

Recognise the
impact you have

Actively support the
experts of tomorrow

Our
colleagues

We are a close-knit
group of employees

Friendly culture
and team spirit

A sense of belonging
and trust

YOUR IMPACT

WORKING AT vPOOL

Part of
something bigger

Positive contribution
to a better world

World Class
Workplace

Open communication
and cooperation



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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 vPOOL. We are member of the Faber Group and specialise in the pooling of load carriers in the food industry. With our innovative approach to sustainable container management, we strive to increase the positive impact of our business and that of our customers on the environment.

Our passion for load carriers

If you've ever wondered at the supermarket how all these products get there, we can answer 'we played a part', because we pool load carriers. Pooling refers to an environmentally friendly exchange or rental of load carriers such as pallets, crates and boxes to optimise the transportation process. To keep it simple, we enable the 'sharing' of pallets and crates across the length and breadth of all users, from suppliers to retailers, in the supply chain.

Let's take an example of Mr. Becker, a food producer and customer of vPOOL. Normally, Mr. Becker's logistics service providers trucks would return empty after delivering the goods. Pooling avoids the trucks driving back without a load. Instead, vPOOL uses the transport to pick up empties already available. vPOOL has a large network and it will look

for another customer near the empties who has a need for them. The empties are thus delivered from Mr. Becker's customer to another vPOOL customer, significantly shortening the transport route and avoiding empty truck miles. And thereby reducing CO₂-emissions significantly.

An all-round pooling service

But that's not all. Our passion is the service and know-how around load carrier pooling. This includes holistic consulting and needs analysis to understand our customers' requirements and develop individual logistics concepts. We manage an enormous amount of dimensionally consistent, impact resistant, as well as stackable load carriers. This way products can arrive on time, in an efficient manner, on the shelves of the supermarkets in the D-A-CH region as well as Italy, Spain, France and Poland.

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

vPOOL focuses on providing circular load carrier services across a range of European regions. Scan the QR-code to find out more about us.



We work with various partners to offer our customers a wide range of high-quality products and services. These include producers and manufacturers with whom we work closely to meet the needs of our customers in the food industry. In doing so, we also clean exchangeable empties for efficient and sustainable use. Our services are aimed at well-known wholesalers and retailers as well as smaller producers, where equally special and strict hygiene requirements apply to load carriers. We cooperate with carriers to release and collect reusable containers quickly and easily. When freed-up load carriers are efficiently delivered to the nearest company in need, unnecessary empty runs can be avoided. Waste, through the use of 'one-way-packaging' is avoided, and the cost of each participant in the supply chain reduced as no company needs to buy its own containers.

Pooling aims precisely at optimally combining demand and surplus load carriers to shorten transport routes or even avoid unnecessary transport movements entirely. This also gives our customer more time and capacity to deal with his

actual core business rather than the supply chain necessary to deliver it.

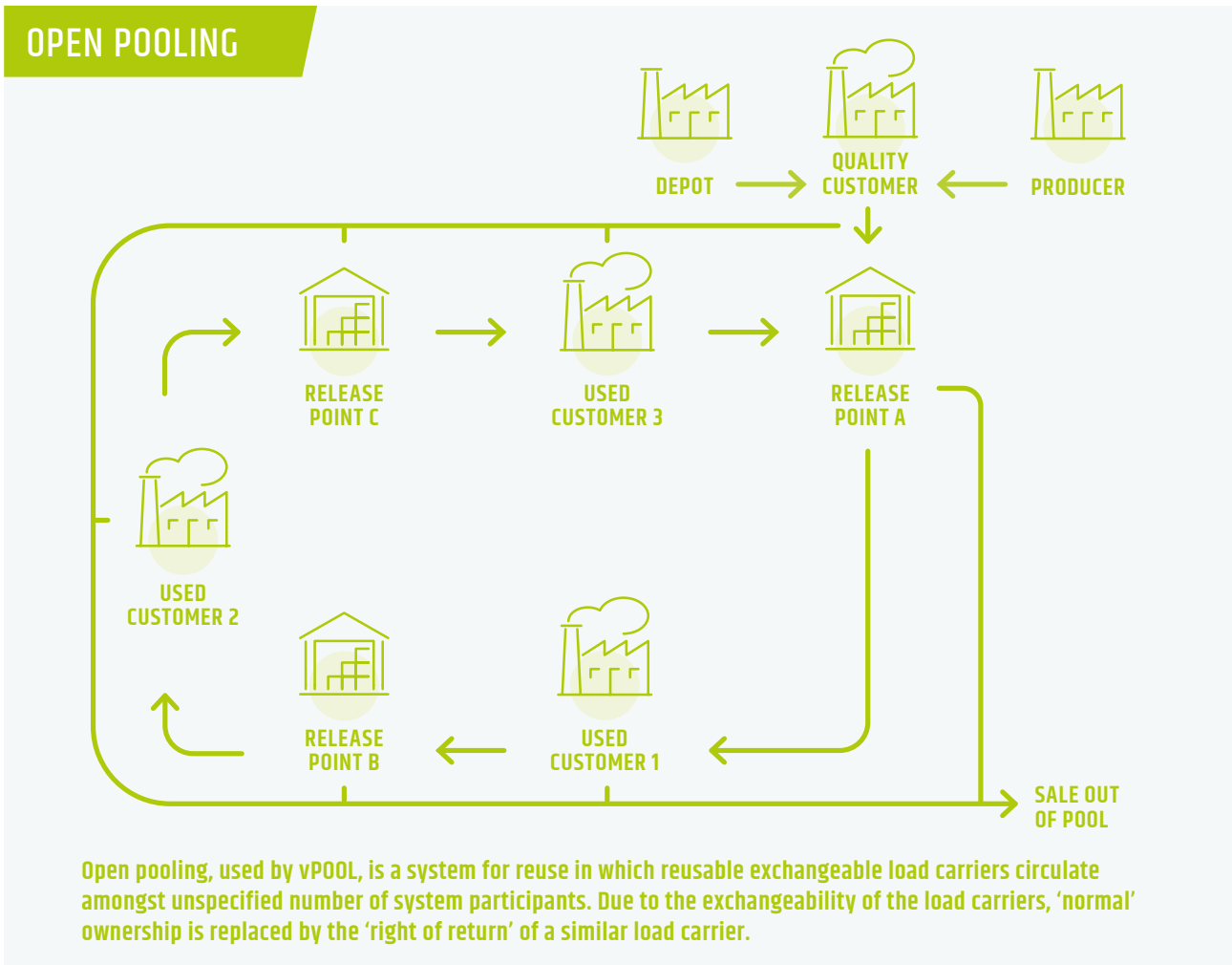
We make the difference

Our business area seems small, but it has an immense impact on the world around us - not least because of our sustainable business approach. The motto of our reason for being, 'Carrying impact,' represents our commitment to sustainability through the very nature of what we do - execute the natural circular model of pooling. We strive to expand the full range of standardised products and services to further increase the positive impact of our business and that of our customers on the environment. We are also committed to giving back to our local communities and creating the best working conditions and growth opportunities for our employees. Sustainability is a core aspect of our corporate strategy. We strive to continuously improve our processes to further enhance what we do and work hard to keep our environmental footprint as small as possible.

Pooling aims precisely at optimally combining demand and surplus load carriers

vPOOL as member of the Faber Group

We have been member of the Faber Group, a Dutch family-owned business founded in 1891, since 2019. Faber Group is a leading provider of sustainable, recyclable packaging products and related pooling services throughout Europe. As member of the Faber Group, we actively pursue a socially responsible, sustainable and resource-conserving approach. True to our corporate motto: Care, Dare & Deliver. This is reflected in our commitment to treating each other with respect, to sustainability in all dimensions, and to excellence in our work.



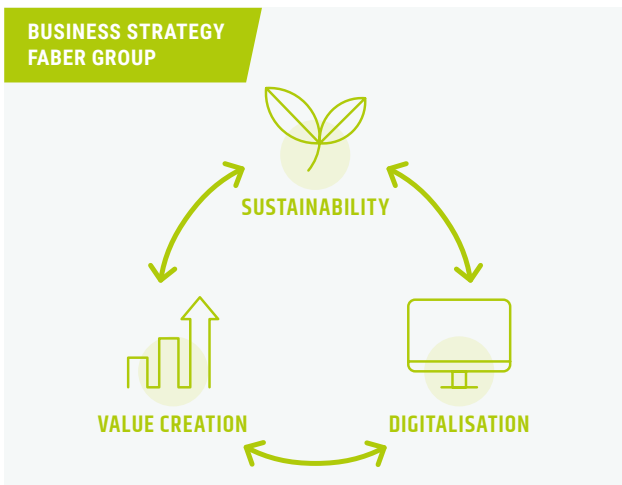
More about the three strategic pillars

For the coming years, Faber Group has set itself the goal of linking sustainability, digital transformation and growth. These three goals, also called the 'Green Triangle', are closely linked and support each other's results. As member of the Faber Group, we are proud to be able to pursue these synergies as a unique 'division' and as an integral part of the Faber Group team. A sustainable focus and ongoing

smart digital transformation also accelerate Faber Group's growth and vPOOL's as well. At the same time, growth and digital transformation enables more sharing to enhance sustainability. The 'Green Triangle' is the foundation that drives Faber Group's success and turns its vision into reality.

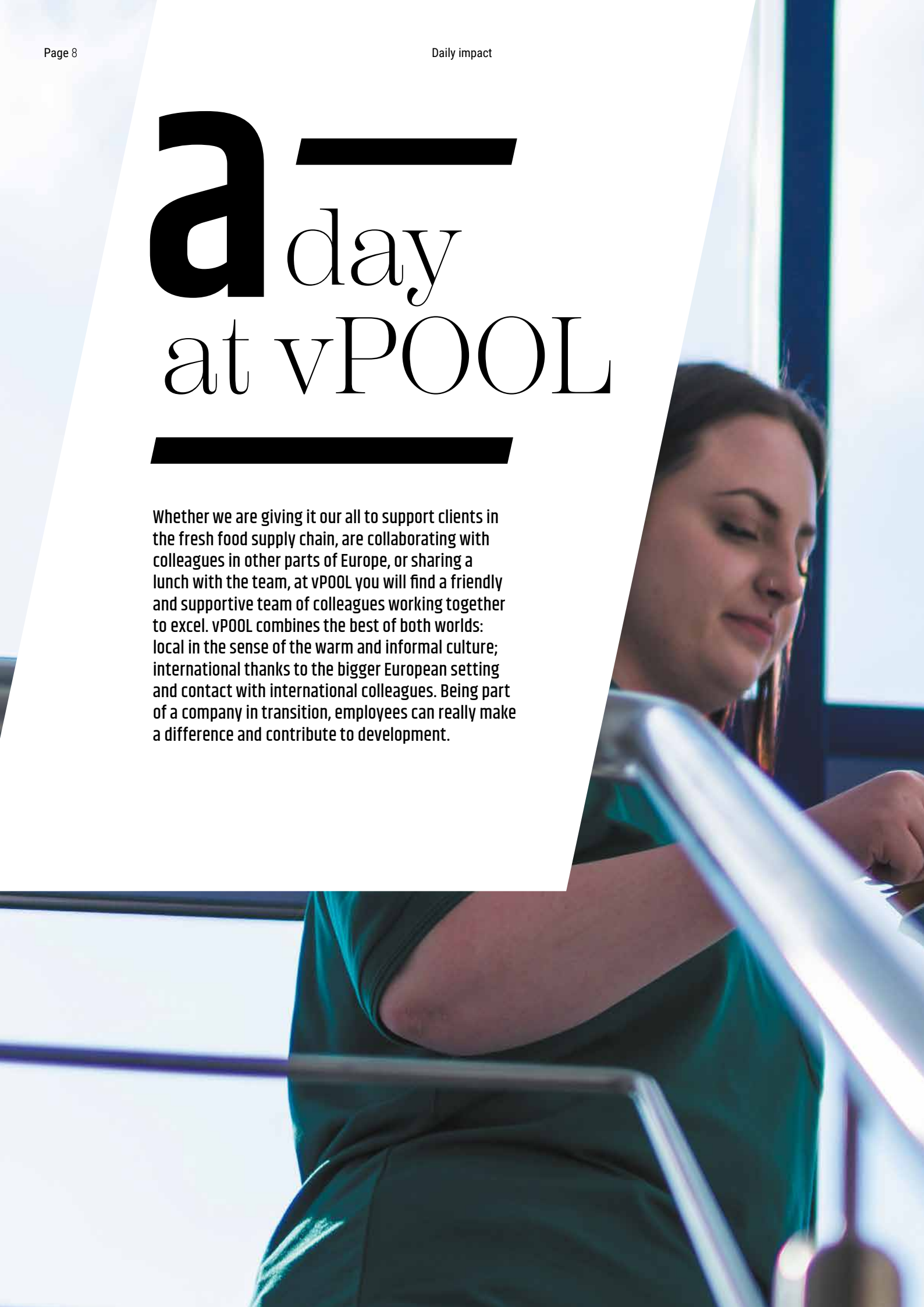
To achieve our ambitious goals, we are focusing on innovative digital solutions to offer even better results to our customers as well as to our most important 'resources' - our colleagues and employees - and to simplify processes. This approach makes our company more attractive and generates higher profits, which in turn drive sustainable growth. Circularity, which at vPOOL can always be found in all departments, human resources and customer business.

We believe that our commitment to progress and quality helps us achieve the best possible results for our customers and colleagues and makes our company a pioneer in our industry.



a day at vPOOL

Whether we are giving it our all to support clients in the fresh food supply chain, are collaborating with colleagues in other parts of Europe, or sharing a lunch with the team, at vPOOL you will find a friendly and supportive team of colleagues working together to excel. vPOOL combines the best of both worlds: local in the sense of the warm and informal culture; international thanks to the bigger European setting and contact with international colleagues. Being part of a company in transition, employees can really make a difference and contribute to development.





The first thing you notice is the open atmosphere



8.00 Rush hour at the coffee machine. Which offers a fine moment to catch up on the latest. Could be the European Committee's newest regulations to cut down CO₂ emissions. Could be the most recent post on LinkedIn too. Either way, our coffee tastes good, and so does our tea.

Starting the day with a video meeting with a client. Good to share some ideas on improving their efficiency and sustainability.





Transporting returnable, reusable containers to clients across Europe, to fulfill their specific load carrier needs and reduce waste.

Taking care of an effortless load carrier flow.



We like to actively organise our lunch breaks together.

While you fill your shopping cart, we make sure the fresh food shelves of your supermarket are filled. Day in day out. Year in year out.



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




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

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



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



Nadja is 27 years young and started her training as a freight forwarding and logistics services clerk at vPOOL in 2017. 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 Trainer apprentices

“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 advertisement for training at vPOOL, I immediately knew that it was the right thing for me. Right from the start, I found the friendly and warm nature in 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 in cooperation with the respective key account managers. Individual customer support and finding solutions is also an important aspect of the job. In addition, since January 2023 I have been responsible as a trainer for the current five trainees, which I really enjoy.”

How does your work add value to clients’ businesses?

“Intensive and individual customer support and efficient handling of special cases create optimisation for 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 almost paperless, which saves resources and makes a positive impact to environmental protection. This way of working gives customers the additional advantage of being able to obtain 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 trainees will stay with vPOOL after their apprenticeship - so the know-how stays in the company, is further built on and intensified and, at best, is then in-turn passed on to the next generation!”



What do you like most about your work?

"My job offers me a varied activity that involves a lot of customer contact. I really appreciate the fact that I can work out solutions independently. 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 license. 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"

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 a trainer, I am also in close contact with our HR department as well as with the trainers from the various divisions of the Faber Group. For example, we, and the trainees 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 everyone."

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

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 to each individual for personal development, as it did for me with the trainer 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 clients' 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 a trainer, I would like to support my young colleagues so that they, as future specialists, are available to the company with 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."

Just as you give your best, so will we

At vPOOL 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,
CEO Faber Group

A portrait of Ingrid Faber, CEO of Faber Group, smiling. She has short brown hair and is wearing a white patterned jacket over a light-colored shirt, a gold necklace, and gold earrings. The background is a neutral, slightly textured grey.

Family-like
culture
and open
team spirit

A portrait of David Mayo, CEO of vPOOL. He is a middle-aged man with short, light-colored hair, wearing a light blue and white striped button-down shirt. He is looking directly at the camera with a slight smile. The background is blurred, showing what appears to be an office or event space with green and white elements.

David Mayo,
CEO vPOOL

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

CARE

Caring is all about trust first

David: "We are member of a family-owned company. The fact that the headquarters sees each team as part of their family, is probably the most important driver of behavior and culture. Ingrid is very affiliative and wants participation. Through that she encourages a sense of belonging and trust. And by offering trust in the first place, she then gains trust in return. People are not constrained to speak their mind simply because they feel that they're in a comfortable environment to do so. That's how I try to run vPOOL as well. I wish to ensure that the team is encouraged and I offer trust first, to gain trust back. And through that enable working together and participation."

Showing the way

David: "Years ago, I was in the UK military and did my officer training at the Royal Military Academy Sandhurst and enjoyed twenty years in various leadership positions, in peace and war, around the globe. People always think the army is about people following orders and there is no freedom or flexibility. I can say with my hand on my heart a good army is exactly the opposite of that. If I hadn't won my soldiers' trust by showing them the way and encouraging mutual support and teamwork, nobody would have gotten out the ditch. People do not follow orders if they feel under threat. They need to feel confident. So, for me I've applied the same leadership principles always."



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

Ingrid Faber, CEO Faber Group



“It doesn’t matter at what level, people are people and if you treat people right, people will treat you right. And that all closes the loop back into the Faber Group family environment. Once people start to get that feeling, very few people don’t want to get on board. In fact, if it wasn’t a good environment, I wouldn’t be here.”

Freedom and responsibility

Ingrid: “I very much believe in giving people freedom and responsibility. We want people to feel free to say things, do things and make mistakes. Also, we create a pleasant workplace and atmosphere, so people enjoy working with us. From flexible working hours to a personal trainer or bootcamp. And from a modern office to team events. Furthermore, creating a healthy work-life balance is an important aspect of caring for people in my opinion. When it comes to the physical and mental health of employees, we are service-oriented and support them as good as we can.”

Care is also about sustainability

David: “For me sustainability is like the extension of a family as well. Because it’s all about sharing. And if we share and reuse and return, then it can only be to the benefit of all. Both sustainably and financially, because no single party takes on all of the cost, all of the responsibility, all of the ownership. Sustainability is the very nature of what we do every day.”

“Our working environment encourages participation”

David Mayo, CEO vPOOL

We can have a real impact

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

DARE

Dare to go for it

Ingrid: “As I said earlier, offering people space to take initiative is the biggest driver of our culture. We explain employees their role and where we want to go, and let them decide how to get there within the framework. Sometimes that will lead to solutions I would not have come up with – then I learn. Sometimes they will make mistakes – 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 - balanced mistakes, of course. And stimulating people to show guts. We’ve got a ‘Dare to try award’ for our employees, open for any business improvements or ideas. There is quite a bit of enthusiasm to take part.”

“Hey boss,
I’ve got
an idea”

David Mayo, CEO vPOOL

Open, honest and constructive

David: “The worst thing ever in any company is to hear: ‘Well, we’ve always done it that way.’ That is not what we are about. We want to talk about how we want to do it tomorrow. Our working environment encourages that level of participation. So, people are willing to say, ‘hey boss, I’ve got an idea’. A modern working environment is an environment that creates space to grow. And for me that starts with open, honest, constructive communication.”

“And with leadership that’s willing to not only be visionary but also transparent. Then people will be committed and prepared to listen and grow. They will be stimulated to stand up, set the example and be proactive in helping others.”

“We all share
that sustainability
is one of
our priorities”

Ingrid Faber, CEO Faber Group

DELIVER

Delivering on a massive scale

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



A sense of cooperation

David: "And in addition to that, we've got to grow. That's why everybody's paid. We've got a job to do. What you see is a similar way of inclusion as I mentioned before. We set an example as management. This is how we would like you to do it. These are the expectations. Can I help you to lead the way? That mentality delivers more and better results. And as a consequence, employees gain self-confidence. That then spreads to other members of the team and other departments and creates a sense of cooperation. The team is not a just a team in a department, the team is the team of vPOOL or even bigger than that. Our team extends into the customer base, so that we are seen as part of their team. And when we've achieved that, we start adding value rather than being seen as a supplier."



Speak your mind

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

Opportunity to grow

David: "Delivering also means we must deliver as an employer. I believe we really offer people the opportunity to grow and gain different experiences. Within vPOOL, but also within the group. I think that's what we offer anybody that comes here. Furthermore, we offer the security of employment in a strong company. This job isn't going to go away. There will always be a demand for more and therefore for the right people to grow with us."

“A person's added value to the team weighs just as much”

Ingrid Faber, CEO Faber Group

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 vPOOL? Who could give you a better impression of the atmosphere and possibilities than our colleagues.





“Despite our comparatively small company size, vPOOL is always technically up to date”

Philipp Dörrer,
Manager IT

“And there are truly a variety of benefits offered to us employees’

“Hi, I’m Philipp Dörrer, and I’ve been working at vPOOL in the IT department since October 2017. I started here as a Junior IT Specialist, then became an IT Specialist and have been allowed to lead the IT department as Team Lead and Manager since March 2020.”

Open door culture

“Both the team atmosphere and culture at vPOOL are very good. We have a nice, close-knit group of employees and there is a family atmosphere. Everyone knows everyone and we are aware of the needs and specific requirements of our coworkers. We stand up for each other and have an ‘open door culture’, whether it is colleagues, managers or the CEO. In doing so, we actively collaborate across departmental boundaries and drive developments forward.”

Cooperation within the Faber Group

“But there is also close cooperation within the Faber Group. We have

a cross-group IT committee, for example, in which we discuss strategic issues and set a common direction for implementing a uniform standard. vPOOL benefits immensely from the synergy effects of the Faber Group. We are always technically up to date, for example with the topic ‘Modern Workplace’ or other new technologies. Although vPOOL is a comparatively small company within the Faber Group, with around 50 employees, the company itself offers a wide range of benefits.”



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

Taniesha Larry,
Logistic Operations & Customer Care Expert

“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.”



“Suggestions for improvement are heard and gladly welcomed”

Johann Reim,
Manager Trade & Purchase

“My name is Johann Reim and I have been working at vPOOL since 2011. At the beginning of my career, I worked here as a dispatcher before moving to Customer Service. In 2016, I also completed my degree in business administration, and two years later I was able to take over the purchasing/sales department as Trade & Purchase Manager.”

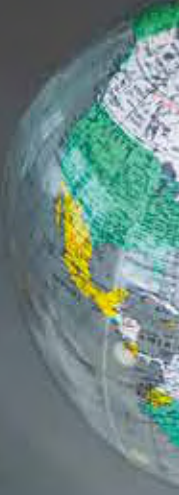
Cohesion within the team

“What I particularly like about vPOOL is the excellent cohesion within the team. We support each other

and work in a solution-oriented way. Cooperation throughout the company is extremely respectful. Of course, we don’t always agree, but we never take it personally. For us, the matter at hand always comes first. Employees’ opinions are highly valued and appreciated by the management.” “Suggestions for improvement are listened to and gladly accepted. And I also think it’s great that our trainees go through all the departments and later have the opportunity to find just the right one for them.”

Numerous benefits

“vPOOL attaches great importance to the well-being of its employees. Company parties are organised, and free drinks and fruit are provided in the office environment. In addition, there are numerous benefits such as electric bikes or the support of health through offers such as gym membership. If you appreciate a small, medium-sized company with a family atmosphere and a wide variety of tasks, you’ve come to the right place.”



Make— your job count



1

Annually 25,000 trees planted

Faber Group and Land Life Company agreed a multi-year reforestation programme with large-scale plantings in Europe. The planting of billions of trees across the world is one of the biggest and cost-effective ways of removing CO₂ out of the atmosphere.

3

Net zero in 2045

Our ambition is to achieve 30% CO₂-reduction per trip or barter in 2030 and eventually to become 'net zero' in 2045.

2

Sustainability community

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

4 Sustainable by nature

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

5 Reducing our footprint

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

6 Highest possible EcoVadis rating

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



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



PART OF SOMETHING BIGGER

VPOOL 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

- **vPOOL** offers sustainable open pooling services for food grade load carriers throughout Europe.
- **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.
- **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

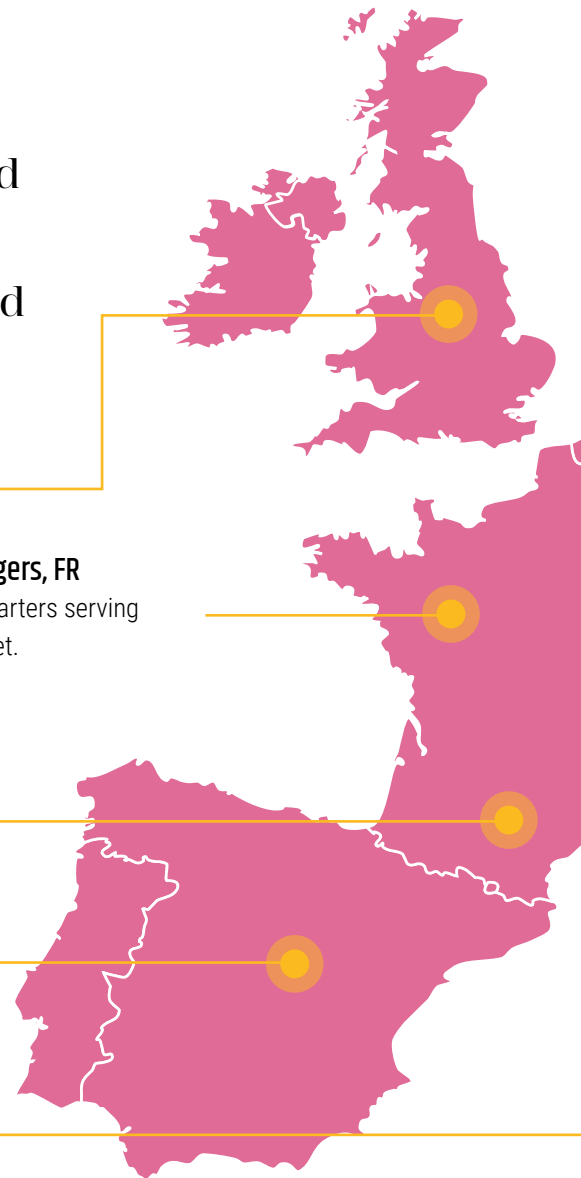
Regional headquarters serving the French and Spanish market.

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.

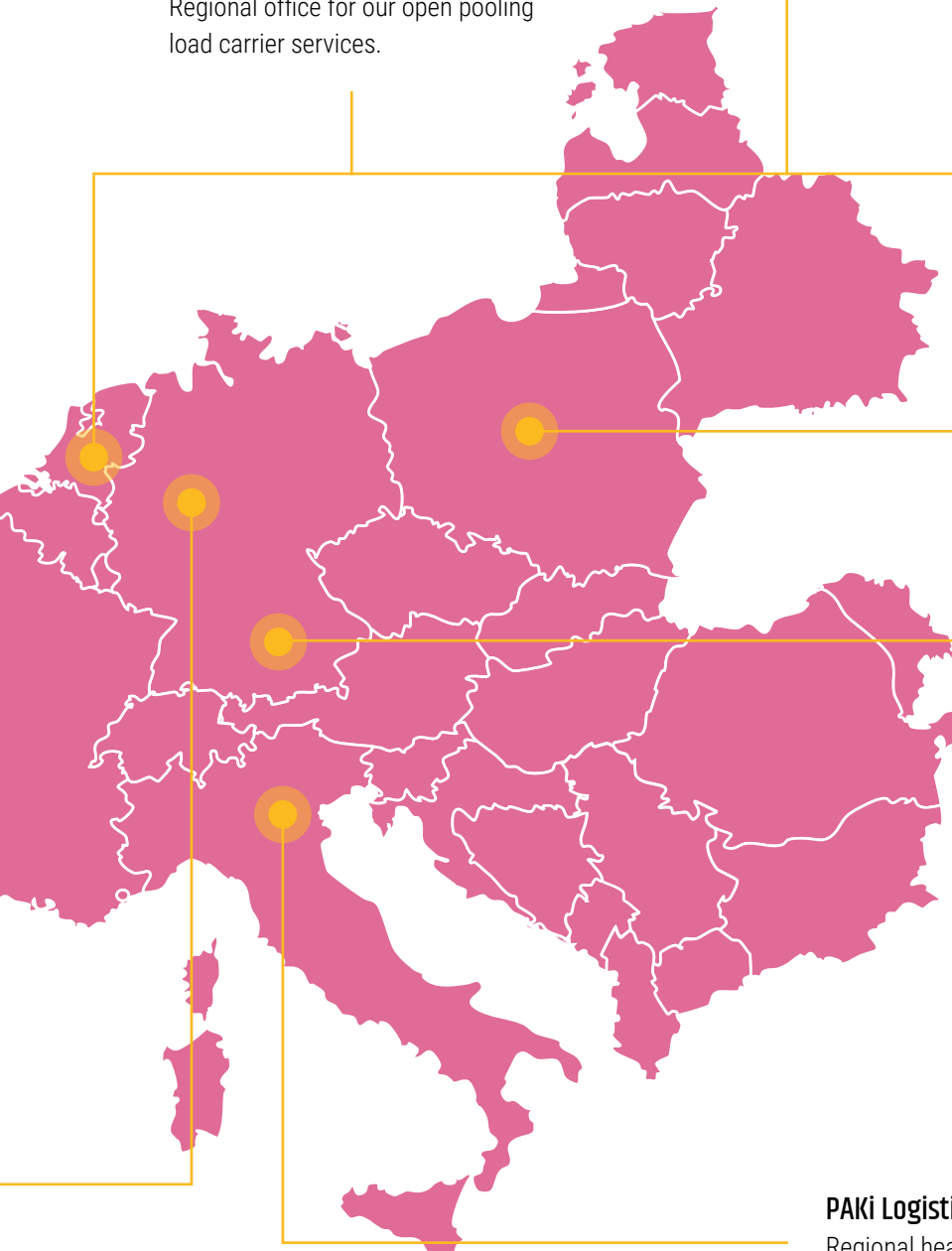
Our group headquarters, providing coordination, support and expertise to all divisions.

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.**



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

Employees are the most important resource of a company and contribute significantly to both its character and success. To optimally support colleagues, vPOOL and the HR department have developed enormously under the leadership of HR Manager Tina Uhl. The result is the classification as a 'World Class Workplace'. Katrin Lang, Human Resources Expert at vPOOL since January 2020, tells a bit more about 'excellence in employership'.

Mutually support each other

"It is important to us that everyone feels comfortable and at ease working together", says Katrin Lang, Human Resources Expert at vPOOL. "This is the only way that we can be truly successful together and enjoy achieving our goals - with confidence and positive energy." So, close communication across and along the organisation is a huge priority, to mutually support and benefit from each other.

Open-door philosophy

vPOOL cultivates close cooperation using a flat hierarchical methodology.

We maintain close cooperation with a flat hierarchy structure

We support and always have an open ear for each other. Katrin: "Our open-door philosophy allows us to exchange ideas on topics not only within the work environment but also beyond."



For example, employees meet digitally on a regular basis as a team to discuss possible important points for the day and the week between the departments. All colleagues can connect online here, which is a popular way to stay up to date, especially when working remote. Also, once a month, a 'manager update' takes place, where department-specific topics are discussed. All topics are welcome and there is an open, honest, constructive interaction.

Continuously improve the working environment

Apart from open communication and cooperation, employee satisfaction is high on the agenda. "We want our employees to be able to approach HR at any time to find a solution

to any challenge together", Katrin continues. "But not only when problems arise, HR also support our employees in the exchange of ideas in order to continuously improve work processes and the working environment. In short, we work together to make each individual feel comfortable and successful."

Multi-stage application

vPOOL's working atmosphere plays an important role and influences any decision point for new employees. HR therefore relies on a multi-stage application process in which the company can get to know applicants extensively. At the same time, this also gives applicants the opportunity to find out whether the job and the company

match their own goals, values and needs. "It makes it possible to make an informed decision about the application and to aim for any position that meets the wishes, requirements and expectations of both parties in the short and long term."

We ensure each new employee receives an individual induction plan

Individual induction plan

The onboarding process is also a critical part of the process. "We make a point of ensuring that every new colleague receives an individual induction plan and gets to know all the departments in the company." In that process, HR works closely with the managers and holds regular feedback sessions with the new hires to ensure that they feel comfortable and can develop optimally.

Fair pay is more than just a phrase in job advertising

Fair pay is a lived process here

Salary is an often overlooked but crucial aspect in companies. "Here we, as well as the entire Faber Group, work together with a remuneration consultancy who gives recommendations that are independent of gender and age, but take special account of the staff's position, skills and experience."



Katrin Lang, Human Resources Expert

In annual salary rounds there are adjustments, if necessary, to ensure performance-oriented equal pay in the long term. At vPOOL, fair pay is more than just a phrase in job advertisements, but a lived process.

Guidance, responsibility and fun for trainees

Trainees are an important part of the growth of the company and are integrated into vPOOL's everyday work. Katrin: "We train clerks for office management as well as forwarding and logistics services and are very proud of our high takeover rate of 100% in the last three years." Since the beginning of 2023 vPOOL has a specific trainer for apprentices, who puts a lot of heart and soul into her role and ensures that every trainee is guided through all the important departments.

Trainees at vPOOL work in a team on their own small projects and organise daily tasks. After a thorough induction, they are also given responsibility for department-specific tasks. The individual strengths and character traits of the trainees are always taken into account so that they can later find the right department to take over. "But we don't miss out on the fun either - every year we organise an apprentice excursion with shared meals and activities. Once a year there are the so-called 'Azubi Days'. Here, the apprentices and their supervisors from PAKi, another Faber Group company, visit each other at the respective sites to learn together, exchange ideas and share their unique experiences."

External events and activities

Apart from the events for apprentices, vPOOL organises more external events and activities for employees of course. There is the annual Christmas and summer party, but spontaneous

events happen on regular basis as well. "Recently, for example, we got together for a cozy pizza dinner. Then last summer we organised a beach day, where we met in a relaxed holiday outfit and were treated to refreshing iced coffee. And beach volleyball after work has also found its place in our event calendar." But that's not all: vPOOL also attaches great importance to team-building measures within the departments and offers each team the opportunity to run a team-building event of their own design once a year. For example, the HR department visited an exciting Escape Room and went on a tricky puzzle mission together. "There is always something going on with us and we look forward to experiencing many unforgettable events and moments together in the future."

We want employees to feel comfortable and supported

More employee satisfaction

In recent years, vPOOL has increasingly focused on offering employees more benefits. "In addition to the obligatory fruit basket and free drinks, which have become standard, we have also implemented some new ideas: For example, we introduced in 2021, the Job wheel, which is very well received. Also, we have the 'give card'. Here, our employees can have up to 50 euros booked tax-free onto a Mastercard every month if, for example, they regularly visit a



gym or do voluntary work. And there is also a subsidy for environmental campaigns." Since the beginning of 2023, our company has introduced another benefit: everyone receives half a day of special leave as a gift on his or her birthday. "This offer is very much appreciated and gladly accepted by our employees. We are proud that such suggestions result from the collection of ideas; where everyone can contribute ideas and suggestions - be it the improvement of kitchen equipment or the further development of mobile workplaces."

Training and development

Our company attaches great importance to the continuous training of employees. Managers hold regular staff appraisals in which the potential for development through further

training is discussed. From there, we offer individual opportunities according to need - be it an accounting course or personal development. For those who would like to improve their language skills, our company has partnered with Babbel. In addition to using the app, online group courses or one-to-one tuition slots are offered, giving employees the opportunity to improve their language skills and feel more comfortable in doing so in international activities.

"We want our employees to feel comfortable and supported and are therefore committed to their individual development. That's why we also offer internal workshops. This year, for example, there is an introductory and advanced Excel course arranged and run by a colleague

from Controlling himself."

Last, but not least, annual health training courses, on topics such as stress management or exercise at the workplace, are an integral part of vPOOL's offer. "We are convinced that a healthy work-life balance forms the basis for successful cooperation and a high willingness to perform."

A healthy work-life balance forms the basis for successful cooperation

HOW PROUD & Meaningful CAN YOU GET?

Whether your impact is supporting our clients' sustainability goals, developing business opportunities, or contributing to global waste reduction... at vPOOL we are not just looking for employees with the right job requirements, but for people who are willing to take the next step with us. People who want to develop and want to have a meaningful impact on the world around them.

Looking for an impactful job opportunity in Finance, Sales, Commerce, Business Analytics and Data, IT, Marketing, HR, Operations, Logistics, Customer Service, Administration or Project management? We would be happy to get acquainted, so feel free to contact us: karriere@vpool.eu. Or check our vacancies at career.faber.group

