



Dąbrowa Tarnowska, 2024



CORPORATE SOCIAL RESPONSIBILITY

ZBUD Ltd.

ZBUD.COM.PL

SINCE 30 YEARS

**WE PROVIDE OUR CUSTOMERS
WITH EFFECTIVE SOLUTIONS IN
THE FIELD OF
SHORT RANGE TRANSPORT**

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INTRODUCTION

Dear Reader,

We are pleased to present the following Corporate Social Responsibility report of ZBUD Ltd.

For ZBUD, as a production company, sustainable development has always been a priority. In everything we do, we strive to contribute to a higher quality of life now and in the future. Sustainable development is not only a matter of attitude, but above all, planned, effective activities in the field of the company's economy, its impact on the environment and impact on the community both inside - for its employees and outside - for cooperators and the local community we are a part of.

Our ambition is to move towards climate neutrality and gradually reduce the carbon footprint in the production process. Our way to achieve this goal is to raise the environmental awareness of our employees, strive to reduce gas emissions, rational management of resources and energy used in the production process, and the reduction and segregation of generated waste. Our contribution is also ecological design aimed at extending the life cycle of products..

We believe that we will all be able to build a better future for the planet, the industry and ourselves.

We also want to involve our business partners in our activities by publishing and promoting our Code of Conduct and our Environmental Policy.

We are starting to publish the Corporate Social Responsibility report to ensure regular monitoring and evaluation of the progress of our activities.

This report is based on the ISO 26000 standard - Guidelines for corporate social responsibility developed by the ISO Working Group.

I encourage you to read.

Best regards



Andrzej Wilk

v-ce President of the Board

Any questions and suggestions regarding the information contained in the publication can be sent to the following address:

wilk@zbud.com.pl


A FEW WORDS FROM THE CHAIRMAN

The overriding goal of the company's activity is to strengthen its market position in the handling equipment industry. By constantly improving the quality of products and services while maintaining a reasonable level of costs, we strive to strengthen the opinion of a reliable and professional partner in business for domestic and foreign customers. We act with respect for the environment, in accordance with applicable law and the principles of healthy competition.

We want to support our clients with experience and competence, and to be a reliable and responsible business partner. We want to compete with the quality of our products and services, product reliability, and modern technical solutions. We are still developing, offering a wider and wider range of handling devices. We are a Polish company offering devices manufactured in the country, based on our own designs.

We believe that, as a production company, we must join the fight for the common good, which is care for the natural environment for ourselves, and perhaps above all for future generations. That is why we continue to promote the idea of sustainable development in all possible aspects of our company's operations. When thinking about the future, we also do not forget about the present, which is why we actively support the community.

Best regards



Ryszard Jędraszek
Chairman of the Board

ZBUD IN BUSINESS

YEAR 2023 IN NUMBERS

Employment

445 employees, 15% woman, 85% man

1. A family company

The beginnings of the company ZBUD Ltd. date back to 1984, when the current president founded a company producing fittings for gas stoves. The company started cooperation with local partners and, in response to market needs, quickly changed the product range and began to meet the demand for short range transport devices - hand-operated chain hoists, and then cranes and overhead traveling cranes. The 2000s was the expansion of the company's offer with lifting equipment and service platforms for the Offshore market, as well as rescue cranes.

In the first decade of the 21st century, we implemented successively: in 2002 a quality management system compliant with the PN-EN ISO 9001 standard and in 2009 a quality management system in welding compliant with PN-EN ISO 3834.

We are a manufacturer of hoists and winches, jacks, slings and lifting accessories. We have our own product line of THETA series hoists and rope winches, covering a very wide range of lifting capacities, speeds and heights. We make hoists and winches intended for installation on overhead traveling cranes, cranes or as independent devices.

In addition, we are the first Polish company to produce terrain cranes and mobile platforms after a 30-year break.

The dynamic development of the company was noticed, in the years 2004-2008 the company won Gazele Biznesu, Diamonds of the Forbes monthly.

ZBUD is 100% family owned which shapes our culture and is a solid foundation for our success and credibility.

2. Vision and mission

Company management and development strategy from the very beginning were aimed at ensuring maximum independence in action and in the execution of orders. We currently employ over 440 people, we have production halls with a total area of over 30,000 sq. m. We are a manufacturer of overhead cranes, stationary cranes, all-terrain wheeled cranes, and tower cranes. Last year saw the expansion of the offer with a truck crane and an electrically powered basket lift. We plan further development in the field of tower and terrain cranes with devices with greater operational parameters - in particular with greater lifting capacity and reach, meeting current market needs.

YEAR 2023 IN NUMBERS

Cranes and overhead cranes delivered

397

3. Command structure

Zakład Budowy Urządzeń Dźwignicowych ZBUD Ltd. organizationally, it is a limited liability company.

The shareholders' meeting, i.e. the highest authority, appoints by the Management Board of the Company, which appoints the President, Vice-Presidents and the Commercial Proxy, and manages the company on behalf of the Shareholders and represents it outside.

The Company may be represented by the President of the Management Board on his own, or by two members of the Management Board or by one member of the Management Board with a Proxy.

4. Our factory

We have the largest machines in the region for processing large-size elements, ensuring the possibility of processing elements with a unit weight of several tons. Our services include: metal cutting, CNC machining and conventional machining. We also offer welding services. At ZBUD, we have the option of heat treatment of welded joints along with the registration of the process. Highly qualified engineers with IWE / EWE competences ensure proper welding supervision. The quality of the connections is guaranteed by certified personnel (over 30 welders and welding machine operators - UDT certificates and ABS, DNV, GL, and IS companies according to PN-EN 287-1, PN-EN ISO 9606-2, as well as PN-EN 1418 We also offer service, repair and overhaul of lifting devices. We have professional test stands that enable us to carry out load and motion tests of a significant part of the offered devices. From the beginning, the company has its own design office employing experienced designers of mechanical and electrical industry. enable properly prepared surfaces, drying of elements after painting, also for such harsh operating conditions as the marine environment. Thus, we offer a comprehensive implementation of the device - from design, through welding / locksmith works, machining to the implementation of anti-corrosion coatings.

5. Localization

The company is located in Dąbrowa Tarnowska, lesser Poland.

The entire plant, which includes an office and administration building and a total of 27 production halls for various purposes, is located at ul. Żabieńska 6.

YEAR 2023 IN NUMBERS

25 production halls

6. Industry leader

We are developing, we were the main supplier of equipment for several of the largest domestic investments in the energy sector - power plant construction sites implemented since 2016, and we are now also starting deliveries for further large construction sites. We comprehensively supply these investments with a whole range of repair equipment - from large cranes built in the machine room facilities - the largest with a lifting capacity of 160 tons, to smaller devices for the repair needs of other facilities.

We are the only Polish company that independently produces complete gantry cranes, we are and we want to remain the market leader.

The strategy for the coming years, in addition to maintaining the leading position of the Polish manufacturer of overhead cranes, is to expand the offer of its own rough terrain and truck cranes and mobile platforms, and introduce tower cranes to the market.

One of the directions of development is also the introduction of fully automatic cranes to the offer and the robotization of production processes in the company

YEAR 2023 NEW PRODUCT LINES

**Truck crane REX25 TC, Electric driven scissor lift REACH140Xe,
Welding positioner RHINO**

ZBUD IN SOCIETY

7. Code of Conduct

Bearing in mind the international scale of activities of the company ZBUD Sp. z o.o. we assessed the Code of Conduct and defined the basic rules and principles by which we work and by which we want to continue to develop in the future.

The Code of Conduct summarizes the high standards of the ZBUD company regarding our employees, our environment and also our external partners.

The Code of Conduct serves all of us, both management and employees, as guidelines in our daily work. It sets rules for each of us, and at the same time helps in responsible behavior, both externally in relation to our business partners and customers, and internally in relation to each other. Together, we are responsible for the image of ZBUD.

➤ General requirements

Our positive image and the trust of our customers, employees and society depend to a large extent on the behavior of everyone working in the company. Therefore, each employee is equally responsible for the adherence to the company's values and goals and for acting in accordance with their obligations and responsibilities.

It is for this reason that we need an appropriate set of rules and guidelines. This Code of Conduct summarizes the most important rules and guidelines that should be followed by all ZBUD employees.

We expect that all employees, without exceptions, not only adhere to internal rules, but also comply with legislation, avoid conflicts of interest, protect ZBUD funds and respect tradition and values of the countries in which we operate or will operate.

We expect management, given their role as a role model, not only to communicate these principles, but also to lead by example and encourage employees to follow suit. This is the first form of contact for all questions and concerns related to the Code.

It is our responsibility to conduct all business transactions in an ethical and legal manner in order to create an environment where there is mutual trust, both with business partners and internally with our colleagues. In our opinion, this is the basis of long-term success and success.

- Leadership and cooperation in ZBUD We are convinced that the sustained success of our family business is largely based on a company culture built on values, and that each employee contributes to the company's success. We take our responsibilities very seriously and commit to upholding international human rights.

➤ Personal responsibility

We expect all ZBUD employees to act in accordance with the legal requirements and guidelines of the company, and all managers are required to take the role of a role model. The personal dignity of each person must be respected and protected. All managers are required to prevent Code violations in the departments for which they are responsible.

Each employee must be clearly informed about this Code of Conduct.

➤ Mutual respect

We do not accept any discrimination against our employees on the basis of sex, age, color, nationality, race, religion, social origin, disability or sexual orientation. As an internationally operating company, we work with employees of different cultures, mentality or nationality, and we are convinced that successful cooperation can only be realized with mutual respect and appreciation for each person.

➤ Fair working conditions and human rights

We respect, protect and promote all laws in force to protect human and children's rights as fundamental and general requirements throughout the world.

We comply with the law on working hours in the country concerned. We also comply with the minimum wage rules and provide all employees with fair working conditions in accordance with legal requirements. We reject any form of forced or child labor. Career development is based solely on the abilities, qualifications and achievements of each person. ZBUD respects the right of all employees to form and join an association to represent their interests as employees, to organize, and to bargain collectively or individually. We also respect any employee's choice to refrain from joining a union.

➤ Avoiding a conflict of interest

We respect the privacy of our employees and their private life is not of our interest. However, a conflict of interest may arise in situations where an employee's private, social or financial activity is in conflict or potentially in conflict with the employee's loyalty to ZBUD. Such situations may arise, for example, in the case of cooperation or joint activities with other companies, with friends or family members in the same industry - crane design and construction. All business relationships that could expose the company to the loss of trade and design secrets should be avoided.

➤ Handling of funds

We expect our employees to treat all tangible and intangible assets with respect.

These measures include: in buildings, real estate, vehicles, office equipment and skills, patents, technologies and other information valuable for ZBUD that should be protected. All devices and equipment may be used for private purposes only with prior special permission.

➤ Handling of the information and intellectual property

We require our employees to keep sensitive information, innovation and skills confidential and use them only for business purposes. They are the basis of our enduring success and may

not be passed on or made available to third parties under any circumstances. The same applies to all personal data of ZBUD employees and business partners, in accordance with the applicable data protection regulations of the European Parliament and the EU Council.

We respect the intellectual property of competitors, business partners and third parties.

➤ QHSE

We are all responsible for the protection of people and the environment. It is our employees' responsibility to keep their place of work in an orderly and safe condition, environmental protection and the economical and prudent management of available resources. All exceptions must be reported to the right supervisor. ZBUD cares about the highest standards of work safety, in accordance with internally developed procedures, even when the requirements in a given place are less stringent.

➤ Cooperation within ZBUD

We strive to be a responsible partner, both in cooperation with our customers, suppliers and business partners, as well as within our company. In addition to our competence and the quality of our products, this also includes honest and transparent communication and compliance with our contractual obligations and relationships.

➤ Selection of suppliers

We evaluate all offers from our suppliers fairly and impartially. The selection of a company and outsourcing of activities are strictly based on specific factors. We expect our suppliers to understand and respect our values. All contracts are negotiated in full and unambiguously, all subsequent changes or modifications are properly documented.

➤ Responsible sourcing

ZBUD undertakes to use raw materials from legal sources and produced in a sustainable manner, and does not obtain minerals from regions affected by armed conflicts, which would contribute to financing these conflicts and violating human rights. In order to fully comply with this obligation, ZBUD exercises due diligence in its activities and expects full support from its suppliers.

➤ Fair competition

We adhere to the principles of fair competition and support the ideas of a free market and fair trade. All unfair practices are prohibited.

➤ Competition and antitrust law

We expect each employee to adhere to the principles of fair competition and trade without exception in all countries where ZBUD operates or will operate. Therefore, it is unacceptable to conclude agreements with other companies that could affect competition. The same applies to the exchange of information regarding price, conditions, capacity, market shares, margins, costs and offer details.

➤ Anti-corruption, Gifts and benefits

We do not accept any type of corruption, bribery, abuse or misappropriation. We take all our actions responsibly and honestly.

Any employee who is affected by the unethical behavior of customers or suppliers or vice versa will be held liable. There may be no benefits in any way related to requesting and receiving services and materials.

Gifts and invitations may only be accepted if their value cannot be considered to change your mind or behavior. Money gifts can never be accepted.

➤ Donations

Various organizations and institutions ask us for donations. Each donation is subject to approval by chairman of the board. The recipient and purpose of the donation must be known and judiciously thoughtful. The principle of disinterested action applies here.

➤ Export control and sanctions

Export controls may impose bans, restrictions, government approvals, or other measures to monitor cross-border trade. It may concern the transfer of objects, technology as well as the transmission of information via e-mail or the cloud. In addition, doing business with Covered individuals or companies sanctions is strictly prohibited, no matter what phase of the delivery process.

We comply with all laws relating to the import and export of goods, services and information.

➤ Compliance with the Code of Conduct

We expect all ZBUD employees to act in accordance with the legal requirements and the company's guidelines. Managers are encouraged to support employees in complying with the Code of Conduct. Any breach of the rules can lead to serious consequences for the entire company and, depending on its severity, is subject to labor or criminal law.

➤ Policy violation

We believe all our employees make the right decisions and report any violations to the appropriate supervisor to resolve the issue on the spot in a constructive conversation. Undoubtedly, however, there may be circumstances - especially if it is related to illegal business activity - where the problem needs to be resolved outside the immediate working environment. The following forms of contact are available for employees and third parties:

- ❖ Supervisor
- ❖ Management Staff
- ❖ Human resources department or finance department
- ❖ Quality and safety improvement card system
- ❖ Contact form on the website www.zbud.com.pl

Employees who make good faith reports of any actual or perceived irregularities may not be discriminated against. If possible, ZBUD keeps the employee's personal data confidential.

➤ HSE Improvement Card system

The system of HSE improvement cards enables anonymous reporting of irregularities on various levels of the company's operations. All reports are registered and considered once a month by the health and safety inspector and a member of the company's management board.

➤ Whistleblowing and protection against retaliation

Employees and associates who believe that our Code of Conduct has been violated may raise concerns to the management through available communication channel. The e-mail address: sygnalista@zbud.com.pl or via the HSE improvement card system. ZBUD will not tolerate retaliation against anyone who raises concerns in good faith. Employees are required to report known and suspected violations of the Code of Conduct and applicable national laws.

YEAR 2023 IN NUMBERS

Over 117 clients
in 29 countries

8. Environmental Policy

We support UN Global Impact, the UN Sustainable Development Goals, the Paris Agreements and the European Union Fit for 55 Package with specific goals to reduce greenhouse gas emissions in Europe by at least 55% by 2030 and achieve climate neutrality by 2050.

We implement our obligations in the field of environmental protection through the appropriate management of environmentally sensitive areas. We focus on providing our customers with eco-optimized solutions and extending the life cycle of products.

➤ Commitment

ZBUD recognizes its responsibility and ability to influence environmental issues. We place emphasis on the appropriate use of natural resources and taking measures to reduce the effects of climate change. ZBUD is not only employees but also natural resources around us. This fact alone motivates us to constantly improve and intensify activities for the protection of the environment.

➤ Focus on climate action and rational management of resources

To hinder climate change, advance circularity and focus on material efficiency, we must learn to use available resources more efficiently. Efficiency is the key to sustainability. Our current environmental work is the continuous improvement of energy and raw material efficiency taking into account our business area and our product portfolio.

In our business, environmental issues are managed in a systematic manner. Every year we report:

- Measurements of emissions of volatile organic compounds VOC,
- Report on waste generated and waste management BDO.

The lifetime of ZBUD products can be decades, therefore we can make significant environmental improvements with a customized and more resource efficient offering. We apply the principles of intelligent design, focusing on reparability, durability, material and energy efficiency, taking into account the entire product life cycle.

We design our processes in a circular economy principles and provide customers with value in the form of minimizing their carbon footprint.

➤ Engagement

In order to be successful in our work for environmental protection, each ZBUD employee must actively support it. No matter how small the actions are, they are moving us forward.

Big and challenging quests are made of a multitude of small improvements.

ZBUD undertakes to:

- Provide ecological solutions and services to their clients
- Develop of circular processes and efficient use of resources
- Achieve ambitious climate goals and mitigate climate threats throughout the whole value chain
- Continuous improvement of environmental management performance

- Minimizing the negative impact on the environment and protecting the environment by preventing harmful emissions into the air, water and soil
- Meet or exceed legal requirements in the field of environmental protection

We are working for decarbonized and circular world for us, our customers and the entire society.

YEAR 2023 IN NUMBERS

Incidents at work

0 incidents per 806 466 hours worked

Incident rate = 0!!!

9. HSE Policy

Among the most important tasks carried out by Zakład Budowy Urządzeń Dźwignicowych "ZBUD" Sp. z o.o. is to ensure a high level of security through constant improvement of working conditions. The company's management is committed to protecting health and life of employees by taking priority:

- prevention of accidents at work, potentially accidental events, fires and other dangerous occurrences, as well as occupational diseases,
- striving for continuous improvement of the health and safety at work, as well as fire protection,
- systematic improvement of employees' qualifications and responsibilities in the scope of health and safety,
- meeting legal requirements in the field of occupational health and safety,
- providing employees with personal protective equipment appropriate to the type of work performed,
- taking into account the role of employees and their representatives in the field of consulting activities aimed at improving occupational health and safety,
- engaging employees in activities to improve health and safety.

- ensuring that the exposure of employees to hazardous substances is PREVENTED or, if this is not reasonably practicable adequately controlled.
Use of materials containing asbestos, PCB (polychlorinated biphenyls), chlorinated hydrocarbon compounds, fluorochlorohydrocarbons, cadmium, mercury and substances listed in Annex XIV to the EU REACH regulation is prohibited.
- Chemical management must be carried out in accordance with the law principles and principles described in ZBUD PROCEDURE 1/2016 „Handling chemicals”.

The key aspect of improving health and safety at work is elimination and minimizing the risk resulting from the specificity of the work carried out. Due to the fact that these activities require high awareness of employees, systematic trainings in the field of health and safety are carried out. In addition, all activities are performed taking into account safety regulations applicable to a given type of work, and persons managing employees are obliged to conduct supervision and take actions aiming at continuous improvement of health and safety. Implementation of the above policy and achieving the objectives set out requires engagement on the part of every employee, understanding the essence of occupational health and safety, as well as adaptation to the rules in force at the company. Only the full commitment of the company management and their employees can bring the intended benefits.

10. Expectations towards customers

We expect our suppliers and subcontractors to operate in accordance with the same legal, ethical, environmental and labor principles that we require in our Code of Conduct. These rules are of great importance when establishing and maintaining business relationships. We support the generally accepted principles of human rights, labor, environmental protection and anti-corruption.

For this purpose, we have written the Supplier Code of Conduct, where we have established minimum standards of conduct that we require our suppliers and subcontractors and their respective affiliates and subcontractors to adhere to. The Code applies to the conduct of all companies that have a direct contractual relationship with our company.

YEAR 2023 IN NUMBERS

37 000 PLN support for the local community

11. Involvement in the local community

We are the largest employer in the private sector in Dąbrowa Tarnowska and one of the largest in the region. We want to remain the employment leader and we are working on a positive image of the company.

ZBUD Ltd. actively supports local associations, children, youth and institutions. In 2023, the company supported, among others, the Association for Disabled People "Pomocna Dłoń" in Dąbrowa Tarnowska, in organizing the Charity Festival, and sponsored the 3rd District Safety Day organized by the District Office. The President also periodically supports the National Papal Competition discovering the artistic and photographic talents of children. and youth, organized annually by the Małopolska Provincial Command of the Volunteer Labor Corps, being one of the sponsors and founders of awards for the winners. Support was also provided to the Volunteer Fire Department in Szyndzielów, where we donated a chain hoist for the needs of the local Volunteer Fire Department.

We were also a sponsor of 8 Dąbrowa Clinical Meetings and the Conference "Prevention and Early Diagnostics in the Daily Work of Practitioners". We also got involved in the Safe Cycling competition organized by the County Police Headquarters in Dąbrowa Tarnowska by funding prizes for its participants.

DESIGN RULES

safety, reliability, durability, energy efficiency

ZBUD IN ECOSYSTEM

12. Sustainable development

What is sustainable development? For us, these are comprehensive activities that combine the company's development in the business sense with full respect for the overarching values of undoubtedly human rights, work standards and respect for the natural environment.

13. Thoughtful design

Sustainable development also means providing customers with devices that reduce their impact on the environment. In terms of the offered devices, we strive to reduce the energy demand of devices, without affecting their functionality or durability.

It should be remembered and borne in mind that in modern devices it is the reliability and safety of operation that are of key importance. And safety is the provision of reliable power systems, highly efficient drives. Reducing the weight of devices results in a reduction in the power needed to move them, thus lowering energy consumption. The production of reliable machines dedicated to long-term operation means limiting the elements to be utilized, reducing the amount of scrap and its costly processing.

In the case of diesel powered machines, our focus is on limiting and using the available power efficiently. The engines used must of course comply with the current emission standards.

We focus on the safety of machines and devices delivered to customers, therefore, in the case of the rough-terrain crane launched on the market, in addition to the electronic load control system required by the standards, we have introduced as standard electronic control of the condition of the crane's supports, which is of key importance for the stability, i.e. the safety of the machine.

We design in accordance with the current norms and standards. All our devices are CE marked.

YEAR 2023 IN NUMBERS

Annual balance of VOC2020 = 17.69 Mg

Fugitive emission = 0.78%

14. Limiting gas emissions

It cannot be denied that machine production is a heavy, energy-consuming industry. It is difficult in our industry to take decisive action to radically reduce emissions and reduce the harmful effects of operations for the environment.

We try to reduce the emission of harmful substances to the environment, one of the ways to achieve this goal is to reduce the emission of gases resulting from the combustion of fuels.

In 2021, we completed the modernization of all boiler rooms. There are a total of 17 boiler houses on the premises of our plant. Currently, 4 of them are powered by gas fuel, and the rest by eco-pea coal. Retort boilers fed with eco-pea coal reduce the amount of sulfur oxides produced during combustion and the amount of ash left after burning.

15. Limiting of VOC emissions

One of the production processes is painting. Ready elements of steel structures are protected with paint, mainly based on solvents.

Our emission standards are defined in the current regulations of the Minister of the Environment of April 22, 2011.

We try to reduce the emission of harmful substances to the environment - we have modern painting chambers with effective filtration systems. The painting chambers are equipped with ceiling and floor filter mats, and the air extracted by the ventilation unit is directed to the adsorber with activated carbon, where the volatile substances vapors are absorbed and the air is cleaned.

Filters are checked daily by responsible personnel in accordance with the Filter Inspection and Replacement Procedure.

In addition, in order to reduce the emission of harmful compounds, we use a distiller that is able to distil up to 20 kg of waste per day, and the recovered solvent - 60% of the input - is reused.

In order to eliminate VOCs in finished products, all painted elements are dried and aired in the chambers.

All our efforts to reduce VOC emissions as much as possible gave us a satisfactory fugitive emission result of 0.78% and is significantly below the S2 emission standard of 20%.

YEAR 2023 IN NUMBERS

8% less waste of paints and varnishes
given for disposal in relation to 2022

16. Innovative heat recovery

There are 7 air compressors on the premises of the plant with a total power of 193 [kW]. Compressed air is essential for production processes, and its production generates heat. Instead of letting hot air outside through the ventilation system, a large part of it is redirected to heat production halls.

Additionally, in the steel processing halls, we have used forced Push-Pull ventilation systems. The system filters the air, which reduces the concentration of harmful factors in the air inside the hall. Thanks to this solution, not only thermal energy is recovered - we partially close the air circulation in the hall - but most of all, we maintain a clean working environment.

YEAR 2023 IN NUMBERS

30% of light sources are energy-saving LEDs

17. Reduction of Energy consumption

We continue to modernize the company's infrastructure to reduce its energy consumption. Effective energy management is a key element contributing to environmental protection.

It includes, among others, the replacement of light sources in the plant; currently, over 40% of all light sources are energy-saving LED sources. In addition, we are gradually replacing the machine park. Old energy-consuming conventional machines are replaced with modern numerically controlled machines characterized by high performance and energy efficiency.

YEAR 2023 IN NUMBERS

55% CNC, 45% conventional machines in 2023

vs.

50% CNC, 50% conventional machines in 2022

18. Reduction of waste

We are constantly improving our approach to reducing generated waste. Both in administration and in production. These are sometimes minor activities, but ultimately have an impact on the generated waste. We make employees aware that they should avoid one-sided printing of documents, we suggest to our contractors through an appropriate annotation in the footer of e-mail correspondence, to consider whether each document must be printed.

In the technological phase, we optimize the arrangement of elements on the sheets of metal so as to minimize the resulting waste.

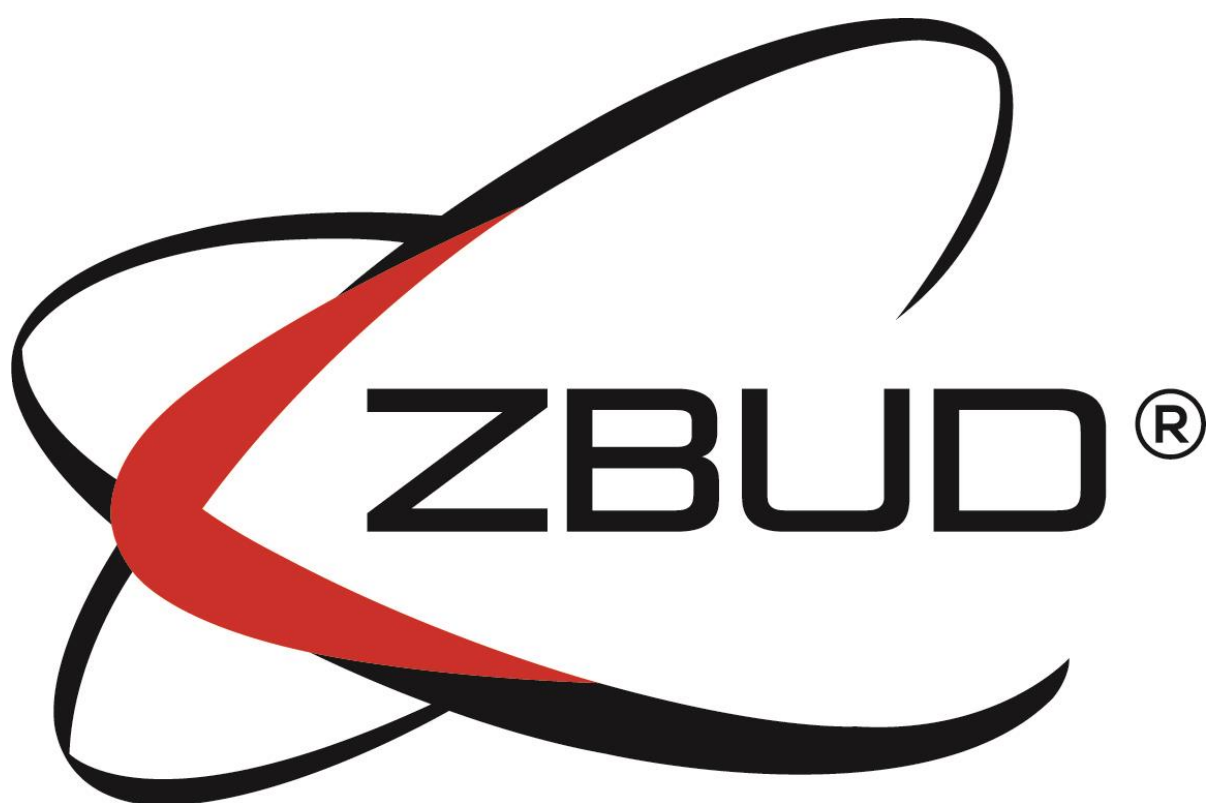
The use of an oil separator on CNC machines and the introduction of coolant refining agents reduced the volume of utilized coolant to 0. This is a big step in reducing waste generated by the company's activities.

YEAR 2023 IN NUMBERS

**100% less coolant sent for disposal
compared to 2022**

19. Water management

In terms of environmental protection, water management and wastewater management are also of key importance. The entire area of the plant is comprehensively covered with an internal sewage system and each facility has a water connection. In addition, there is an extensive network of rainwater drainage systems on the premises of the Plant, draining rainwater. All fluids used in the production process (e.g. coolant) are properly separated and utilized and have no contact with the sewage system. In terms of responsibility for water and wastewater management, we remain in compliance with local laws and regulations - the Regional Water and Sewerage Company in Dąbrowa Tarnowska with whom we have a legally binding contract is responsible for comprehensive services.



ZBUD Ltd.

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CORPORATE SOCIAL RESPONSIBILITY 2023