. What else is behind it?

“In Customer Service Support, we are responsible for document reports and reconciling customer accounts together with the respective key account managers. Individual customer support and finding solutions are also important aspects of the job. In addition, since January 2023 I have been responsible for supervising the training of the current five interns/apprentices, which I really enjoy.”

How does your work add value to customers’ businesses?

“Intensive and individual customer support and efficient handling of special cases optimises customers’ supply chains and business. This also helps to strengthen customer satisfaction and their loyalty to the company. Moreover, working with apprentices is incredibly enriching and important for a company. Here, the experts of tomorrow can be trained and actively supported.”



And how does that contribute to sustainability within the business?

“In Customer Service Support, for example, we work virtually paperless, which saves resources and makes a positive impact in the area of environmental protection. This way of working gives customers the additional advantage of being able to get an overview of their load carriers digitally and quickly.”

“I see another step towards a sustainable solution in the training of our young colleagues. If everything is right here, the student will stay with vPOOL after their internship or apprenticeship, meaning the know-how stays in the company, is further built on and intensified and, best of all, is then passed on to the next generation!”



Who else do you work with? Within the company and the Faber Group?

"Customer Service Support mainly coordinates with the Key Account Managers in the form of 'tandem pairings'. We also work closely with logistics and accounting, especially on the monthly closure. As an internship supervisor, I am also in close contact with our HR department as well as with the internship supervisors from the various divisions of the Faber Group. For example, we, and the interns from PAKi and their supervisors, have been visiting each other at the different locations for several years. This allows for active exchange and networking. This adds incredible value to and for everyone."

"In my own development, I have always been supported and encouraged"

What do you like most about your work?

"My job offers me varied work that involves a lot of customer contact. I really appreciate the fact that I can work out solutions on my own. I always look forward to personal meetings with customers on site, especially with long-standing customers whom I have been supporting since my training. You are always encouraged and supported by the company. For example, the company helped me get my 2022 training supervisor licence. They also support language training courses – I hope to be able to support my Italian customers in their national language soon."

"From the very beginning, I found the friendly and warm nature in the company awesome"

The Faber Group is a growing company, open to initiative and change. To what extent does that offer you opportunities for your personal development?

"The company offers numerous training opportunities, such as internal webinars or language courses. But the company also looks at each individual for their personal development, as it did with me with the internship supervisor exam. That's why I'm looking forward to continuing to discover and exploit my potential with vPOOL in the coming years."

And how do you feel about contributing to the development of the company and the business yourself?

"As a Customer Support Expert, I gain valuable insights into customers' needs and requirements through direct customer contact. This gives my team the opportunity to develop processes for vPOOL, but also for our customers, and to further develop the service concept. In addition, as an internship supervisor, I would like to support my young colleagues so that they, as future specialists, can bring to the company know-how and an all-round view immediately after their training is completed. At the same time, they should be able to develop personally as people at such a young age and try things out."

1 25,000 trees planted annually

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 most cost-effective ways of removing CO₂ from the atmosphere.

3 Net zero in 2045

Our ambition is to achieve a 30% cut in carbon emissions per trip or barter in 2030 and eventually to become net zero by 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 so, by its very nature, supports sustainability. The more customers opt 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 programme, Faber Group has put a lot of effort into creating insight into the impact we make. Measurements of our actual footprint and life cycle analyses have given us direction in setting ambitious, yet realistic sustainability goals.

6 Highest possible EcoVadis rating

Faber Group has been awarded the EcoVadis Platinum 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.

More than just you

At Faber Group you can be so much more than just your job. Because we believe that that is ultimately 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 goal is to strengthen IPP's presence in the market and position the company as a trustworthy partner who adds value throughout the entire supply chain. In a market as competitive as Portugal, your reputation is your greatest weapon, so every interaction counts in bringing IPP closer to its growth objectives. Every day represents a new challenge, which Tânia will face with a smile and commitment to give partners and customers 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.

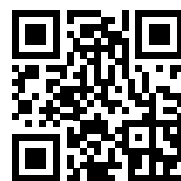
ANALYTICAL & Optimistic

Kemane Aoufoh
(right)
Financial
Controller,
IPP France

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

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 out our careers site.**

Growth

Being part of a bigger, international group offers employees opportunities for growth and development all over Europe. That could be through working together and sharing ideas with teams from other countries, or perhaps you will opt for 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

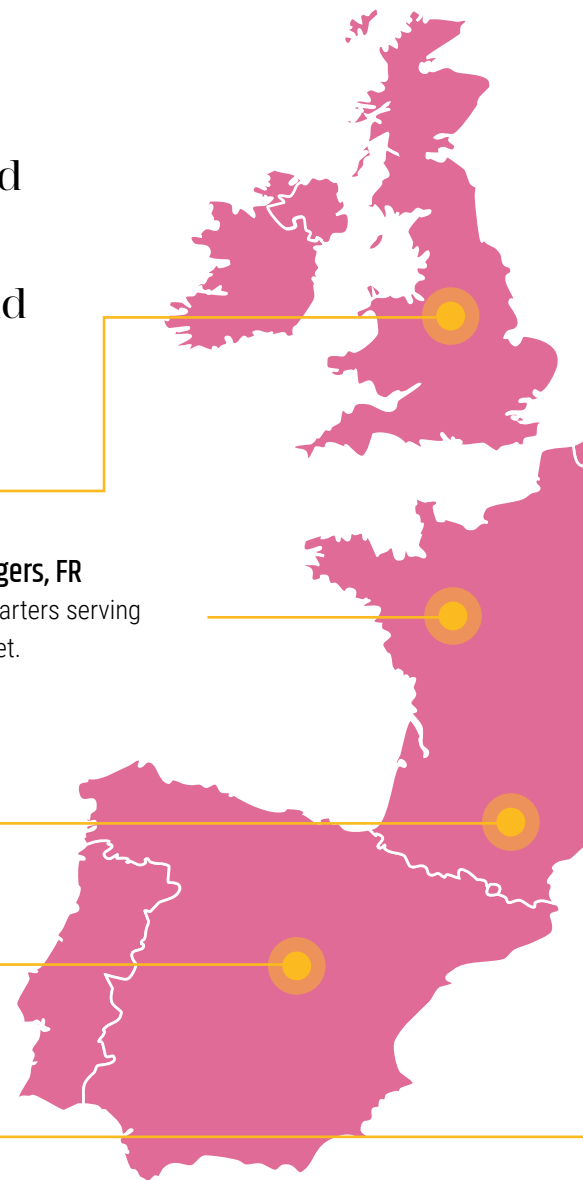
Regional headquarters serving the French and Spanish market.

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

In the vibrant Strijp district of Eindhoven we house both our European headquarters and regional Benelux office.

PRS Pooling, Eindhoven, NL

Headquartered for Europe in the Strijp district, serving the European polymer industry. Regional managers based locally 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

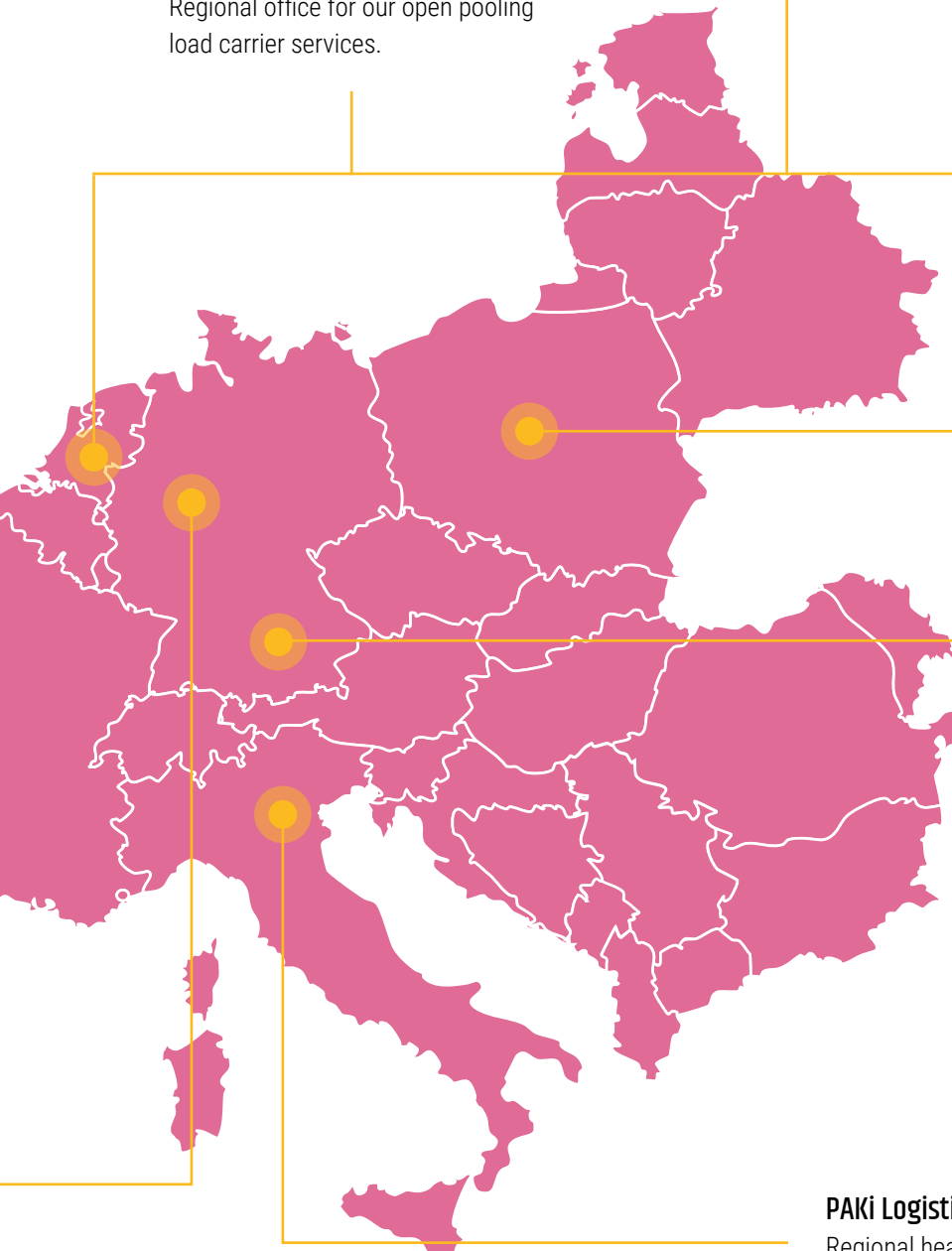
Our group headquarters, providing coordination, support and expertise to all divisions.

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, Wörnitz, DE

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

PAKi Logistics, Verona, IT

Regional headquarters serving the Italian market.



Employees are a company's most important resource 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 has been rewarded with the 'World Class Workplace' mark of excellence in employment practices, which is awarded to high performing organisations based solely on the opinion of employees.

Working at Faber Group is working at a place that gives you the energy to accelerate each day. A place that gives you room to make mistakes, to learn and grow both personally and professionally. A place that gives you the feeling that you belong to an international work family with the shared goal of working towards a more sustainable supply chain.

Take responsibility

At Faber Group we are proud to hold the World Class Workplace certificate. In addition to physical, interactive employee engagement days, we hold

Opportunities to develop on a personal and professional level

regular employee surveys. We dare to say that our employees truly enjoy working at PRS. 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 a personal and professional level. There are opportunities to give input, take responsibility and make mistakes.

The organisation is very informal and flatly structured

Informal, with a flat structure

The organisation is very informal and,

with its flat structure, talking to our director is as easy as talking to your immediate colleague. Also, being in an environment with many international colleagues and customers throughout Europe makes working at Faber Group interesting. It is a truly multicultural environment, with people from all over Europe. There is so much more to explore besides your own country and culture. Working with people of different nationalities enables you to grow and develop on yet another level.

Challenging work

Our growth ambition makes the work challenging, though even more enjoyable and rewarding when successes are made. Through the heart of the company – our employees

– many innovations are driven forward and projects developed together. Our employees have a high level of commitment and are happy to go the extra mile. Shared successes are celebrated and valued. Development opportunities bring our employees further, and our company attaches great importance to the continuous training of employees. There are various opportunities – from training to further education or advancement to management – all in accordance with individual needs and wishes. Internal knowledge transfer is an integral part of our work and creates a good working relationship. Furthermore, we are taking the first steps towards strengths-based working as a foundation for creating

Multi-cultural environment with people from all over Europe

high-performing teams. It makes employees more engaged when their unique combination of personal talents is actively used in the working environment. It encourages personal development and cooperation.

Balance between work and private life

In our opinion, good employers provide employees with a work environment where they feel at home and accepted. We want employees to feel part of a

community, appreciated, inspired and cared for. That means offering a broad variety of benefits. It means supporting employees in maintaining a good balance between work and private life, through flexible working hours and a hybrid work model, for example. And it means encouraging collaboration in a pleasant and modern workplace with a good atmosphere. For us, collaboration is the only way that we can be truly successful. Close communication across and along the organisation is a huge priority, so that we can mutually support and benefit from each other. Additionally, we organise many fun activities: international lunches, sporting tournaments, barbecues and all sorts of other special events. All this contributes to openness and being friendly with each other. This is a good basis for working together and challenging each other to deliver the best results and realise growth.

The needs of employees

To ensure employees can perform their job in the best way possible, we invest in tools, equipment, software, training and work processes. And we always keep the conversation about what is needed for employees to work efficiently, productively and happily going.

Meaningful and rewarding work

Given what a hot topic climate change is in today's world, it's really great to work at a company that prioritises sustainability in its core business. We know our employees care about sustainability and making an impact in the world too. Whether that is expanding the circular economy, reducing the carbon footprint for the load-carrying of fast-moving consumer goods, or maybe even leaving the world a better place for the next generations, at Faber Group employees can be so much more than just their job. So, if you want to develop, are not afraid to take the initiative or make mistakes, and want to look further than your own job, we believe Faber Group is the workplace to be.



We want employees to feel appreciated, inspired and cared for



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 Faber Group we are not just looking for employees with the right job skills, but for people who are willing to take the next step with us. We are looking for people who want to develop and who want to have a meaningful impact on the world around them.

Are you 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

