

**We present our 6th sustainability report from MAKROchem**

**MAKROchem is a privately-owned company operating from Poland since 1995. We import, tranship, store and export technical carbon black. Our “CARBON BLACK ONLY” motto means that we do not use our reloading facilities and silo trucks for transporting or reloading of any other material than CB. This allows us to ensure that the product ordered is the product delivered with no questions regarding its purity and integrity. Our vision is to become the preferred Carbon Black integrated supply chain partner to rubber, tire, plastics and pigment companies in Europe and overseas. Our strategy is to follow Voice-of-Customer requirements in order to achieve perfection in product quality, delivery time, punctuality and geographical coverage. Our Board of Directors oversees the implementation of the company's strategy and mission. Particular oversight is given to the provisions contained in the Quality, Environmental, CSR and Health & Safety policies. Reloading bases in Poland are being systematically developed. The working area of warehouse is being increased, transshipment equipment is modernized and expanded. These activities enable continuous increase of our carbon black handling capabilities.**

[GRI 102-1](#) / [GRI 102-2](#) / [GRI 102-5](#) / [GRI 102-14](#) / [GRI 102-18](#) / [GRI 102-44](#) / [GRI 103-1](#) / [GRI 103-2](#) / [GRI 103-3](#)

**MAKROchem**<sup>®</sup>

**MAKROchem rejects all forms of corruption, bribery, fraud, money laundering, anti-competitive practices, believes in fair competition on the market and strongly disapproves of any unethical or illegal business practices. Our employees anticipate and avoid any conflicts of interests of the Company with their personal, whether direct or indirect, interests (i.e. with regard to entities or natural persons with whom they have connections, in particular family members, relatives, friends or other interested parties). The company's Information Security Policy has been followed for a long time.**

**We consider sustainability to be one of the most important aspects of the company. Equal opportunities are created for all employees, taking into account their diversity. We comply with applicable laws, standards and internal company rules in the field of environmental protection, recognize and respect the fundamental rights of employees, including non-discrimination and non-harassment, strongly support prohibition of all types of forced labor and child labor. We strengthen our commitment to respect of human rights.**

[GRI 102-14](#) / [102-16](#) / [102-44](#) / [GRI 103-1](#) / [GRI 103-2](#) / [GRI 103-3](#)

**To maintain safety and mitigate health risks in the work environment, we set ourselves objectives such as prevention of accidents, breakdowns and potentially accidental occurrences, as well as elimination or reduction of risk factors. We also strive for continuous improvement of occupational health and safety, and make sure that our employees are familiar with applicable OHS policies adopted in the workplace. Objectives defined in this way are achieved primarily through constant monitoring of legal requirements in the scope of health and safety, implementation of OHS tasks and programmes, involving all staff in health and safety matters, as well as securing appropriate measures to ensure safe and hygienic working conditions. Further measures involve systematic training to improve our staff's health and safety in relation to risks occurring in individual departments, eliminating accidents, potentially accidental events and microinjuries among employees, and developing risk assessments for individual workplaces.**

GRI 403-1 / GRI 403-2 / GRI 403-6



**The Company ensures that all reloading and transport operations, including carbon black transfers and logistic processes, are managed in accordance with environmental protection regulations. Further environmental protection measures involve reasonable purchases of consumables and efficient use of office and hardware resources, thereby reducing energy, paper, water and fuel consumption. To further guarantee proper waste management and environment protection, we are constantly working to prevent pollution of land, air, groundwater and surface water (e.g. through proper disposal of liquid waste), minimize the amount of waste generated (e.g. by reusing or modernizing equipment), and, where possible, use and utilize waste at the place of its origin. We take the necessary measures to ensure safe transport of waste within the company premises.**

GRI 306-1 / GRI 306-2 / GRI 307

The Company undertakes all necessary actions in direction of water protection – through complete removal of pollutants and their effects as well as by reducing emissions. We know how important it is to meet the needs of society for utility and drinking water – used in agriculture, industry, tourism, recreation etc.. Due to the problem of shrinking water resources that is common in many countries, water protection is becoming a very important aspect. In practice, our technological processes do not require the use of water as a raw material or as an auxiliary substrate, therefore the impact on fresh (underground and surface) and marine waters is minimal.

GRI 303

The logo for MAKROchem features a stylized 'M' and 'K' in white on a grey background, with a red shield-like shape containing a white 'C' and 'H' to the right. Below this is the word 'MAKROchem' in a bold, sans-serif font, with a registered trademark symbol (®) to the upper right of the 'm'.

MAKROchem®

The Company consistently implements the principles of sustainable procurement, integrating its economic, environmental and social activities to maintain the natural balance and integrity of the Earth's ecosystem. The company's strategy assumes maintaining economic efficiency and raising the quality of life of the society, bearing in mind the strength of the ecological system and the durability of basic natural processes. The main elements of this policy are, among others, sustainable management of natural resources and waste and reduction of pollutant emission. This sustainable procurement policy in supply chain management also includes aspects such as issues of working conditions and human rights. CSR trainings for purchasing personnel have been carefully planned and approved for 2021 & 2022. A new documents will probably prove useful in this regard: "CSR risk assessment" and "Supplier Survey on CSR issues". In the case of positive evaluation of the survey results and risk analysis, selected suppliers will have access to exceptional incentives (e.g. in the preferred suppliers program). Work is underway to develop a correlation between the assessment of the performance of our purchasing staff in the supply chain and the CSR results obtained for suppliers.

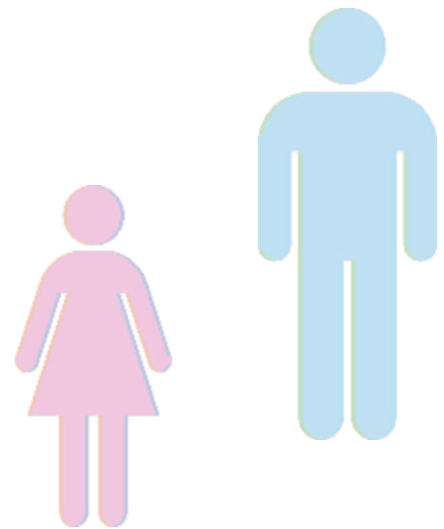
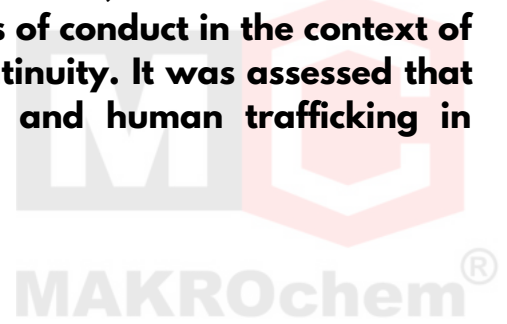
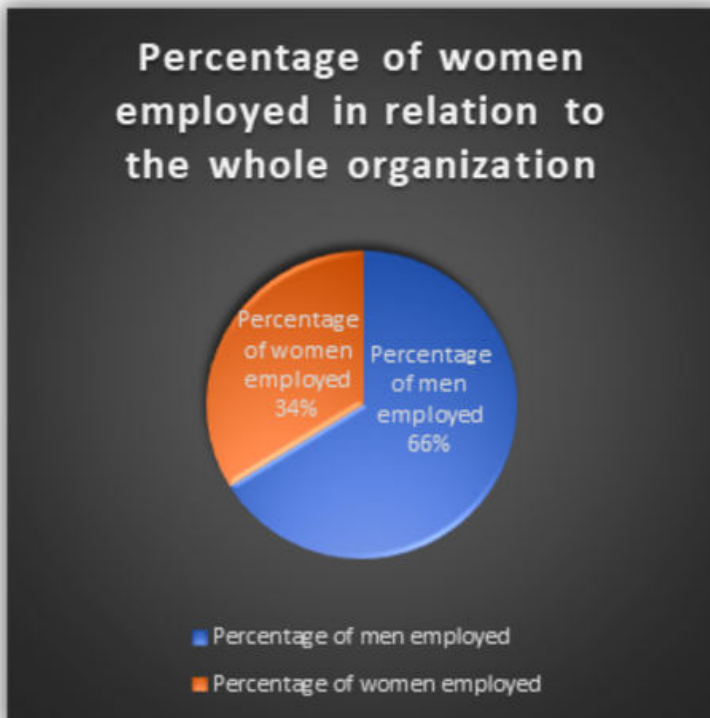
GRI 204 / GRI 303 / GRI 305 / GRI 306

**Principles and norms of behavior.**

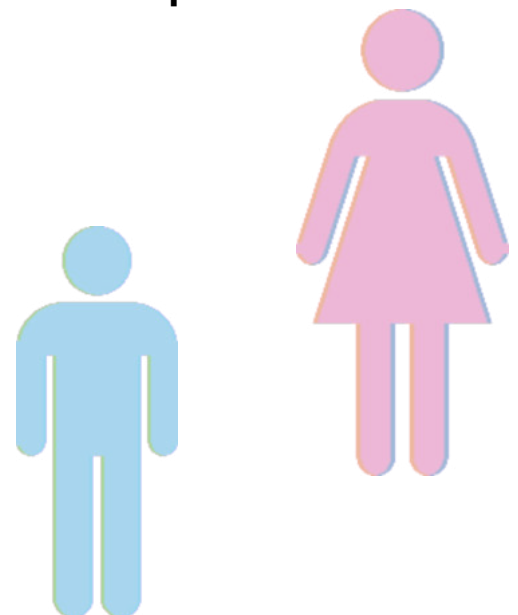
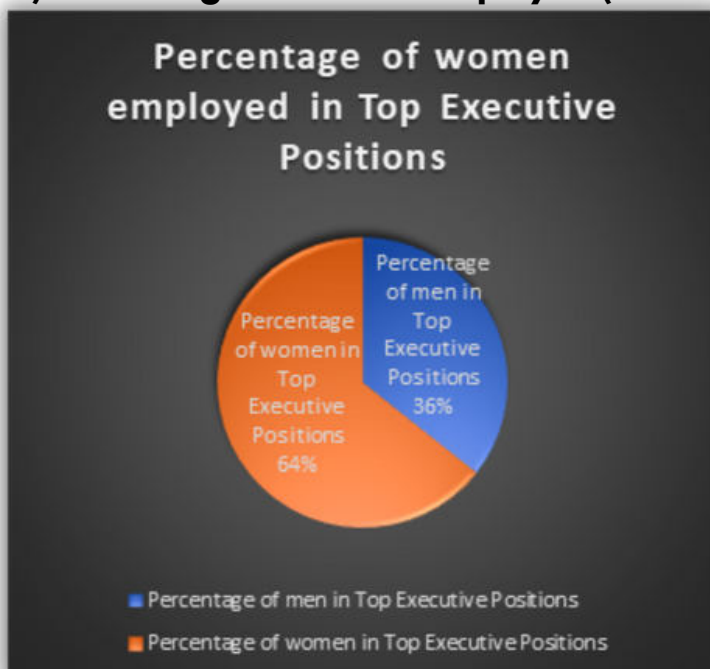
**Our employees have access to a document, we have called “Code of Conduct”. We encourage them to carefully read the Code and to proceed in accordance with its provisions. Code of Conduct contains a set of values, and principles that are important to us and guide us in our business. The document was divided into elements of Business Ethics, issues related to the natural environment and human rights. The rules of conduct in the context of OHS, Sustainable Procurement and Business Continuity. It was assessed that there is no risk of child labour, forced labor and human trafficking in MAKROchem.**

GRI 102-16 / GRI 102-17

**1) Percentage of women employed (2022):**



**2) Percentage of women employed (2022) in top executive positions:**

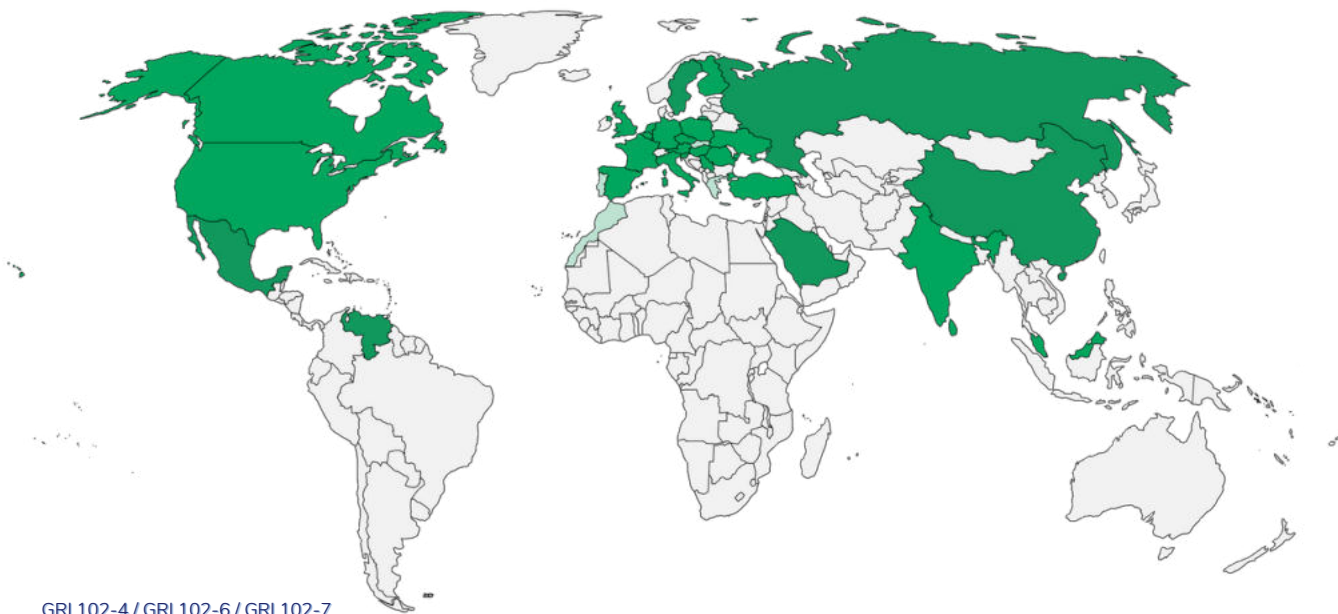


GRI 102-8 / GRI 405-1

**Our previous Sustainability Report was published on March 2023. This report has been written in accordance with GRI standards. Document includes data from 2020/2021/2022/2023, and also highlights the most important events. The scope of the report includes MAKROchem office (also the company's headquarter in Lublin – Poland), 3 transhipments bases in Poland and one transloading facility in Spain.**

GRI 102-1 / GRI 102-3 / GRI 102-4 / GRI 102-7 / GRI 102-46 / GRI 102-50 / GRI 102-51 / GRI 102-54

**Our range of activities covers the markets of Europe, America and Asia:**



GRI 102-4 / GRI 102-6 / GRI 102-7



current area of operation and sales on the world market



registered sales / new area of activity



**MAKROchem S.A. employs 119 employees at 3 transhipment bases in Poland, in company's headquarter in Lublin (Poland) and in 1 transhipment facility in Spain.**

GRI 102-7 / 102-8

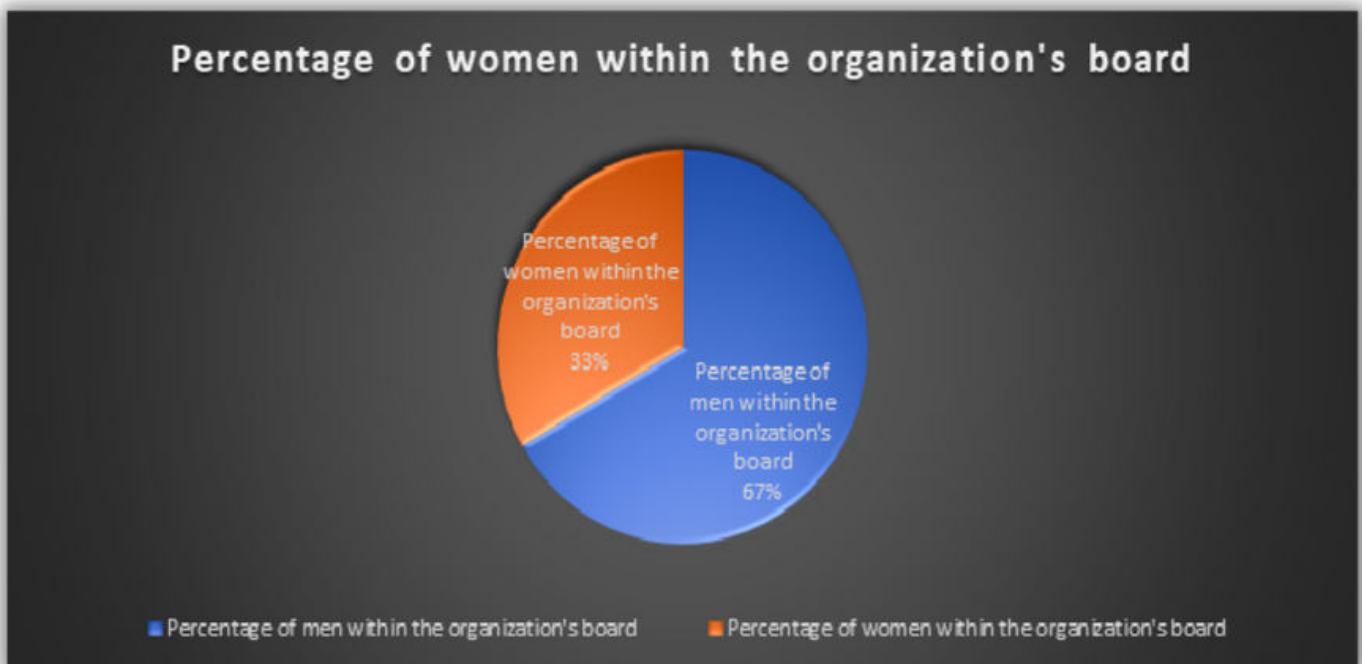
**Significant key events for 2022 & 2023 include, among others:**

- (2022) 2nd Audit ISO 9001 & ISO 14001 TÜV Nord in MAKROchem
- (2022) 2nd Audit of the Energy System in MAKROchem
- (2023) 1st Audit of 3 ISO systems 9001 / 14001 / 45001 in MAKROchem
- (2023) 1st Audit of ISCC Plus system in MAKROchem

**We feel responsible for the impact that our business has in the areas of environment, social relations, business ethics and the working conditions of our employees. We strive to identify sustainability requirements in our supply chain.**

GRI 102-14

### 3) of women (2022) within the organization's board:



GRI 102-8 / 405-1

### 4) In the reported years, no employees from groups defined as „vulnerable & minority”.

GRI 405-1

## Labor and Human Rights

In our occupational health and safety management system, risk assessment is carried out for individual workplaces. Instructions and procedures are translated into the main language used by employees (if necessary). A Joint-Labor Management Committee regarding Health & Safety was also set up. Thanks to this, an Employee Representative participates in the development of the Health & Safety Management System. After the end of the year, a comprehensive annual health and safety assessment is carried out in the company. The last report is called "OHS Assessment 2022", contains, among others, such data:

- regular health check-up for employees,
- programs of health & safety trainings for employees (including safety issues for drivers),
- accident analysis and key indicators,
- work room equipment,
- work organization,
- health risks in work process,
- equipping with protection means,
- employment size by job title,

GRI 405-1



**All remunerations, compensations for extra or atypical working hours are agreed and specified in the remuneration regulations and work regulations. The mentioned documents (in particular “Payroll Regulation”) also mention the bonus - it depends on the company's results. Equal pay is promoted in the same job in the workplace. All of the internal employees are covered by living wage benchmarking analysis. The remuneration received for full-time work may not be lower than living wage (minimum remuneration for work specified in the provisions of generally applicable law). Our work regulations also contain agreed records regarding flexible working hours, remote-work, childcare, additional leave beyond vacation days, etc.. Employees are covered by attractive Group – Life, Health & Accident Insurance. An agreement was signed under which all interested employees will be covered by medical protection under a new comprehensive Medical Care Agreement. MAKROchem employees can now make appointments in medical facilities using the phone, mobile application or patient portal. In case of emergencies or injuries, the hotline is available 24 hours / all days of week. Periodic compulsory medical examinations are ordered in accordance with applicable regulations. In 2021, mandatory medical examinations were carried out on 65 employees (in 2022 – 68 medical examinations were carried). Funding in the form of sport benefit cards for interested employees was introduced in 2022. Since that time, there has been free use of many sports facilities as a result. The following activities, among others, are available: swimming pool, fitness training, gym workouts, sauna, climbing wall, yoga, martial arts, pilates, squash, dance, aqua aerobics, ice rink, tennis, trampoline park, kayaking.**

GRI 401-2 / GRI 403-2 / GRI 405-2 / GRI 406-1  
GRI 403-4 / GRI 403-6 / GRI 403-8 / GRI 407-1



**All information on potential risks related to child labour, forced labor and human trafficking is collected from our stakeholders.**

**No cases of discrimination or harassment were reported during 2020 / 2021 / 2022 / 2023. In the event of similar events occurring in the future, our procedure briefly describes the necessary actions (so called “Remediation procedure” - part of Whistleblowing Procedure). Our Whistleblowing Procedure and intranet notification form allow employees to express their comments, among others in terms of working conditions (also cases of discrimination, corruption, data security, human rights violation, etc.). Integration meetings (restaurant, bowling, etc.) take place regularly (about once a month). All employees, regardless of their age, gender, disabilities etc. are invited.**

GRI 401-2 / GRI 403-2 / GRI 405-2 / GRI 406-1  
GRI 403-4 / GRI 403-6 / GRI 403-8 / GRI 407-1



**Each of our employees is covered by a work safety management system.**

**To maintain safety and mitigate health risks in the work environment, we set ourselves objectives such as prevention of accidents, breakdowns and potentially accidental occurrences, as well as elimination or reduction of risk factors. Therefore, tests of particulate air pollutants were carried out at workplaces “Reloading Worker” and “Foreman” in three of our Reloading Centers. Workers exposure indicators met all the requirements of applicable national standards and regulations.**

GRI 402 / GRI 403-8 / GRI 403-1 / GRI 403-2 / GRI 403-4



**Due to the appearance of the SARS-Cov-2 coronavirus and COVID-19 cases in the world, a comprehensive Occupational Risk Assessment entitled “Epidemical Threats” was carried out. The document was issued together with a set of instructions describing the required security measures in this regard. Our work regulations in individual sections define activities that are prohibited at work, i.e. no alcohol, no drugs, no substance abusing. Breathalyzers are available for authorized persons in our facilities.**

GRI 402 / GRI 403-8 / GRI 403-1 / GRI 403-2 / GRI 403-4

Rates of recordable work-related injuries in MAKROchem		
Year	Lost Time Injury Frequency Rate (LTI FR)	Lost Time Injury Severity Rate (LTI SR)
<b>2020</b> <small>LTI FR = ((total number of lost time injury events) x 1000000) / total hours worked company wide                      LTI FR: ((2*1000000)/(16*2024h))=8,518                      LTI SR = ((number of days lost due to injuries) x 1000) / total hours worked                      LTI SR: ((54*1000)/2024h)=26,680</small>	<b>8,518</b>	<b>26,680</b>
<b>2021</b> <small>LTI FR = ((total number of lost time injury events) x 1000000) / total hours worked company wide                      LTI FR: ((1*1000000)/(16*2016h))=4,276                      LTI SR = ((number of days lost due to injuries) x 1000) / total hours worked                      LTI SR: ((12*1000)/2016h)=5,952</small>	<b>4,276</b>	<b>5,952</b>
<b>2022</b> <small>LTI FR = ((total number of lost time injury events) x 1000000) / total hours worked company wide                      LTI FR: ((4*1000000)/(16*2008h))=16,740                      LTI SR = ((number of days lost due to injuries) x 1000) / total hours worked                      LTI SR: ((241*1000)/2008h)=120,020</small>	<b>16,740</b>	<b>120,020</b>

GRI 403-9 / 403-10

**In 2020, only two accidents at work occurred in all reported establishments. In 2021, only one accident at work occurred. There are no fatalities as a result of work-related injuries. In 2022, four accidents at work occurred. As in previous years, there were no fatalities and no incidents related to customers health and safety.**

GRI 403-9 / 403-10

**In July 2023, TUV NORD conducted a multi-day audit at MAKROCHEM to confirm compliance with ISO 45001:2018. As a result of the audit, ISO 45001 certification was awarded. New procedures were introduced as part of the implementation:**

- **H&S Hazard Identification Procedure,**
- **Occupational Risk Assessment Procedure,**
- **Accident Investigation Procedure,**
- **H&S Monitoring Procedure,**
- **Procedure for Determining Legal Requirements for Occupational H&S,**
- **Procedure for Employee Participation in H&S System Improvement.**

GRI 403-1



**An employee representative was elected in the vote. Collective agreement was also established on social dialogue with employees (named “Joint Labor - Management Agreement”). Thanks to the agreement, employees - through their representative - can define their position on matters of working conditions, Health & Safety, Career Management & Trainings, Discrimination & Harassment Aspects. Aspects of Family Friendly Programs (FFPs) are included in our work regulations - to help workers balance their work and family lives (flexible & remote work arrangements, paid parental).**

GRI 402 / GRI 403-8 / GRI 403-1 / GRI 403-2 / GRI 403-4

## **Career Development & Trainings**

**Periodic employee evaluations are carried out, carried out by their supervisors (using forms called "Individual Performance Assessment"). Most often this happens when the job position and nature of work change. The recently developed "Recruitment process" also includes a description of the possibilities of the so-called internal recruitment as part of an internal career in the company.**

**The training program on the protection of information and personal data was started already in 2018 and after this program, an information security audit took place (in IQ 2019). The audit also covered all control procedures related to information security breaches.**

**Among the planned trainings for 2022 & 2023, it is worth highlighting approved CSR training for personnel responsible for purchases in our supply-chain. Based on the results of the "Supplier's CSR self-assessment" survey and our "CSR Risk Assessment" document, we will be able to create a plan for building the capacity of our suppliers in social and environmental issues (e.g. by developing new training plans).**

GRI 404-2

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**In 2020 / 2021 / 2022, several training courses were organized on environmental issues:**

- Handling on waste and sewage,**
- Packaging management,**
- Reporting waste and emissions,**
- Tire recycling,**
- Carbon footprint & ecological approach,**
- Rubber technology (in relation to rubber waste recycling plans).**

**The trainings took place in 2020 / 2021 / 2022 & 2023, were documented by the organizers and assessed by the participants.**

GRI 404-2



**43 employees have been trained under the CSR / environment and ethics training program in 2021. In 2022, such training was organized for 6 employees, while in the first quarter of 2023, 31 employees had already been trained within the framework of the environmental system / CSR system / Code of Ethics implemented at MAKROchem. One of our frequently used (OHS) training programs also includes good practices for drivers on business trips - improving their skills in Safe-driving and Eco-driving. The training also includes new car security systems: e.g. speed limiters, collision prevention systems. Drivers who travel on business are always equipped with cell phones. Also subcontractors working on our facilities sign (after a short OHS training) a document called "Contractor Checklist".**

GRI 403-5

## Average training hours per employee:

Average training hour in MAKROchem	
Year	(Average training hours per employee)
2020	7,10
2021	6,34
2022	20,00

GRI 403-5 / 404-2

## Environment



In 2021 / 2022 / 2023, environmental audits were performed at the company and ISO 14001:2015 environmental certification was granted by TÜV NORD. At MAKROchem S.A., 100% of our facilities in Poland and Spain have been certified according to ISO 14001. Our Operations Department and Quality Representative collects and interprets all data regarding environmental impact, GHG emissions, packaging waste generation, occupational safety of employees. We support the principles promoted by UNGC. No discrepancies related to compliance with environmental laws and regulations have been registered - This was confirmed by the results of an energy audit conducted at MAKROchem. No non-compliance was found. All measurements, e.g. noise or dust measurements are made at appropriate intervals, or when the results of measurements obtained earlier (e.g. 5 years earlier) are excellent, subsequent measurements according to law and official regulations do not have to be repeated. All necessary noise mitigation measures are applied.

GRI 307-1 / GRI 102-46

The GHG emissions monitoring system covers the entire list of sites included in our ISO 14001 certification. From 2022 onwards, our methodology for calculating the carbon footprint has been revised and simultaneously unified with the GHG Protocol:

<https://ghgprotocol.org/corporate-standard> (due to this change, there were minor differences in the calculation results with respect to our previous report). The necessary calculations are performed using the GHG Inventory spreadsheet – a minimum of once per year.

### GHG Emissions Summary:

Scope	Activity Type	Year 2020 [tons of CO2e]	Year 2021 [tons of CO2e]	Year 2022 [tons of CO2e]
Scope 1	Stationary combustion	80,74	80,24	60,61
Scope 1	Mobile combustion	142,07	169,14	194,00
Scope 1	Fugitive emissions from air-conditioning	9,62	0,00	0,00
<b>Total SCOPE 1</b>		<b>232,43</b>	<b>249,38</b>	<b>254,61</b>
Scope 2	Purchased electricity - location based	597,19	692,89	678,31
Scope 2	Purchased heat and steam	0,85	0,94	0,43
<b>Total SCOPE 2</b>		<b>598,04</b>	<b>693,84</b>	<b>678,74</b>
Scope 3	Downstream transportation & distribution	8573,13	9285,30	9280,15
Scope 3	Upstream transportation & distribution	6076,79	9226,67	10593,47
<b>Total SCOPE 3</b>		<b>14649,92</b>	<b>18511,97</b>	<b>19873,62</b>

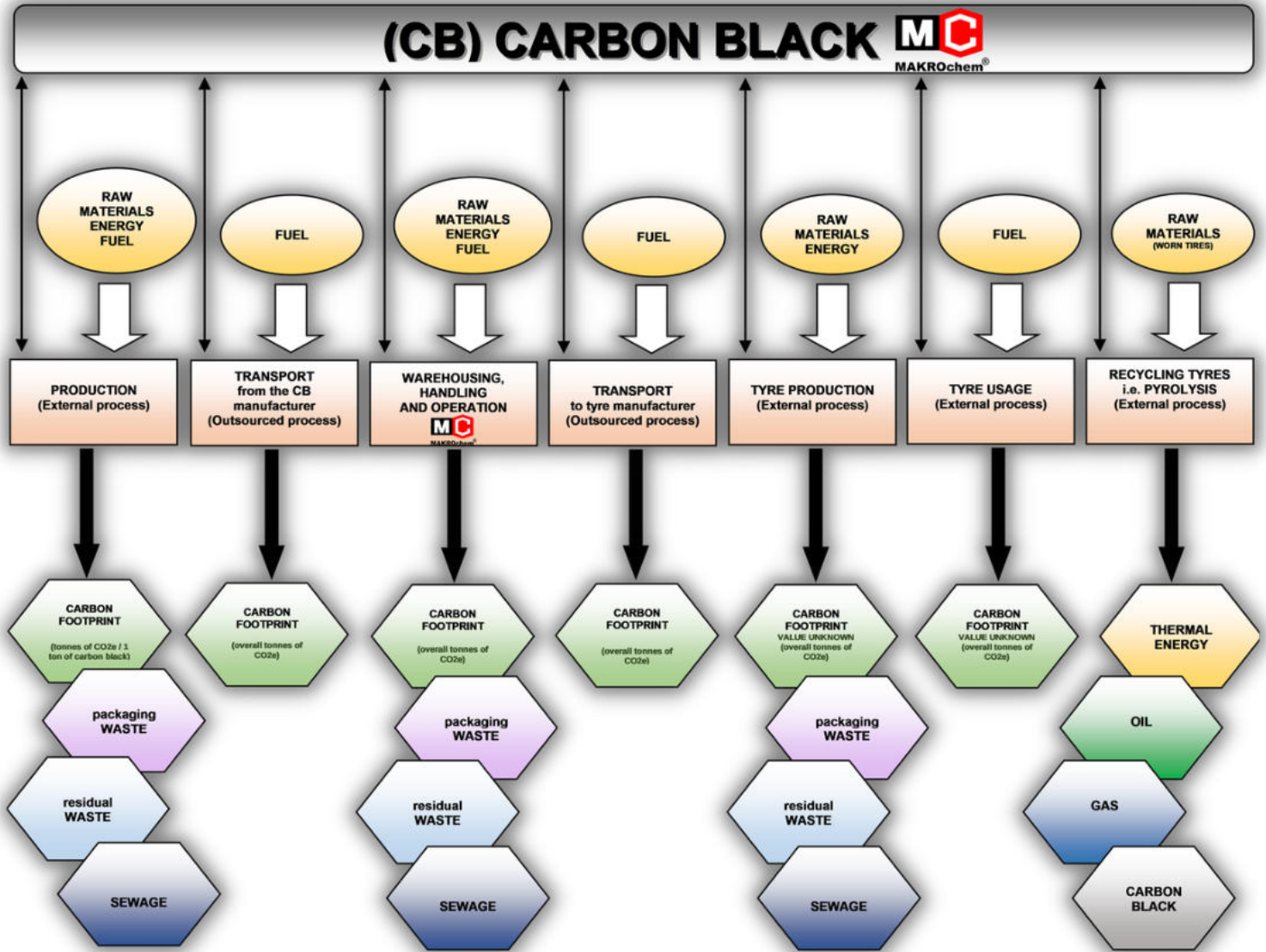
Method of assessment: <https://ghgprotocol.org/ghg-emissions-calculation-tool> ---> GHG Inventory of MAKROchem  
GRI 305-1 / 305-2 / 305-3

## Disaggregation of Scope 1 & 2 emissions by facility:

Scope / Location	Activity Type	Year 2020	Year 2021	Year 2022
		[tons of CO2e]	[tons of CO2e]	[tons of CO2e]
Scope 1 / Lublin	Stationary combustion	0,06	0,14	0,11
Scope 1 / Lublin	Mobile combustion	28,12	35,58	50,39
Scope 1 / Lublin	Fugitive emissions from air-conditioning	0	0	0
Scope 2 / Lublin	Purchased electricity - location based	419,28	493,15	458,97
Scope 2 / Lublin	Purchased heat and steam	0	0	0
Scope 1 / Chruściel	Stationary combustion	57,41	60,71	32,50
Scope 1 / Chruściel	Mobile combustion	37,93	49,81	52,94
Scope 1 / Chruściel	Fugitive emissions from air-conditioning	9,62	0	0
Scope 2 / Chruściel	Purchased electricity - location based	67,69	93,51	92,37
Scope 2 / Chruściel	Purchased heat and steam	0	0	0
Scope 1 / Dąbrowa	Stationary combustion	23,27	19,39	28,00
Scope 1 / Dąbrowa	Mobile combustion	45,71	48,11	52,95
Scope 1 / Dąbrowa	Fugitive emissions from air-conditioning	0	0	0
Scope 2 / Dąbrowa	Purchased electricity - location based	43,46	39,52	46,00
Scope 2 / Dąbrowa	Purchased heat and steam	0	0	0
Scope 1 / Żurawica	Stationary combustion	0	0	0
Scope 1 / Żurawica	Mobile combustion	15,83	18,32	16,78
Scope 1 / Żurawica	Fugitive emissions from air-conditioning	0	0	0
Scope 2 / Żurawica	Purchased electricity - location based	13,04	14,17	18,23
Scope 2 / Żurawica	Purchased heat and steam	0,85	0,94	0,43
Scope 1 / Arrübal	Stationary combustion	0	0	0
Scope 1 / Arrübal	Mobile combustion	14,48	17,31	20,94
Scope 1 / Arrübal	Fugitive emissions from air-conditioning	0	0	0
Scope 2 / Arrübal	Purchased electricity - location based	53,72	52,54	62,74
Scope 2 / Arrübal	Purchased heat and steam	0	0	0

Method of assessment: <https://ghgprotocol.org/ghg-emissions-calculation-tool> ---> GHG Inventory of MAKROchem  
GRI 305-1 / 305-2

As part of meeting the requirements of ISO 14001, detailed Life Cycle Analysis (LCA) of MAKROchem's main product was carried out:



GRI 305-1 / GRI 305-2 / GRI 305-3

Intensity Indicators (GHG emissions Scope 1 & 2 / Energy Intensity)				
YEAR	GHG Intensity (Scope 1) (kg of CO <sub>2</sub> e / per 1 ton of reloaded product)	GHG Intensity (Scope 2) (kg of CO <sub>2</sub> e / per 1 ton of reloaded product)	GHG Intensity (Scope 3) (kg of CO <sub>2</sub> e / per 1 ton of reloaded product)	Energy Intensity (kWh / per 1 ton of reloaded product)
2020	2,00	5,15	126,21	6,50
2021	1,78	4,96	132,41	6,26
2022	1,70	4,53	132,71	5,73

Method of assessment: <https://ghgprotocol.org/ghg-emissions-calculation-tool> ---> GHG Inventory of MAKROchem  
GRI 305-4 / 302-3



Implementation of the established baseline environmental objectives – Year 2022 / Start of 2023

Construction of a gas-fired boiler plant at the transshipment site at Chruściel (instead of the coal-fired boiler plant)	Completion of the 1st and 2nd phase of the environmental project: lab production of eco friendly carbon black mixtures (and analysis of their physical and chemical properties)	Raising environmental awareness among MAKROchem employees.
Construction completed	Stage 2 of 3 completed	37 employees were trained

GRI 305-1 / GRI 305-5

New quantitative environmental Emissions Scope Intensity Reduction Targets

Type of emission	Year 2020 (kg of CO <sub>2</sub> e / per 1 ton of reloaded product)	Base Year 2021 (kg of CO <sub>2</sub> e / per 1 ton of reloaded product)	Absolute Scope Intensity Reduction Target (2%) (kg of CO <sub>2</sub> e / per 1 ton of reloaded product)	Year 2022 (kg of CO <sub>2</sub> e / per 1 ton of reloaded product)
Scope 1 Intensity	2,00	1,78	1,74	1,70 Target Achieved
Scope 2 Intensity	5,15	4,96	4,86	4,53 Target Achieved
Scope 3 Intensity	126,21	132,41	129,76	132,71

Method of assessment: <https://ghgprotocol.org/ghg-emissions-calculation-tool> ----> GHG Inventory of MAKROchem  
GRI 305-1 / 305-2 / 305-4 / GRI 305-5

New quantitative environmental Emissions Scope Reduction Targets

Type of emission	Year 2020 (tons of CO <sub>2</sub> e)	Base Year 2021 (tons of CO <sub>2</sub> e)	Absolute Scope Reduction Target (2%) (tons of CO <sub>2</sub> e)	Year 2022 (tons of CO <sub>2</sub> e)
Scope 1	232,43	249,38	244,39	254,61
Scope 2	598,04	693,84	679,96	678,74 Target Achieved
Scope 3 Total	14649,92	18511,97	18141,73	19873,62

Method of assessment: <https://ghgprotocol.org/ghg-emissions-calculation-tool> ----> GHG Inventory of MAKROchem  
GRI 305-1 / 305-2 / GRI 305-3 / GRI 305-5

**The total area of the headquarters in Lublin and all office spaces on all floors of the office building (including leased areas) are heated and air – conditioned with the use of heat pumps with the most favourable energy parameters:**

Renewable energy supplied to MAKROchem – Year 2022  
(Headquarters building & Main Offices Complex in Lublin)

Ambient heat source (type)	Installed Device (type)	Average seasonal performance factor (SPF)	Renewable energy provided by the device [GJ]	Total renewable energy [GJ]
Air	Heat Pump 1	2,50	753	2438
Air	Heat Pump 2	2,50	1685	

Data source: Central Statistical Office – Report G-02o [https://raport.stat.gov.pl/forms.g02o\\_4\\_3/odbior.do#](https://raport.stat.gov.pl/forms.g02o_4_3/odbior.do#)  
GRI 302-1



We make GHG emissions available (in the form of a Sustainability Report – to our internal stakeholders on our intranet site and publicly – on our official website makrochem.com: [https://www.makrochem.com/?page\\_id=5](https://www.makrochem.com/?page_id=5))  
We monitor the consumption of all relevant resources, including electricity and fuels.

Scope / Location	Resource Type	Year 2020 Resource Consumption	Year 2021 Resource Consumption	Year 2022 Resource Consumption
Scope 1 / Lublin	Stationary combustion - Diesel (Power generator)	23,00 L	56,00 L	42,00 L
Scope 1 / Lublin	Mobile combustion - Motor Diesel	3102,35 L	3353,64 L	5006,26 L
Scope 1 / Lublin	Mobile combustion - Motor Gasoline	8482,20 L	11460,62 L	15839,82 L
Scope 2 / Lublin	Purchased electricity	529991 kWh	623370 kWh	580171 kWh
Scope 1 / Chruściel	Stationary combustion - Coal	23000,00 kg	13000,00 kg	0,00 kg
Scope 1 / Chruściel	Stationary combustion - LPG Gas	0,00 L	14880,00 L	20952,00 L
Scope 1 / Chruściel	Stationary combustion - Diesel (Power generator)	89,00 L	23,00 L	60,00 L
Scope 1 / Chruściel	Mobile combustion - Motor Diesel	1000,00 L	1000,00 L	1939,29 L
Scope 1 / Chruściel	Mobile combustion - Motor Gasoline	1326,56 L	1430,46 L	999,95 L
Scope 1 / Chruściel	Mobile combustion - LPG Gas (Forklifts)	10923,00 kg	12221,00 kg	14569,00 kg
Scope 2 / Chruściel	Purchased electricity	85568 kWh	118207 kWh	116761 kWh
Scope 1 / Dąbrowa	Stationary combustion - Heating Oil	7450,00 L	7600,00 L	8800,00 L
Scope 1 / Dąbrowa	Stationary combustion - Diesel (Power generator)	20,00 L	30,00 L	20,00 L
Scope 1 / Dąbrowa	Mobile combustion - Motor Diesel	0 L	0 L	448,56 L
Scope 1 / Dąbrowa	Mobile combustion - Motor Gasoline	19,24 L	10,08 L	153,29 L
Scope 1 / Dąbrowa	Mobile combustion - LPG Gas (Forklifts)	15521,00 kg	16346,00 kg	16500,00 kg
Scope 2 / Dąbrowa	Purchased electricity	54940 kWh	49950 kWh	58145 kWh
Scope 1 / Żurawica	Mobile combustion - Motor Diesel	500 L	500 L	500 L
Scope 1 / Żurawica	Mobile combustion - Motor Gasoline	984,75 L	1159,92 L	1254,98 L
Scope 1 / Żurawica	Mobile combustion - LPG Gas (Forklifts)	4145,00 kg	4851,00 kg	4015,00 kg
Scope 2 / Żurawica	Purchased electricity	16484 kWh	17912 kWh	23038 kWh
Scope 2 / Żurawica	Purchased heat and steam	13,52 GJ	15,00 GJ	6,87 GJ
Scope 1 / Arrübal	Mobile combustion - Diesel (Forklifts)	5363,00 L	6410,00 L	4879,00 L
Scope 1 / Arrübal	Mobile combustion - Motor Diesel	0 L	0 L	2580,00 L
Scope 1 / Arrübal	Mobile combustion - Motor Gasoline	0 L	0 L	345,00 L
Scope 2 / Arrübal	Purchased electricity	67902 kWh	66420 kWh	79308 kWh

GRI 305-1 / GRI 305-5

Resource Type	Year 2020	Year 2021	Year 2022
	Resource Consumption	Resource Consumption	Resource Consumption
Purchased electricity - Total	754885 kWh	875859 kWh	857423 kWh

GRI 302-1

We recognize that factors such as speed, nature of the road, load carried and other parameters apart from the distance may affect the emissions and the consumption of fuel. To ensure efficient reduction of fuel consumption and CO2 emissions, we use appropriate IT tools for optimizing route planning (e.g. WEB-SAT program). When planning a route, live traffic information is analyzed by the coordinator in the office and the driver who develop alternative routes in case of extensive traffic jams. Owing to this, the fuel consumption and overall impact on the environment are significantly limited. Further measures adopted at MAKROchem to reduce CO2 emissions from transport involve maintaining a fleet of transport trailers and using the services of carriers with modern low-emission equipment. Our own fleet of cars, used mainly for transporting people, mostly meets the requirements of fuel efficiency standards of EURO 5 and EURO 6 (in 2022, the last company car with the EURO 3 standard was replaced with a car meeting the EURO 6 standard). We systematically optimize loadings and conduct cabotage services in a way that maximizes our transport capabilities and reduces CO2 emissions. Our technology uses various devices, including special pulsation-pocket filters, which drastically reduce our dust and particulate emissions. This is described in our emissions-related procedure.

GRI 305-5

Due to the fact that water does not occur in our technological / production processes, it is used only for communal purposes (bathrooms, kitchens, showers, sanitary facilities). Therefore, the discharge of water in terms of destination and quality takes place in accordance with national regulations to the sewerage network (quantity of municipal wastewater is equal to the quantity of water consumed).

GRI 306-1

Water consumption in MAKROchem – Year 2020							
YEAR	Lublin Headquarter (m3)	Chruściel (m3)	Żurawica (m3)	Dąbrowa (m3)	Arrübal (m3)	Consumption Summary (m3)	Consumption Intensity (dm3 / per 1 tonne of reloaded product)
2020	4508	465	266	849	229	6317	54
2021	809	635	303	523	280	2550	18
2022	2462	680	192	638	312	4284	29

GRI 303-5

**In 2020 / 2021 / 2022 / 2023, decisive actions were taken to reduce the volume of generated waste by purchasing special packaging baling devices. In this way, the number of pallets containing used packaging has decreased approximately 3x. Similar devices have been installed in other facilities. This will significantly reduce the number of shipments of used packaging – as a consequence this will significantly reduce CO2 emissions. We send packaging waste to companies that specialize in recycling it. The entire tonnage of hazardous waste was used electronic devices, batteries and toner packaging for printers. We send hazardous waste to companies that specialize in recycling it or give them back when buying new ones. In that years, there were no significant leaks classified as fuel spills, oil spills, spills of chemicals or spills of wastes.**

GRI 306-2 / GRI 306-3



**We have completed Research and Development Center, which will allow us to research leading to use of recycled carbon black in a wide range of applications. Our future products, built from recycled carbon black and virgin carbon black will greatly reduce the total carbon footprint connected with producing rubber and plastic products.**

**As part of our contribution to environmental protection, ecosystem rehabilitation and to maintaining biodiversity, we commissioned to plant 30,000 willow seedlings on an area of 1.2 hectares of wasteland, near our reloading base in Chruściel.**

GRI 304-3 / GRI 306-2 / GRI 305-5



## The majority of waste generated by MAKROchem is packaging waste.

Total weight of non-hazardous waste in MAKROchem						
Year	Lublin (Headquarter) (Mg)	Chruściel (Mg)	Żurawica (Mg)	Dąbrowa (Mg)	Arrūbal (Mg)	Summary per year (Mg)
2021	3,470	14,286	6,810	30,349	307,240	362,160
2022	0,570	33,979	9,460	7,258	267,964	319,231

Method of assessment: <https://rejestr-bdo.mos.gov.pl>  
GRI 306-2

Total weight of hazardous waste in MAKROchem						
Year	Lublin (Headquarter) (Mg)	Chruściel (Mg)	Żurawica (Mg)	Dąbrowa (Mg)	Arrūbal (Mg)	Summary per year (Mg)
2021	0,000	0,086	0,000	0,044	0,004	0,134
2022	0,000	0,0451	0,000	0,028	0,070	0,143

Method of assessment: <https://rejestr-bdo.mos.gov.pl>  
GRI 306-2

**MAKROchem has a contract with a packaging recovery organization. The organization recovers and recycles packaging waste from our operations. The main obligation is to recover and recycle packaging waste, such as:**

- paper and cardboard
- plastics
- steel
- glass
- aluminum

**Accordingly, the obligation to recycle packaging according to the following levels is implemented:**

- **Recovery 61% on average for all packaging,**

Total weight of packaging waste recovered in MAKROchem	
Year	Packaging waste recovered per year Hazardous and non-hazardous (Mg)
2021	221
2022	195

- **Recycling 56% on average for all packaging, including:**

- Recycling 61% for all paper and cardboard packaging,
- Recycling 23,5% for all plastic packaging,
- Recycling 51% for all steel packaging,
- Recycling 61% for all glass packaging,
- Recycling 16% for all wood packaging,
- Recycling 51% for all aluminum packaging,

GRI 306-2

At our company, we have a procedure in place (named: „Emergency Response Procedure”) for responding to emergency situations, such as fire, power grid failure, accident at work or equipment failure. The emergency procedures and response plans have been adopted because we are convinced of the need to take immediate, yet well thought-out, actions in case of incidents or site emergencies which may result in a threat to human health, life or the environment.

GRI 306



## Ethics

There was no corruption cases in 2022 / 2023. As in previous years, there were no internal or external ethics-related incidents or legal actions. Also during previous year - 2021, there were no incidents regarding business ethics. As part of the anti-corruption actions, a Whistleblower Procedure was created and an electronic notification form was launched on our intranet: <https://www.makrochem.com/QS/zgloszenie.php>.

The method of reporting is described in the mentioned procedure. As part of our preventive actions, a CSR risk assessment has also been developed. In addition, the procedure on the sensitive transactions (i.e.: regarding gifts) named “Accepting and giving gifts” was developed and implemented. We strive to monitor the status of compliance with our ethics. The tools are our new procedures and the electronic notification system described in Whistleblowing Procedure. A visit counter and a unique visit counter have been installed on the mentioned electronic form page. Our purchasing and accounting procedures are also checked for corruption and bribery.

GRI 205-1 / GRI 205-2 / 205-3

Employees are aware in the subject of the company’s anti-corruption policy and our Code of Conduct (Chapter II, Sub-Chapter 1.). The main document being the basis of the training is always available on our intranet pages: [https://www.makrochem.com/QS/\(polish version\)](https://www.makrochem.com/QS/(polish%20version)) and: <https://www.makrochem.com/QS/en/> (english version). Just enter "Code of Conduct" and "Sustainability Report" in the “Search” field.

GRI 205-1 / GRI 205-2

A new process has been developed - called the "Recruitment Process". It contains details of the recruitment process that are available to job candidates. A few of our most important documents (i.e. Code of Conduct) also describe what principles should be followed when recruiting new employees, e.g. measures to prevent discrimination during recruitment.

GRI 401-1 / GRI 406

**Statistics on ethics and data protection notifications (including personal data) in MAKROchem  
(based on email notifications and on whistleblower electronic entry counter data) - indication in Q2 2023**

<b>INDICATOR</b>	<b>COUNTER VALUE</b>
<b>All visitor counter</b>	<b>309</b>
<b>Unique visitor counter</b>	<b>244</b>
<b>The number of notifications of violations: Work Conditions Issues</b>	<b>0</b>
<b>The number of notifications of violations: Discrimination Issues</b>	<b>0</b>
<b>The number of notifications of violations: Corruption Issues</b>	<b>0</b>
<b>The number of notifications of violations: Personal Data Protection Issues</b>	<b>0</b>
<b>The number of notifications of violations: Human Rights Issues</b>	<b>0</b>
<b>The number of notifications of violations: Anticompetitive Issues</b>	<b>0</b>
<b>The number of confirmed information security incidents</b>	<b>0</b>
<b>The number of notifications of violations: Responsible Information Management Issues</b>	<b>0</b>
<b>The number of notifications: Employee satisfaction</b>	<b>0</b>
<b>The number of notifications of violations: ethics@makrochem.com</b>	<b>0</b>

# Sustainable Procurement



**Our regular suppliers are subject to systematic assessment, while new suppliers are subject to appropriate qualification process – which is documented in a separate system process. Buyers working in our purchasing department have been trained in relation to sustainable procurement issues. In addition, we will encourage our suppliers to read our Code of Conduct. 66% of our CB suppliers have read and signed the Code of Conduct. It is planned to introduce labor, ethical and environmental clauses in contracts with suppliers. Then, during our cooperation, we assess whether there are any violations.**

GRI 102-9 / GRI 102-10

**Efforts to increase supplier diversification were intensified in Q1 2022. New suppliers have entered the supply chain for our products. Our suppliers are evaluated not only in terms of delivery performance, payment conditions etc, but they will be evaluated also in terms of their quality / social / environmental system compliant with ISO / CSR expectations. A special survey has been created that summarizes the issues we want to ask our suppliers. The survey covers 100% of our suppliers of the main raw material, which is carbon black. The results obtained using the survey are correlated with the assessment of the efficiency of purchasing department employees. If there are any unconformities on the supplier's side, it is also possible to audit the other party (second tier audit).**

GRI 102-10 / GRI 308-2 / GRI 414-2

We support our customers in their efforts to promote sustainable products. Our Research and Development Centre is focused on designing 100% sustainable products. We have scheduled on-site audits of 100% of our suppliers of our main product, technical carbon black. During these audits, the involvement of our suppliers in sustainable procurement and, possibly, in corrective actions related to this is also assessed. This rating also applies to 100% of our main raw material suppliers and outstanding supplier rating will result in preferential treatment. During the coronavirus pandemic, all on-site audits were suspended until further notice (self-assessment forms are the preferred method of auditing).

Shipments to customers of environmentally friendly products (blends with recycled Carbon Black)		
Year	2022	1Q - 2023
Mt (metric tonnes shipped) of sustainable product	267,8	376,9
Shipping growth % (compared to previous year)	n/a	41 %

GRI 102-11 / GRI 308-2 / GRI 305-5

SUPPLIER DIVERSITY CLASSIFICATION		
DIVERSIFICATION PRINCIPLE	RULE INCORPORATED INTO OPERATIONS	POTENTIAL ACTIONS TO BE IMPLEMENTED
Promoting the inclusion of diverse suppliers (veteran - owned business - VBE)	YES	Sourcing diverse suppliers
Promoting the inclusion of diverse suppliers (minority - owned business - MBE)	YES	Sourcing diverse suppliers
Promoting the inclusion of diverse suppliers (disability - owned business - DBE)	YES	Sourcing diverse suppliers
Promoting the inclusion of diverse suppliers (women - owned business - WBE)	YES	Sourcing diverse suppliers
Promoting the inclusion of diverse suppliers (underrepresented groups - owned business)	YES	Sourcing diverse suppliers
Promoting diversity, equality and inclusion within MAKROchem's supplier operations	YES	Response from supplier as part of CSR survey

In 2023, MAKROchem was audited to certify compliance with the ISCC Plus (International Sustainability & Carbon Certification) standard. The audit resulted in the first ISCC Plus certification for MAKROchem. The certification confirms fully traceable, sustainable and climate-friendly supply chains for MAKROchem. It is also a confirmation of the use of environmentally and socially sustainable production in MAKROchem.



# Relevant programs and initiatives

MAKROchem has undertaken participation in the CDP (<https://www.cdp.net/en/>) - global Carbon Disclosure Project in response to progressive climate change (a report on our response is available). In this project, we disclose our greenhouse gas emissions and present our climate change strategy.



MAKROchem continues to participate in the evaluation of its commitment to Social Responsibility in the areas of working conditions, health and safety, environment, ethics and sustainable procurement – (<https://ecovadis.com/>) all as part of the evaluation conducted by EcoVadis, results are available for the following years: 2021 & 2022.



MAKROchem has joined the SBTi initiative. After a thorough review of our application, SBTi approved the setting of science-based targets for our company. The process is continuing and will be developed with each passing year of our participation - <https://sciencebasedtargets.org>.

MAKROchem has begun to integrate and align our environmental, social and societal goals with the SDGs (Sustainable Development Goals <https://sdgs.un.org/goals>) – published by the United Nations. An evaluation report of our organization is available. The report was generated using the available B-Impact Assessment tools (<https://app.bimpectassessment.net/login>) in SDG Action Manager.



GRI 102-12 / GRI 102-13

MAKROchem has implemented and certified the ISCC Plus (International Sustainability & Carbon Certification) standard. <https://www.iscc-system.org>.





**We are moving closer to achieving the individual targets in this area (SDG Goal 3):**

**Target 3.5** - Our company Code of Conduct and Work Regulations, combined with private medical care, bring us closer to achieving this target.

**Target 3.8** - Our employees are covered by employer-funded private medical care. Periodic compulsory medical examinations are ordered in accordance with applicable regulations.

**Target 3.9** - We are meeting our environmental objectives enshrined in ISO 14001. This has implications for the achievement of the target in this area.

GRI 403-1 / GRI 403-3 / GRI 403-6 / GRI 403-8



**Overall, MAKROchem S.A. employs approximately 66% men and approximately 34% women, but it is up to 64% women who make up the majority in middle management positions. Our Code of Conduct and work & remuneration regulations ensure the gender equality so necessary in everyday work.**

**The above ensures that the following SDG targets are met:**

**Target 5.1**

**Target 5.2**

**Target 5.3**

**Target 5.4**

**Target 5.5**

**Target 5.6**

GRI 405-1



**Target 6.1** - We take care of domestic and drinking water resources. This is enshrined in our ISO 14001 Environmental Management System goals and programs.

**Target 6.2** - We influence the achievement of this target, among others through dedicated areas available to women in the area "Sanitation & Hygiene".

**Target 6.3** - Our 3 instructions are key to achieving this target:

- handling waste and chemical reagents,
- handling of hazardous substances,
- removal of leakages of hazardous substances.

**Target 6.4** - We have practically eliminated the share of water resources in our transshipment and technological processes, and as a result we are increasing our share in achieving this SDG target.

**Targets 6.1 / 6.2 / 6.3 / 6.4 / 6.5 / 6.6** - The provisions of our environmental policy and its implementation contribute to the achievement of this SDG target.

GRI 303-1 / GRI 303-4 / GRI 303-5





**Target 7.1** We calculate energy efficiency for our individual facilities - among other things by determining the emission intensity. We use modern and secure solutions to collectively achieve the SDG target.

**Target 7.2** According to data from our Energy Audit Report (for 2022), 59.7 % of electricity is used for heat pumps in Lublin Headquarters, where the source of renewable energy is the air from outside the building. This is the largest share of MAKROchem's total energy mix.

**Target 7.3** Energy efficiency at MAKROchem is on the rise. This can be seen on page No. 15 of this report in the "Energy intensity" table.

GRI 302-1 / GRI 302-3



**Target 8.2** - We have made great strides in 2022 in terms of diversifying the supply of materials. Also, the continuation of our innovative new product projects contributes to higher levels of economic efficiency.

**Target 8.3** - Our long-term participation in CSR projects (eg EcoVadis) and the awards we have achieved prove that we ensure decent jobs in the company. On the other hand, the continuation of our research and development projects promotes development policies to support production activities.

**Target 8.4** - We have completed the 2nd of three phases of our environmental project to increase the recycled carbon black content of our products. This will certainly increase the efficiency of our planet's natural resources by 2030.

**Target 8.5** - Our work and employment regulations, combined with the Code of Conduct, ensure equal pay for work of equal value.

**Target 8.7** - We have made every effort to effectively eliminate all forms of forced and child labour, possibly slave labour. Regardless of which region of the world our facility is in, compliance with these requirements is guaranteed by our labour regulations and our Code of Conduct.

**Target 8.8** - We make a major contribution of our own to protecting workers' rights and promoting a safe working environment. It is in the area of Working Conditions and Human Rights that we received a very high score (70 / 100) in the EcoVadis ranking.

GRI 403-1 / GRI 403-3 / GRI 403-6 / GRI 403-8 / GRI 405-1





**Target 9.1** - Each of our infrastructure investments (e.g. the construction of a new transshipment base) involves taking care of the correct communication and transport - including easy access.

**Target 9.2** - Our contribution to sustainable industrialisation lies in the gradual introduction of environmentally friendly products to the market. These products make up an increasing part of our range year by year.

**Target 9.4** - We are working to make our use of raw materials more efficient before 2030 precisely by increasing the use of rCB recycled carbon black in our products.

**Target 9.5** - Over the past few years, we have build and equipped a Research and Development Centre, while increasing the number of staff employed. In this way, we are contributing to this target.



**Target 10.2** - By implementing the principles of our Code of Conduct, we are contributing to the achievement of this target - at least in terms of the social integration of employees - regardless of age, gender, origin and religion.

**Target 10.3** - We contribute to this objective by providing training on our Code of Conduct and CSR policy.

**Target 10.4** - Our CSR policy, (combined with our Code of Conduct and our Work and Pay Regulations) create a system that redresses any inequalities that might exist.



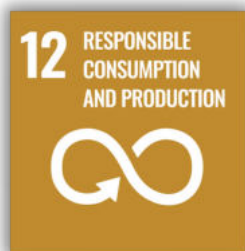
**Target 12.2** - Our environmental objectives in the ISO 14001 system include achieving high efficiency in the use of natural resources by gradually increasing the proportion of carbon black with rCB (recycled carbon black).

**Target 12.4** - By implementing the ISO 14001 Environmental Management System, we have carefully defined the Life Cycle of our products. At the same time, our aim is also to reduce the waste and pollutants emitted into the air water and soil.

**Target 12.5** - With the introduction of the BIG-BAG waste packaging compactors, we have significantly reduced the volume packaging waste generated at our transloading bases.

**Target 12.6** - For several years, we have been practising non-financial reporting in the area of Sustainability and the Environment (e.g Carbon Disclosure Project and Ecovadis). This is now a regular part of our annual reporting cycle.

**Target 12.8** - We contribute to this objective by providing training on our CSR System, Code of Conduct and CSR policy.





**Target 13.1** - As part of our contribution to responding to climate change, we have joined the SBTi initiative (Science Based Targets Initiative). Our participation in this initiative aims to reduce Scope 1 and Scope 2 emissions by 42% by 2030 with respect to the 2020 baseline.

**Target 13.2** - Our environmental policy statements have a real impact on the nature around us. They reflect our action on climate change.

**Target 13.3** - We contribute and are committed to raising awareness of climate change mitigation. In 2021 and 2022, training (including on the ISO 14001 system, climate change mitigation environmental objectives, environmental policy and CSR) was provided to 49 employees in the company.



**Target 15.1** - Our environmental objectives and programmes as described in ISO 14001 (in particular those relating to water conservation), will have a significant impact on achieving this target.

**Target 15.2** - Our environmental objectives and programmes as described in ISO 14001 (in particular those relating to paper savings), will have a significant impact on achieving this target.

**Target 15.3** - As part of our contribution to environmental protection, ecosystem rehabilitation and to maintaining biodiversity, we commissioned to plant 30,000 willow seedlings on an area of 1.2 hectares of wasteland, near our reloading base in Chruściel.



## Measures on Information Security

Our company also has its own Information Security Policy. Compliance with the provisions of this policy is subject to constant monitoring. Unauthorized persons do not have any access to third party data. Associates / third parties are informed about how their personal data is collected and processed. All violations are reported (i.e. according to the Whistleblowing Procedure - one of the points in the procedure includes steps to take corrective action (incident response measures) - including in the area of breaches of confidentiality of information). In each case, appropriate steps are taken:

- source detection and determination,
- identification of the reason for the violation,
- elimination of causes (access restriction, change of passwords, software updates, backup security),
- damage and loss assessment,
- Reassess information security risks.

In 2020 / 2021 / 2022 / 2023, no cases of violations of confidential data or personal data were reported.

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STAKEHOLDER GROUP	DESCRIPTIONS	THEIR REQUIREMENTS
Regulators	Authorities and Institutions	Obligation to send reports: e.g. Z-10 to the Central Statistical Office
Suppliers	Suppliers of materials, raw materials and services	Requesting and ordering materials and services
Customers	Customers / recipients of the company's services and products	Fulfilment of customer orders
Local Community	The Community around MAKROchem's offices and other facilities	To inform and consult on activities affecting the nearby environment, traffic conditions, health and safety
Employees	People employed under various types of contracts	Salaries and equipment necessary to carry out the contracted job

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 GRI 302-4 Reduction of energy consumption.....:

ENVIRONMENTAL GOAL	ENVIRONMENTAL TASK
Reduction of energy consumption	Successive replacement of lighting with energy-efficient LEDs
	Use of automatic LED light switches where practical (e.g. stairwells)
	Purchase of equipment with reduced energy consumption
	Use of electricity saving options available on electronic devices (e.g. computers, monitors, printers, etc.)
Reduction of heat consumption	Use of automatic switches and temperature controllers in heated rooms.
	Regular inspection (overhaul if necessary) of heating installations to ensure the highest thermal efficiency of the equipment.
	Regular maintenance (overhaul if necessary) of air conditioning systems and heat pumps to ensure maximum efficiency of the equipment
	Use of automatic switches and temperature controllers in air-conditioned rooms.

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ENVIRONMENTAL GOAL	ENVIRONMENTAL TASK
Reduction of GHG emissions in transport	Constant modernization of the company's car fleet (minimum EURO 6 emission standard - recently recorded replacement of a company cars with a new EURO 6 - in 2022 - 3 new company cars).
	Use of transport route planning (e.g. by using WEB-SAT applications).
	Use of gas-powered forklifts instead of diesel-powered ones.
Reduction of GHG emissions in heating sources	Buying or renting electric forklifts instead of diesel ones (i.e. in Spain Transhipment Facility)
	Replacement of the solid fuel boiler house with ecological heat sources (e.g. gas boiler house in Chrusciel). Equipping the entire office complex in Lublin with a source of renewable energy - a group of several heat pumps with the highest energy class.
Reduction of GHG emissions SBTi - Science Based Targets initiative	1,5 aligned: Scope 1 and Scope 2 GHG emissions 42% by 2030 from a 2020 base year

GRI 306-1 Effluents and Waste..... [page 2, page 18](#)  
GRI 306-2 Waste by type and disposal method..... [page 2, p.19,p.20:](#)

ENVIRONMENTAL GOAL	ENVIRONMENTAL TASK
Reduction of internal waste	Implementation of waste segregation rules throughout the scope of the environmental management system.
	Provision of adequate equipment and infrastructure for waste segregation (containers, bins)
	Concluding agreements with packaging recovery organisations in order to ensure efficient handling of separation, transport and recycling processes (page 20 of Sustainability Report)
	The use of kneading devices and reducing the volume of foil waste (e.g. BIG-BAG) and cardboard waste.
Reduction of waste from used car tires. (Reduction of material consumption)	Action in progress: Continuation of the EU Project POIR.01.01.01-00-0075/20 in order to develop new pro-ecological products (using of recycled carbon black in the automotive industry)
	Action completed successfully: Implementation of all tasks of the EU Project POIR.02.01.00-00-0299/17-00 in order to equip the Research Center enabling the use of recycled carbon black (from tire waste) in the automotive industry.

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GRI 403-2 Hazard identification, risk assessment, incident investigation..... [page 2](#)  
GRI 403-5 Workers training on occupational health and safety.....:

WORKPLACES	PRELIMINARY GENERAL H&S TRAINING (EMPLOYEES TRAINED - 2022)	INTRODUCTORY JOB TRAINING (EMPLOYEES TRAINED - 2022)	PERIODIC TRAINING (EMPLOYEES TRAINED - 2022)
Workers	19	20	56
Administration & Office	9	9	5
Managers / Supervisors	0	0	14

GRI 403-6 Promotion of worker health..... [page 2](#)  
GRI 406-1 Incidents of discrimination and corrective action taken..... [page 21,p.22](#)

Measures on information security..... [page 29](#)

