



STRUMET corporate social responsibility / sustainability report

2022

The report meets the requirements of the Act of December 15, 2016 amending the Accounting Act, implementing Directive 2014/95/EU of the European Parliament and of the Council of October 22, 2014 amending Directive 2013/34/EU.

1. A brief description of the company's business model.

The STRUMET company launched its operation in early 1995. The company's core activity is the design and manufacture of reusable metal transport and storage containers. The company's main customers are leading automotive corporations and suppliers. The containers manufactured by STRUMET are an important addition to modern, robotised production lines, where cars are assembled from parts and components produced by suppliers. The final assembly of cars is often performed far away from the supplier's plant, and the containers are designed to protect parts and subassemblies from damage while ensuring efficient use of space in the transport units. Containers are designed for specific car parts or subassemblies such as doors, bumpers, engines, windows, seats and many more.

In addition to manufacturing containers, the STRUMET company also provides services in hot-dip galvanizing, electro galvanizing and plastic injection moulding.

2. Key non-financial performance indicators related to the operation of the company.

positive change

neutral change

negative change

2.1 Customer area

2.1.1. Complaint indicator

$(R_c / L_p) \times 100 \%$

R_c – total number of complaint products

L_p – total number of manufactured products

2021		2022
2,04 %	25,49 %	1,52 %

2.1.2. Product and service diversification indicator

Share of individual activities in the total income of the company.

	2021		2022
production of containers	83,29 %	4.74 %	87,24 %
fire galvanization	14,31 %	29,84 %	10,04 %
electro galvanization	1,91 %	9.95 %	2,10 %

plastic processing

0,49 %

26.53 %

0,62 %

2.1.3. Customer diversification indicator

Share of top three customers in the total income.

2021

2022

45,33 %

8,23 %

49,06 %

2.2 Employee area

2.2.1. Number of employees

2021

2022

560

1,61 %

551

2.2.2. Average age of employees

2021

2022

38 lat

2.63 %

39 lat

2.2.3. Employees fluctuaction indicator

Percentage of employees who left the company during the year.

$(L_o/L_c) \times 100\%$

L_o - number of employees who left the company

L_c - total number of employees

2021

2022

18,21 %

27,57 %

23,23 %

2.2.4. Employee-initiated dismissal indicator

$$(L_{zwi}/L_o) \times 100 \%$$

L_{zwi} – number of employee dismissal

L_o - number of employees who left the company

2021		2022
73,53 %	16,06 %	61,72 %

2.2.5. Disciplinary dismissal indicator

$$(L_{dys}/L_o) \times 100 \%$$

L_{dys} – number of disciplinary dismissal

L_o - number of employees who left the company

2021		2022
10,78 %	30,43 %	14,06 %

2.2.6. Disease absenteeism indicator

$$(L_{dzc}/L_{dp}) \times 100 \%$$

L_{dzc} – number of disease absenteeism days

L_{dp} – total number of working days

2021		2022
6,49 %	1,23 %	6,41 %

2.2.7. Average monthly salary indicator

$$(W_{ps}/W_{pp}) \times 100 \%$$

W_{ps} – average gross monthly salary of Strumet

W_{pp} – average monthly salary in the enterprise sector in Poland

2021		2022
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94,05 %

1,43 %

92,70 %

2.2.8. Accident indicator

$(L_w/L_p) \times 100 \%$

L_w – total number of accidents

L_c – total number of employees

2021

2022

3,93 %

35,37 %

2,54 %

2.3 Environmental area

2.3.1. Electricity consumption indicator

(E_c / P_c)

[kWh / kg]

E_c – total amount of electricity consumed

P_c – total weight of manufactured containers / galvanized structures

production of containers

2021

2022

0,46 kWh/kg

8,70 %

0,42 kWh/kg

fire galvanization

2021

2022

0,05 kWh/kg

0,00 %

0,05 kWh/kg

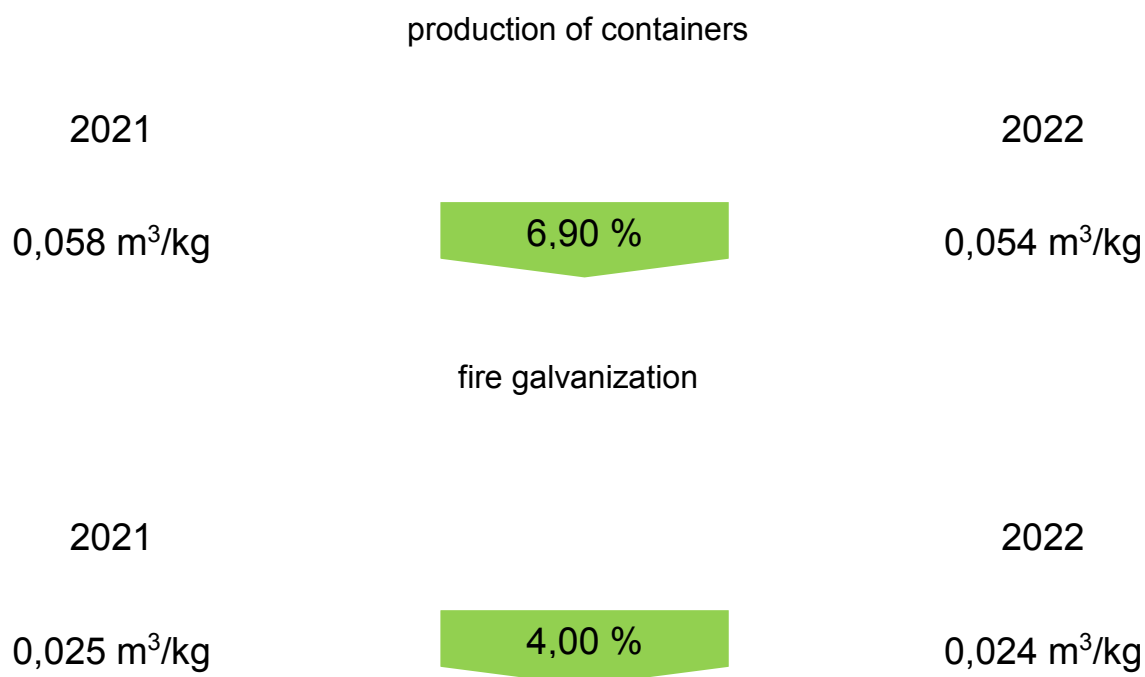
2.3.2. Natural gas consumption indicator

(G_c / P_c)

[m³ / kg]

G_c – total amount of natural gas consumed

P_c – total weight of manufactured containers / galvanized structures



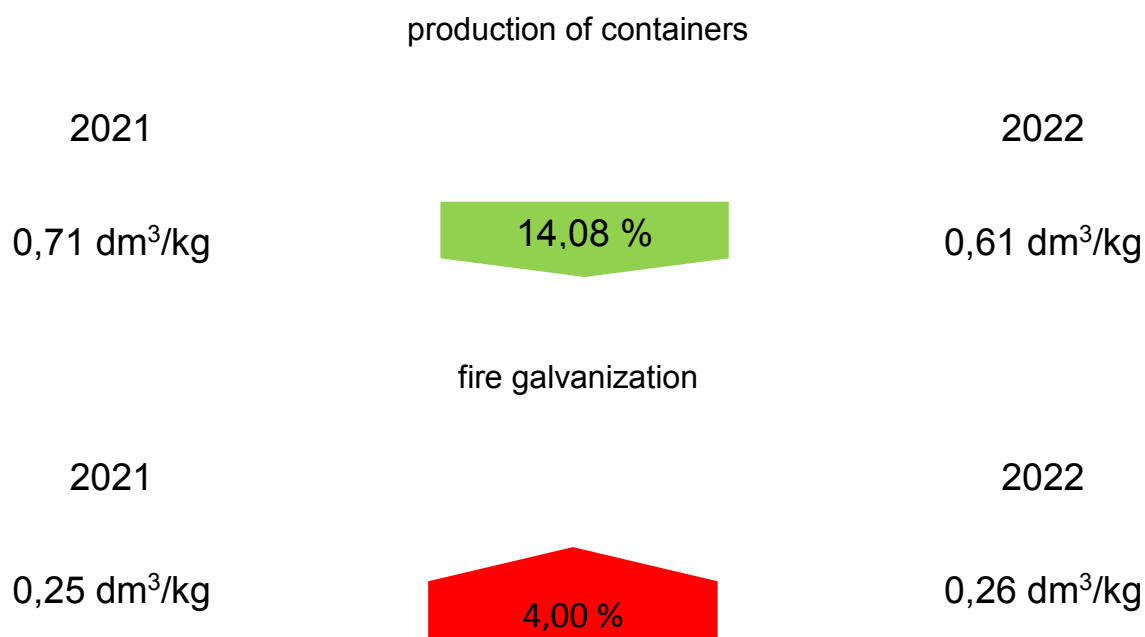
2.3.3. Process water consumption indicator

(W_p / P_c)

[dm³ / kg]

W_p – total amount of process water consumed

P_c – total weight of manufactured containers / galvanized structures

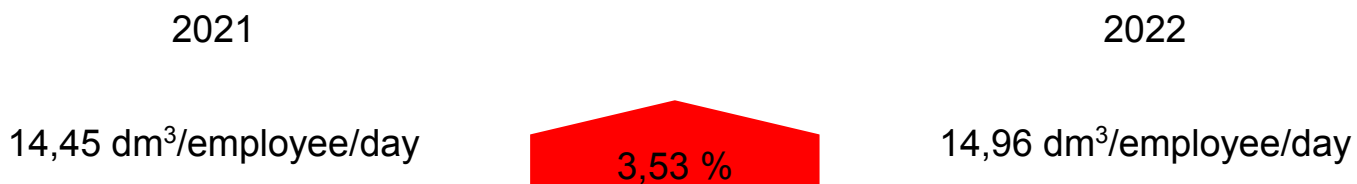


2.3.4. Welfare purposes water consumption indicator

W_s / L_{dp}

W_s – total amount of welfare purposes water consumed

L_{dp} – nominal number of working days per employee
[dm³ / employee / day]



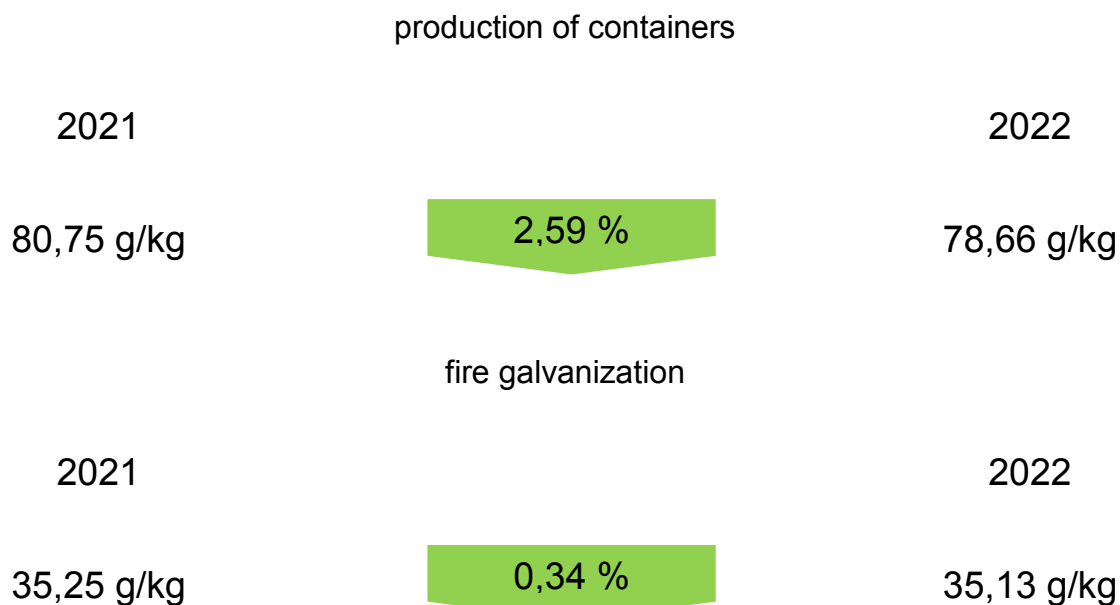
2.3.5. Carbon dioxide (CO₂) emission indicator

(C_c / P_c)

[g / kg]

C_c – total weight of carbon dioxide emitted

P_c – total weight of manufactured containers / galvanized structures



2.4 Social area

2.4.1. The value of donations to public benefit organizations, sports clubs, schools, etc.

2021 – 99 360,50 PLN (21652,36 euro)

2022 - 214 057,92 PLN (45754,51 euro)

2021

99 360,50 PLN
(21652,36 euro)



215.44 %

2022

214 057,92 PLN
(45754,51 euro)

3. Description of the policies applied by the company in relation to social, employee, natural environment, respect for human rights and counteracting corruption, as well as a description of the results of applying these policies.

3.1 Social responsibility

A Social Responsibility Management System has been implemented at the STRUMET company, based on the requirements of the SA 8000 standard and the guidelines of the ISO 26000 standard, taking into account specific customer requirements. The company's social responsibility policy is set out in the Work Regulations, the Business Ethics document and the Sustainability Policy for Suppliers. Compliance with the requirements of the established policies is assessed during regular internal and external audits and through the SAQ self-assessment platform. In the event of non-compliance, corrective action is implemented immediately. Grievance channels have been established for employees and business partners and all reports are thoroughly investigated with guaranteed confidentiality, discretion and protection against retaliation. The Management Board did not receive any complaints or reports of violations of adopted policies in 2022. The financial support provided by the company in the past year to charitable organisations, sports clubs, schools and others in need increased significantly.

3.2 Health, safety and labour law

The STRUMET company Management Board has established an ISO 45001-compliant Occupational Health and Safety Management System covering the entire Plant. The System will be certified in July this year. The company employs an OHS inspector with relevant experience and qualifications to oversee all occupational health and safety activities. All applicable employment legislation has been identified and evaluation of compliance with its requirements is ongoing. Internal audits and inspections by the State Labour Inspectorate and the State Sanitary Inspectorate take place regularly. Thanks to diligent and consistent action, the accident rate has been significantly reduced in 2022.

3.3 Environmental protection

To ensure effective environmental protection, the STRUMET company operates a certified Environmental Management System in accordance with ISO 14001. The environmental policy commits all employees to environmentally friendly actions, including in their private lives. All environmental aspects are subject to continuous monitoring with the aim of reducing environmental impact and minimising the risk of an emergency. Effective emergency response procedures have been developed. All projects are carried out taking into account the environmental impact. All legal requirements for environmental protection have been identified and compliance assessment is ongoing. The company has all the required environmental permits and is regularly inspected by the Environmental Inspectorate. No breaches of environmental regulations were found during the 2022 audits and inspections. There were also no major emergencies.

3.4 Respect for human rights

The STRUMET company Management Board is aware of the importance of human rights as universal, inherent, inalienable, inviolable, natural and indivisible rights guarding the dignity of every human being. Universally recognised human rights form an essential part of the company's policies such as the Work Regulations, the Business Ethics and the Sustainability Policy for Suppliers. The Management Board continuously monitors the situation at the Plant in order to detect early threats to human rights. Periodic training courses and awareness-raising campaigns are carried out for the crew. The Management Board ensures identical perception of human rights throughout the supply chain. There have been no incidents of human rights violations in the company's history to date.

3.5 Anti-corruption activities

The company Management Board strongly rejects any practice of corruption, whether passive or active. The Business Ethics policy clearly sets out the rules in this respect. Regular training courses and awareness-raising campaigns are held to inform employees what corruption is and how to behave if its occurrence is suspected. Thanks to effective preventive measures, no situation involving corruption was recorded in the past year.

4. Description of significant risks related to the company's operations that may have an adverse effect on the issues referred to in point 3, including risks related to the company's products or its relations with the external environment, including contractors, as well as a description of the management of these risks.

Risk management is one of the main tools used by the STRUMET company Management Board. In accordance with the established manual, the leaders of the individual processes identify and analyse threats, evaluate the risks and carry out appropriate risk management to reduce the risks to an acceptable level. The evaluation is carried out for all risks related to issues of social, labour, and environmental nature, respect for human rights, anti-corruption and regarding the company's products and services. The results of the risk assessment are documented and are a valuable source of data for the management.

The following management systems have been established at Strumet:

- Quality Management System in accordance with ISO 9001;
- Environmental Management System in accordance with ISO 14001;
- Information Security Management System in accordance with VDA ISA and ISO/IEC 27001 requirements;
- Social Responsibility Management System according to SA 8000 requirements and ISO 26000 guidelines; and
- ISO 45001-compliant health and safety management system.

Systems are subject to continuous improvement, ensuring high effectiveness and early response to risks in the areas of product and service quality, environmental protection, protection of information assets including personal data, social responsibility, human rights, health, safety and labour law and environmental protection.