

Recognise the
impact you have

Inspire people
with enthusiasm

Our
colleagues

Opportunities to grow both
personally and professionally

Friendly culture
and team spirit

Work towards
the same goal

YOUR IMPACT

WORKING AT IPP

Part of
something bigger

Positive contribution
to a better world

World Class
Workplace

A healthy and good
work-life balance



IPP | CARRYING
your
IMPACT

MEMBER OF FABER GROUP

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Colophon and disclaimer

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What impact would you like to make?

Our world of load carrying

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



Welcome to IPP. We are a member of the Faber Group and specialise in the pooling of load carriers. Did you know that almost every product you have at home once travelled on a pallet? Pallets are indispensable load carriers for supply chains to transport goods in a safe, efficient, standardised way from factory and warehouse all the way to retail stores.

Vital part of supply chains

IPP is a pallet pooler – a vital part of demanding, fast-moving supply chains. With over 280 employees, we operate a circular reuse system for high quality pallets and boxes throughout Europe. We have over 1,650 customers, representing many well-known brands, producers and retailers. All kinds of goods travel on our pallets: coffee, crisps, cereals, beer, dairy, juices, biscuits, personal hygiene products... you name it, our pallets carry it.

16 million load carriers

IPP is a member of the Faber Group, an international family-run company specialised in circular load carrier services. Our pallet pool consists of over 16 million load carriers that make over 63 million trips per year. By providing our pool pallets and boxes on a pay-per-use basis we ensure that

our pallets are used in an optimal way. And as owner of the load carrier, IPP ensures that they are kept in good condition throughout their lifespan so that pallets can last for years. IPP works with over 120 depots and selected hauliers throughout Europe to ensure efficient and sustainable shipment of load carriers, storage and, if needed, repairs. For our customers, pay-per-use means that they don't have the hassle of ownership or need to invest in load-carriers. So they can fully focus on their core business.

Sustainable impact

By choosing pool pallets instead of one-way load carriers our customers participate in the shared economy and reduce their footprint. This is where IPP makes the most sustainable impact and grows its business at the same time – the more customers who opt for pool pallets,

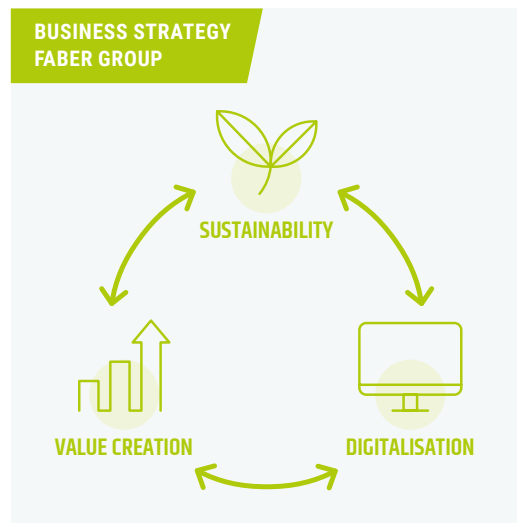
The very nature of what we do is a natural circular model of pooling

IPP offers circular load carrier services throughout Europe. Scan the QR-code to find out more about us.



the more the footprint is being reduced. So, our pallet pooling system is in itself sustainable and circular. Furthermore, most of our load carriers are made from certified sustainable timber – a natural resource – and after a long service life pallets are eventually returned to nature, as biomass for example.

Besides that, IPP contributes to the sustainability goals of our parent company Faber Group.



In this regard we focus on the areas where we can make most impact: reducing the footprint of our logistics operations, optimising the lifecycle of our load carriers, and doing this in partnership with all stakeholders throughout our supply chains. For example, we have received two-star European Lean & Green recognition. Lean & Green is a leading programme to optimise transport routing & loading, avoid empty returns and reduce fuel consumption. To optimise the lifecycle of our pallets we have programmes in place to repair pallets to the max instead of scrapping them. We also use any salvageable material from pallets that have reached the end of their useful service life instead of using new timber – all of course up to our high-quality standards.

With over 280 employees, we operate a circular reuse system

To make customers and retailers more aware of the importance of pool pallets not straying 'out-of-network' or becoming lost, IPP launched a campaign to increase the recovery rate. This benefits the efficiency of the supply chains IPP supports while fulfilling its own sustainability ambition to reduce the company's footprint. The success of a sustainable and efficient pool depends on making sure pallets stay in the network and are used in an optimal way. When pallets become unavailable – because they are being held, unused, as overstock in a warehouse or, even worse, because their whereabouts is unknown due to poor data management – this jeopardises the efficiency and sustainability of the pooling system.

Digitalisation

Next to sustainability, digitalisation is a core element of our business strategy. Digitalisation enables us to optimise the logistic process around our pallet pool, as well as keep track of

CLOSED POOLING



Closed pooling is a system for reuse in which reusable load carriers are circulated by IPP without change of ownership, meaning that IPP remains the owner of the load carriers.

our assets. Together with Connected Load Carrier, we are currently deploying pallets fitted with a tracking device. This way we can reduce pallet loss, which reduces replacement costs while, at the same time, increasing our sustainability performance. But this is just the start: in a next stage we can provide customers with data to optimise their supply chain, and offer additional services, like tracking temperature and humidity, and shock detection of the pallet and its load, which can be important for food or valuable products.

European projects make IPP a truly international place to work

Almost 300 employees

At IPP, our over 280 employees work every day to see that the load carrier needs of our customers are fulfilled in the best way possible. According to our customers, IPP stands

out for its quality and service. We work to high standards, go the extra mile and are easy to work with.

All over Europe

IPP's European headquarters, which also houses the Benelux business unit of IPP, is located in Eindhoven in the Netherlands. Our other business units and locations are:

- Germany-Austria-Switzerland (Ennepetal, Germany)
- France (Angers, France)
- Iberia (Madrid, Spain)
- Poland (Warsaw, Poland)
- United Kingdom & Ireland (Coventry, UK).

International place to work

Each business unit consists of Commercial and Operational teams, supported by functions like Finance, Human Resources, IT and Marketing & Communications. The European headquarters ensures alignment, harmonisation and efficiencies between all business units to ensure we operate as a European logistics provider in the most sustainable and efficient way possible. Most functions also have communities in which we share best practices and work together across markets on European projects – which makes IPP a really international place to work.

a day at IPP

Whether it is our modern and open office in Eindhoven, our extensive load carrier facilities in the UK or the local employees in Spain, at IPP you will find a friendly and supportive team of colleagues working together to excel. IPP 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.



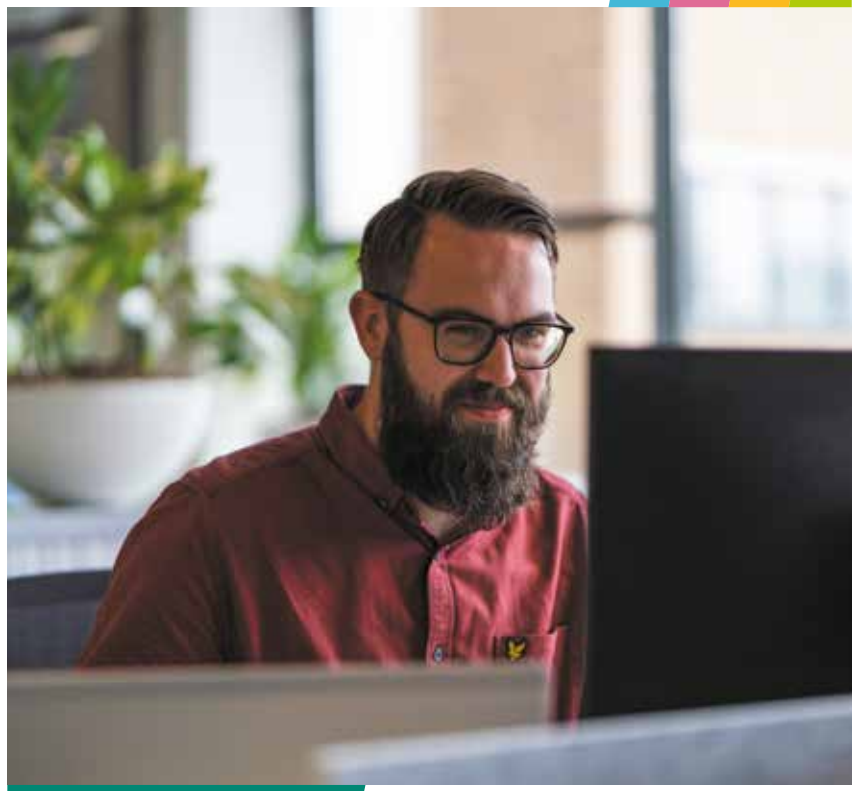


The first thing you notice is the friendly atmosphere



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 video meeting. It's a great way to share some ideas with colleagues from other countries.





Transporting reusable pallets and boxes to customers across Europe, to fulfil their specific load carrier needs *and* reduce waste.



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

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 who rely on our employees to ensure an effortless load carrier flow.



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



Our modern workplace supports our open culture


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



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



Working on our
competitive edge.

A professional portrait of a man with short, styled brown hair, smiling warmly. He is wearing a light blue button-down shirt and has his arms crossed. A black smartwatch is visible 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 IPP 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

Ingrid Faber,
Faber Group CEO

A portrait of Ingrid Faber, CEO of Faber Group. She is a middle-aged woman with short, wavy brown hair, smiling warmly at the camera. She is wearing a white, textured blazer over a light-colored collared shirt, a gold necklace, and a gold earring. The background is a neutral, slightly textured grey.

Open culture
and
positive
team spirit

A portrait of Eric Schrover, CEO of IPP. He is a middle-aged man with dark, curly hair, a grey beard, and glasses. He is wearing a light blue button-down shirt and is smiling. The background is a blurred green outdoor setting.

Eric Schrover,
IPP CEO

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

CARE

Contribute to a better world

Eric: "Overall care is very much about the sustainability we propagate, and the role employees can have to make impact. How can you contribute to a better world in your job? What can you do at work to realise a smaller footprint? We are circular. We want to take care of our planet. And we invest to do so. There are still steps to be taken; we are increasingly initiating programmes to increase our sustainability – which goes hand in hand with being a profitable business at the same time."

We can have a real impact

Ingrid: "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 can 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, Faber Group CEO



Care for our employees

Eric: “Care also means providing our employees a healthy, pleasant and challenging work environment where they can get the most out of themselves. We offer people the opportunity to develop and grow, and to excel in what they are best at. I believe we really take good care of our employees. We offer a good benefits package and we have flexible possibilities to ensure a healthy work-life balance and for mobility. The Covid pandemic really taught us that location is less important. Meeting at the office mainly has value in terms of connecting and collaborating, but certain tasks can perfectly well be done from home too. We trust our people to take responsibility and deliver results, regardless of location.”

Freedom and responsibility

Ingrid: “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 offer them all the support we can.”

“ We offer flexible possibilities for a healthy work-life balance and mobility”

Eric Schrover, IPP CEO

DARE**Dare to go for it**

Ingrid: "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. 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."

Outside our comfort zone

Eric: "The company is really open to people who want to create opportunities. We facilitate that and we encourage people to step outside their comfort zone to grow. Of course, we realise it sometimes goes with lessons we need to learn. But if you want to win, you need to dare; we give our employees room to do so. Looking at the performance of IPP and our team, I'm convinced this approach pays off well."

“Open to people who want to create opportunities”

Eric Schrover, IPP CEO

Lots of opportunities

Eric: "The dare-to-do attitude is probably a result of being a family business. With our entrepreneurship, the short communication lines, and guts to go ahead and invest in something you really believe in, we really dare to seize opportunities. And we support our teams in doing so too, not only through training, coaching and mentorship, but because they are able to develop themselves more broadly than just in their own job. You get the responsibility for the full scope, in contrast to what you often see at larger, corporate companies. So, if you really want to follow your own path and take ownership, we offer plenty of opportunities."

Entrepreneurship, positivity and perseverance

Eric: "Before I started working here, I worked for a large multinational. In such an environment decisions are often

based on financial consequences, down to a few digits after the decimal point. Our company is much more business-case driven. If we have faith in something, we go for it based on entrepreneurship, positivity and perseverance. I think that makes working way more pleasant for everyone in the organisation. because it keeps the company flexible instead of being bureaucratic. It also means you can really benefit from opportunities that you probably would not get in another company."

“I like people to have ideas and dare to go for it”

Ingrid Faber, Faber Group CEO

The guts to develop

Ingrid: "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 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."

DELIVER

Delivering on a massive scale

Ingrid: "If you look at the massive scale our load carriers, which are being used all over Europe, it's not difficult to understand that "no" is no answer for our customers. Though load carriers may not be very visible, 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."

Going the extra mile

Eric: "At the end of the day, we do have to earn money. And that means doing what we agreed on and going the extra mile for the customer whenever needed. We all give our best to ensure that the customer is satisfied. That the results are good. And that also means staying sharp and continuing to improve."



Growing rapidly

Eric: "We are growing rapidly and are transforming from a company with country-focused divisions to a European organisation with an international focus. Employees are involved in these changes based on their skills and experience, across the board and from all levels of the

organisation. The competition outside is tough and we can only be that successful European player by working together in a harmonised and efficient way, within a group that is working towards the same objectives. Transparency is very important to get there. We work with a great group of people in an open culture, a group who works towards the same goal with great enthusiasm. We are proud of what we do and embrace our sustainability ambitions. So, you don't just work for a pallet company here, but for a circular company that acts as a coordinator within extensive supply chains."

“Employees from all levels are involved in the changes”

Eric Schrover, IPP CEO

Speak your mind

Ingrid: "When I look at how we should 'deliver', the team aspect has become increasingly important over 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 IPP? 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.”



“Lots of room to take on challenges”

Ian Hollander (32),
Business Analyst, IPP/PRS

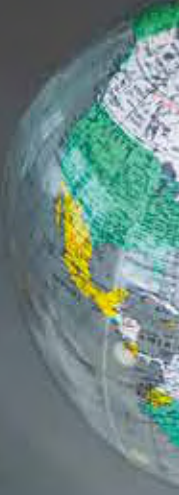
Ian came to IPP/PRS together with his team and manager. It’s just been 18 months and the team has already doubled in size, and Ian can pinpoint the reason for this growth: “Right away, I noticed that this is a nice, open, flexible organisation with lots of room to take on challenges – and I love a challenge. Our team is most important: it is a great mix of different personalities that complement each other well. But the essence is that we always help each other out when

needed, and together we achieve more. Really everyone likes to contribute ideas and help seek solutions – even the CEO is happy to help out at times.”

Informal activities

When Ian started, the Covid pandemic was still happening and that was a game changer. “Fortunately, now we can also take part in informal activities again, like foosball tournaments and having lunch with our team every few weeks. Being together and working

together stimulates.” “Especially now that we are currently running a big European project to optimise the data of all IPP’s business units to harmonise these. A big challenge, but we have already achieved a lot, and I am very proud of that. I am also proud to be working for a company who really keeps their word and of what they are doing to make the world more sustainable. Honestly, I believe I made the right choice working here, because I go to work happy every day.”



Make— your job count



2



Two-star Lean & Green European recognition

Through this European programme we aim to reduce the carbon footprint of our logistic operations by optimising transport planning, routing and loading as well as by reducing fuel consumption. Since the start we have already cut our carbon emissions by 10%.

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.



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

4 RUDi: 40 to 70% emission reduction

New product development RUDi – a reusable display unit – is the sustainable alternative for single-use and reduces carbon emissions by 40 to 70% compared to single-use display units.



5 Up to 60% less usage of cardboard boxes

The SMARTBox – another product we developed together with retail and industry – is a standardised reusable transport packaging system that eliminates single use cardboard packaging for transport. A SMARTBox can reduce carbon emissions by as much as 35% compared to a single-use cardboard box.

7 Optimise lifespan of load carriers

How can we get the most use out of a load carrier and how long can a load carrier stay in the pool? Various programmes optimise the lifespan of our load carriers. For instance we maximise pallet repair instead of scrapping, and our Pallet Recovery Campaign aims to reduce loss of load carriers.

6 IoT to minimise new pallet production

Accurate tracking of each asset throughout its lifecycle, from acquisition to disposal, enables us to avoid pallet losses. This way we can minimise the number of new pallets that need to be produced to maintain our pool. Additionally, the data generated provides the company with insights that allow us to improve efficiency, which in turn can lead to reduced transport and, with this, lower emissions.



PART OF SOMETHING BIGGER

IPP 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 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.



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 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 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.

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 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.



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

Sustainability at the core

Sustainability is at the core of our business and is in our hearts. Together with value growth and digitalisation it defines our business strategy, which we call the “Green Triangle”, with each side reinforcing the others. Together these drive our sustainable impact, while at the same time delivering profitable business growth.



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”.

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.

Reducing our footprint

Furthermore, we have embraced three of the United Nations Sustainable Development Goals and incorporated these into our own Faber Development goals. The focus of these is also on where it matters most: reducing the footprint of our logistics operations and optimising the usage and 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, 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.

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 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.

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

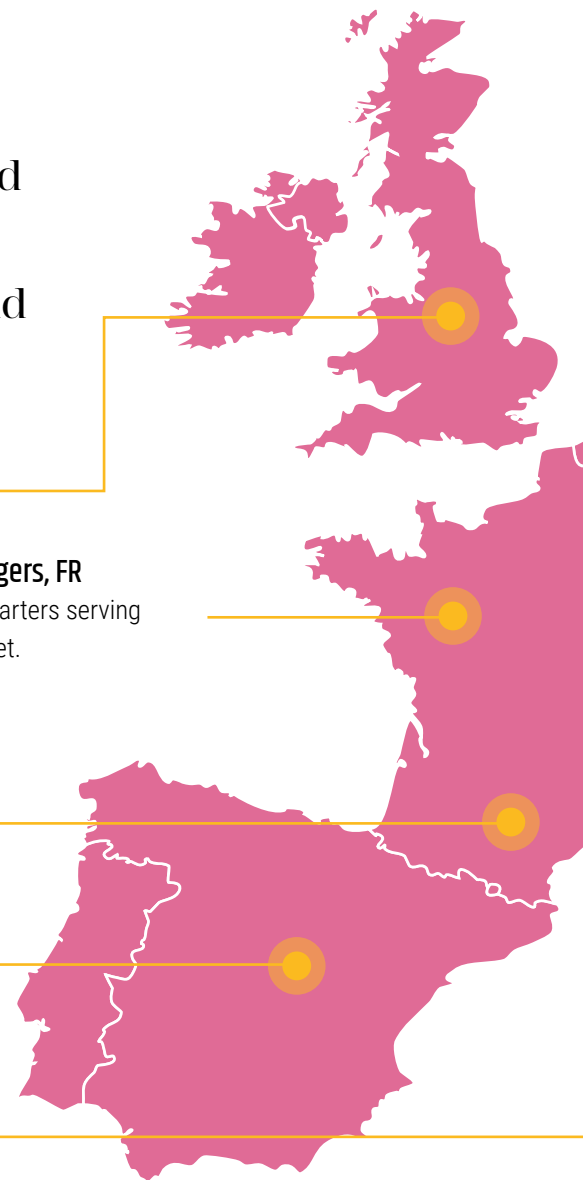
Regional headquarters serving the French and Spanish market.

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.

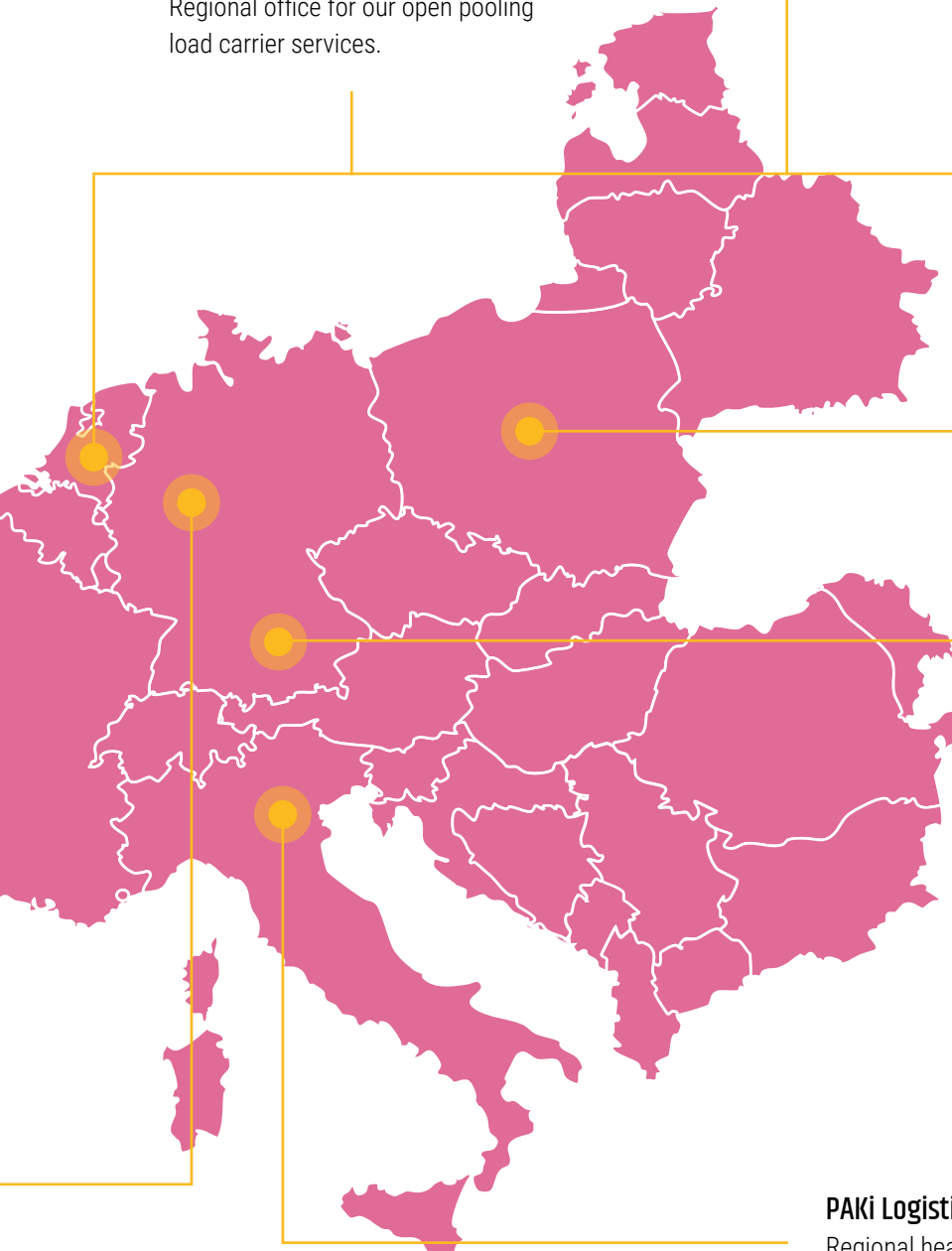
Our group headquarters, providing coordination, support and expertise to all divisions.

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.



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

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+

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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.**



*Our
World
Class
Workplace*
*Excellence in
employment
practices*

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 IPP is working at a place that gives you the energy to accelerate each day. That gives you room to make mistakes, to learn, and to grow both personally and professionally. And that gives you a sense of belonging to an international work family where all members share the goal of bringing about a more sustainable supply chain.

Take responsibility

At IPP we are proud to carry the World Class Workplace label. In addition to physical, interactive employee engagement days, we hold regular employee surveys. We

Opportunities to develop on a personal and professional level

dare to say our employees enjoy working at IPP. 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 and flatly structured

IPP uses a business unit structure in which the entities of all countries are

represented: the Netherlands & Belgium, Germany, Austria & Switzerland, the United Kingdom & Ireland, France, Spain & Portugal and Poland. The country directors are part of the European Management Team in which they work together on various central topics. This also applies to the HR teams. The organisation is very informal and, with its flat structure, talking to our director is as easy as talking to your immediate colleague. Also, its multicultural environment, with employees of many nationalities and customers from all over Europe, makes working at IPP very interesting. 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

IPP's growth ambition makes the work challenging but extra fun and rewarding when successes are achieved. Through the heart of the company – our employees – many innovations are driven forward and projects developed together. Our employees bring 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 ongoing education and from advancement to management – all in accordance with the employee's personal needs and wishes.

Multi-cultural environment with people from all over Europe

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 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 on

the roof terrace and other fun events. All this contributes to openness and being friendly with each other. This is a good base for working together and challenging each other to deliver the best results and realise growth.

We want employees to feel appreciated, inspired and cared for

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 IPP employees can be so much more than just their job. So, if you want to develop, are not afraid to take initiative, make mistakes, and look beyond your job, we believe IPP is the workplace for you.





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 IPP we are not just looking for employees with the right job skills, we are looking for people 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

