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SUSTAINABILITY REPORT ESSENTIAL VERSION

CEBI POLAND

2023



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Introduction

This document is an important milestone in Cebi Poland's commitment to sustainability. Cebi Poland is a key production entity within the Cebi Group, playing a significant role in the Polish economic landscape.

The decision to introduce the Cebi Group to the forthcoming sustainability reporting in compliance with the new European Sustainability Reporting Directive (CSRD) was made in recognition of the strategic importance of sustainability and the need for a comprehensive approach.

This inaugural sustainability report has been prepared with the Cebi Group's sustainability vision and key performance indicators (KPIs) as a foundation.

This document has been prepared using the GRI Universal Standards 2021. The document is divided into two sections. The first is dedicated to the Group, while the second focuses on Cebi Poland.



2. Cebi Group

Founded in 1976, Cebi designs and manufactures electromechanical solutions for the automotive, household appliances, and ventilation sectors

The know-how and expertise of Cebi, such as its pioneering experience, move towards customizable, competitive and energy efficient solutions in all its business sectors: automotive and e-Mobility, household appliances and ventilation.

In addition, Cebi was also one of the first actors on the e-vehicle market.

Despite the long and diverse history of each entity, the Cebi Group was established as a group in 2011 by unifying all Cebi entities. Nowadays, it represents 17 companies, with 3300 employees worldwide, present in 13 different countries:

- Production plants located in Luxembourg, Switzerland, Italy, Spain, Brazil, Poland, China, Mexico;
- Sales divisions located in Germany, France, UK, Italy, Czech Republic and USA;
- 7 Research and Development Centers in charge of design and development.

The headquarters are located in Luxembourg.

3. Highlights

Cebi Group wants to emphasize the work of its people by sharing its highlights of last year:

- 1 Million of finished parts produced everyday
- 505 Million € of turnover in 2023
- 3300 employees
- more than 40 product families
- 16 locations for production, R&D and sales
- 7 R&D centers in charge of design, research and development
- 300 people dedicated in R&D
- 42% of women in the total workforce



3.300

Employees



505

Millions € of
turnover 2023



4. Vision

The company vision is well testified by the **substantial investments in the future**, which are rewarded with a large range of next-generation products. Cebi promotes a **forward-thinking mindset**, which aspires to set benchmarks in the field and inspire people. For this reason, the Group collaborates with strategic stakeholders that follow the same perspective of open innovation. The partnership network of Cebi (consisting of both public and private partners, research institutions and industrial consortia) is essential to the entire system.

5. Mission

The company's fundamental aim is to **prioritize sustainable innovation** by designing and manufacturing creative electromechanical solutions but also to **make a positive difference** in the area. With **Industry 4.0 concepts** becoming a standard, Cebi Group is moving towards the key drivers of digitalization and integration of electronics by maintaining a high-level of in-house expertise across the entire value chain.

Since Cebi's customer portfolio ranges from high volume producers all the way to niche high-value and prestige markets, the Group deals with a wide scale of needs and requests. For this reason, Cebi focuses on promoting safety and comfort through its products, making a positive impact on people's lives. The primary working fields of Cebi are product innovation, system integration, industrialization competence.

Vision

Our vision is to be the smartest organization in our industry, inspiring future generations.

Mission

Our mission is to deliver creative solutions that make people's lives easier and safer by empowering our employees to excel.

6. Values

Cebi Group works with creative solutions and sustainable strategies to create a flourishing environment for future generations.

Cebi's Core values: PACT



Passion

Feel the passion to excel at what we do.



Accountability

Accept full responsibility for our decisions, actions and results.



Creativity

Challenge. Propose. Improve. Innovate. At all times.



Trust

Build a relationship of trust within our teams, with our customers and partners.

Cebi Group works with creative solutions and sustainable strategies to create a flourishing environment for future generations.

Its mission takes into consideration **Passion, Accountability, Creativity and Trust** ("PACT" being the core value of Cebi), with the aim of reflecting smart systems, encouraging a mindset of going above and beyond in achieving objectives, fostering **integrity, transparency and commitment to excellence**, questioning the status quo, reducing environmental impacts and **driving responsible choices**, by creating an open network of communication both inside and outside the company.



Feel the passion to excel at what we do.



Accept full responsibility for our decisions, actions and results.



Challenge. Propose. Improve. Innovate. At all times.



Build a relationship of trust within our teams, with our customers and partners.



7. Governance

Since its inner dynamic and inter-functional environment, the governance of Cebi Group is deeply characterized by a common vision regarding market assets, improvement and development goals, sustainability systems in the entire value chain. From the top to internal organization, the company aims at creating a strong engagement by establishing key pillars for the governance.



◆ Risk Management

Through constant analysis and monitoring activities, the company assures an efficient risk management. Risk analysis systems take into consideration both business needs and evidence pertaining to environmental, social and governance (ESG) issues to ensure the implementation of Cebi's development strategies.

◆ Total Quality

Understood as process, service and product quality, Total Quality is one of the greatest focuses of Cebi. The Integrated Management System Quality Safety and Environment defines and guarantees this vision.

◆ Health and Safety

On the safety management front, there is a system in place which guarantees the application of the legal requirements. The function of RSP (Risk Prevention and Protection Service Manager) is internal to each company of the group and reports directly to the General manager. The Safety Management Committee (the RSP together with other Prevention and Protection Service staff) organizes regular meetings to evaluate progress and improvements.

◆ Attention to environmental impacts

The monitoring of environmental impacts is a strategic issue for Cebi. The role of HSE manager (manager for health, safety and environmental issues) is strategic in this regard.

◆ Innovation

The company focuses resources and investments, also through Industry 4.0 and collaboration with university, to develop innovative projects for internal process, product and service fronts, by also referring special awareness to environmental impacts.

◆ Business Ethics and Integrity

Integrity, honesty and rigorous ethical conduct are the solid foundations of Cebi' business activities. They characterize a guide for company's actions towards its stakeholders, starting from the internal perimeter (made up of employees to the more external one (represented by suppliers). Internal Regulations are devoted to principles of trust, honesty, transparency, centrality of human resources, protection of minorities.

The following figures illustrate the composition of Cebi Group's governance and management team, with a particular focus on diversity within the governing bodies.

Diversity of Governance Bodies

TYPOLOGY	2023					
	MEN			WOMEN		
	<30	30 - 50	>50	<30	30 - 50	>50
GOVERNANCE BODIES	0	1	2	0	1	0
% from the total of people in the body governance	0%	25%	50%	0%	25%	0%
MANAGERS	0	6	5	0	1	1
% from the total of managers	0%	46%	38%	0%	8%	8%

TYPOLOGY	2022					
	MEN			WOMEN		
	<30	30 - 50	>50	<30	30 - 50	>50
GOVERNANCE BODIES	0	1	2	0	1	0
% from the total of people in the body governance	0%	25%	50%	0%	25%	0%
MANAGERS	1	5	5	0	1	0
% from the total of managers	8%	42%	42%	0%	8%	0%

TYPOLOGY	2021					
	MEN			WOMEN		
	<30	30 - 50	>50	<30	30 - 50	>50
GOVERNANCE BODIES	0	2	1	0	1	0
% from the total of people in the body governance	0%	50%	25%	0%	25%	0%
MANAGERS	0	4	4	0	1	0
% from the total of managers	0%	44%	44%	0%	1%	0%

8. Agenda 2030: Goals

Cebi Group recognizes the importance of growing a sustainable approach within its value chain. For this reason, the company mission and goals are aligned with the Agenda 2030 document. In so doing, Cebi makes sure to observe:

- environmental impacts within the entire value chain;
- R&D activities to foster a sustainable innovation;
- reduction of energy waste in the process of production;
- circular economy systems;
- risk management (regarding the product, the market or the financial approach).

As mentioned, the Group values several goals from the Agenda 2030. In particular:



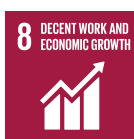
Goal 3 - Good Health and Well-being

The company ensures healthy lives and promotes well-being for all at all ages.



Goal 5 - Gender Equality

The company endorses actions to eliminate the many root causes of discrimination that curtail women's rights



Goal 8 - Decent Work and Economic Growth

The company promotes inclusive and sustainable economic growth, employment and decent work.



Goal 9 - Industry, Innovation and Infrastructure

Since innovation places itself at the core of Cebi's business, the company is dedicated to build resilient infrastructure, promote sustainable industrialization and foster responsible progress



Goal 12 - Responsible Consumption and Production

The key factor to sustain the livelihoods of current and future generations is for the company to ensure sustainable consumption and production patterns.



Goal 16 - Peace, Justice and Strong Institutions

The environment within the company is aimed at promoting peaceful and inclusive societies, providing access to justice for all and building effective, accountable and inclusive institutions at all levels. Cebi Group and its subsidiaries must comply with all applicable laws and regulations, including those concerning environment, competition and employment. For this reason, Cebi has produced a Code of Ethics to ensure development in accordance with ethical standards. The document constitutes a driving force of sustainable business performance by covering a wide range of business practices and procedures.





9. Sustainability: the vision of the Group

Cebi Group relies on sustainable techniques to guarantee a positive impact for the entire planet and the community. Sustainability stands as a critical success factor for the company, **a driver element to innovation**. Cebi's CSR strategy focuses on the creation of a common future made of responsible solutions and practices towards the environment, the economy and the society.

By actively promoting improvements in several fields, Cebi makes sure to embody a representative role in the community. From energy efficiency to gender equality, from inclusion to security, education and CSR activities: the vision of the Group embraces all the facets of sustainability.

9.1 The attention to the Planet

In order to produce positive impacts in environmental terms, Cebi prioritizes efforts regarding **decarbonization, energy efficiency, sustainable energy and waste management**.

The establishment of an active internal community, focused on sharing and promoting best practices across all plants, is the ultimate added value to the process.

- Driven by the importance of decarbonization, Cebi has significantly reduced the carbon footprint across all plants by replacing outdated equipment with cutting-edge installations and introducing the **ISO 14001 certification** for environmental management and certifying Cebi Motors plant with **ISO 50001**. Within the working process, between 2022 and 2024, CO₂eq emissions of over 1700 tons were avoided, Moreover, 80% of the plants were equipped with rooftop photovoltaic panels.



- **Energy efficiency** entails the adoption of innovative technologies and practices aimed at minimizing energy consumption, such as the Industry 4.0 program, which Cebi started in order to collect precise machine performance data and to follow a data-driven approach to optimize energy usage. Different actions have been done in the different plants such as heat recovery systems and energy-efficient LED lights, leading to energy consumption reduction.
- To minimize the carbon footprint, Cebi also makes sure to utilize sustainable energy sources. Moreover, Cebi Brasil has transitioned to 100% renewable energy sources, including wind and biomass.
- Cebi is also actively committed to **recycling practices** by endorsing the following processes: gradual incorporation of recycled materials into the manufacturing process of selected Cebi products, diligent monitoring and management of recycled items (such as compacting plastic packaging materials and regular sorting for recycling) and several awareness campaigns.



9.2 The attention to the People

The greatest asset of Cebi Group lives in the human capital. Working in an inclusive environment and having the experience of embracing an **international atmosphere** (with workers from 39 different countries), allow Cebi's employees to develop fundamental skills, primarily through the basis of open communication.

Managing thousands of people under the same "roof" becomes a challenging mission for a company, but **personal development and general well-being** will always remain essential elements of Cebi's agenda.

The company makes sure to support and protect its employees by prioritizing the needs of the vital, core capital of its business: people.

For this reason, specific benefits and different training programs have been activated in Cebi's plants to promote a **healthy and progressive work environment**.



9.3 The attention to the Community

When it comes to the social environment, the main focus of Cebi Group is the community. Making a positive local impact represents an essential working-point of the company. For this reason, Cebi fosters a holistic approach to create a more environmentally responsible and socially conscious future, in which healthcare and education characterize a priority.

The Group takes part in charitable activities, fundraising campaigns, as well as internship programs, plant tours for students and Job shadow days.

Being socially involved in the community, Cebi supports amongst others, GRAAC hospital in Brazil, the Cancer Foundation, Voiles de l'Espoir, and Relais pour la Vie in Luxembourg, Feira da Bondade - APAE Bauru in Brazil.

Alongside with that, Cebi aims at creating a positive impact on healthcare by also supporting organisations like Fundación Niños de Cristal in Mexico (providing adapted vehicles, ensuring support for disabled individuals and their specific needs).

Education plays also a prominent role in the social interests of Cebi: the company actively engages in partnership with universities worldwide (such as the University of Luxembourg and programs like Job Shadow days). Moreover, Cebi also collaborates in educational-related projects (such as the Farmer in Mozambique) empowering individuals with agricultural knowledge and skills for sustainable livelihoods around the world.

In order to create virtuous circles within its community, Cebi is also engaged with different green practices, to sensitize its employees and to contribute to the restoration of the natural environment. For example, Cebi is dedicated to waste recycling, creation and maintenance of eco-friendly offices and plants, regular awareness campaigns and a specific reforestation campaign in Mexico.



Cebi Poland

1. Introduction to the Plant

Cebi Poland Sp. z o.o. was established in 2000, being one of the newest plants of the Group. The plant, which employs over 200 people, specializes in the production of motors for the automotive and household appliances and is an R&D center for the Group.

The drivers of the company's strategy are based on attentive economic and risk management, the high quality of its products and a series of important investments in the production area and automation.



Certifications

ISO 9001 - Quality Management System (QMS) - Integrated Management System

ISO 14001 - Environmental Management Systems (EMS)

IATF 16949 - International Automotive Task Force

ISO 45001 - Occupational Health and Safety Management Systems

TISAX - Trusted Information Security Assessment Exchange

2. The product: research, innovation and supply chain

Cebi Poland produces products that belong to two macro families: automotive and household appliances.

Thanks to continuous improvement and an attentive risk management approach, required by IATF Certification, Cebi Poland is able to provide innovative solutions that meet the different functional and environmental needs of the market.

Furthermore, the presence of an Integrated Quality Environment Management System

allows the company to correctly face the risks arising from the environmental impacts of its business model.

In the product area, daily operational meetings are organized between product team leaders, maintenance and logistics following a bottom-up strategy. This approach enables a concrete sharing of company progress and objectives.



In terms of materials, the products are composed of raw materials and semi-finished products. Cebi Poland uses:

- different types of metals;
- plastic polymers;
- lubricants;
- electronic components;
- semi-finished products;
- packaging materials.

Approximately 99% of the raw materials come from non-renewable sources, while the associated materials and packaging come partly from renewable and partly from non-renewable resources.

As regards the use of recycled materials, in 2023 the percentage is more significant for packaging (40%) and significantly lower for raw materials and associated materials, as can be seen from the data below.

Materials used in production process

	UoM	2023	2022	2021
Raw materials				
Raw materials (non-renewable)	kg	2.135.610,83	1.804.060,15	2.411.982,41
Recycled raw materials	kg	24.486,46	27.160,84	19.388,96
% of recycled materials	%	1%	2%	1%
Packaging materials				
Packaging materials (renewable)	kg	137.607,81	131.708,03	231.084,65
Packaging materials (non-renewable)	kg	104.588,58	81.507,28	165.190,90
Recycled packaging materials	kg	97.180,83	69.920,29	155.631,67
% of recycled materials	%	40%	33%	39%
Working associated materials (auxiliary materials)				
Associated materials (renewable)	kg	1221,38	593,20	22,80
Associated materials (non-renewable)	kg	3945,82	3203,32	3457,21
Recycled associated materials	kg	143,79	143,80	52,81
% of recycled materials	%	3%	4%	2%
% of renewable and recycled materials%				
% of renewable material	%	6%	7%	8%
% of recycled materials	%	5%	5%	6%



Careful supply chain management helps ensure product quality. The supply area plans activities in collaboration with customer service and has direct contact with customers regarding logistics service, deliveries and the quality of the service provided. For 70% of purchases, the company refers to intercompany suppliers, aligning with the group's selection policies. For the remaining 30%, there is no verification procedure based on due diligence.

Cebi Poland has two warehouses, one inside and one outside the plant. In the warehouse, containers belonging to customers are stored and that require separate management, with a dedicated resource. In addition, discarded raw material is managed in the warehouse, which is disposed of as waste through recycling services

3. Valuing human capital



The enhancement of human capital represents a strategic asset for Cebi Poland to manage and innovate its business model while pursuing excellence. The protection of people's rights as well as the health and integrity of employees are indispensable and priority objectives.

Currently, **237 employees** (47 men and 190 women) work in the plant, 199 of them are workers (34 men and 165 women). One woman has a part-time contract, the other employees work full-time. In 2023, 3 men and 9 women took parental leave. All men returned to work, while for women the percentage was 56%.

At present, the company does not have a systematic approach to human resources management. The target for 2024 is to start a program of interviews with employees for an initial listening activity of needs and performance evaluation.

There are no formalized policies for diversity and inclusion and for work-life balance. The corporate documents of Business Ethics Conduct, antibribery have been received, the goal is to share this vision with all collaborators within the next year. The company will also implement the whistleblowing channel.



Cebi Poland does not have a defined training plan to date. In addition to safety training, English language courses are provided. A goal for the 2025-26 two-year period is to allocate a budget for training activities.

The following data describes the workforce of Cebi Poland, broken down by gender and role and type of contract, and the hiring and terminations.

Workforce

	2023		2022		2021	
	men	Women	men	women	men	women
Managers	4	4	4	6	3	5
Employees	9	21	6	24	6	26
Workers	34	165	36	169	34	189
Total of the year	237		245		263	
Permanent contract	42	177	43	193	42	214
Temporary contract	3	11	2	6	1	6
Hiring	9	14	8	14	2	4
Termination	8	26	8	39	18	35
Turnover rate	24%		28%		22%	

Non-employee workers

	2023		2022		2021	
	men	Women	men	women	men	women
Total of the year	7	89	7	75	8	37



3.1 Health and Safety

In terms of health and safety of workers, Cebi Poland is certified ISO 45001. The safety system is designed based on the legal requirements of the country, corresponding to the requirements of European countries. A Health and Safety Committee has been set up in the company to evaluate all the KPIs useful for monitoring safety issues. All of the discovered hazards, risks or reported incidents are being investigated by the Committee with the involvement of third parties and under supervision of General Manager. Results of investigations are summarized into reports which are shared with all of the parties involved. There is a safety delegate who has a meeting with the union, HR, and work medicine doctor every 3 months.

At the moment, the company is focusing on analyzing the approach to employee safety. The goal is to create a culture of safety, which emphasizes the responsibility of people, motivation and sharing of information. For example, they are working on the “near miss” encouraging employees to use it as a form of prevention. Investments have been made to redesign the plant layout to make it safer. For example, the inclusion of fall protection barriers for workers who go on top of the machines for maintenance.

Work related injuries

	2023	2022	2021
Number of hours worked	357.162	383.947	427.448
Accidents at work with serious consequences	0	0	0
Recordable injuries	6	3	1
<i>rate</i>	3,4	1,6	0,5



4. The importance of environment

The great attention that Cebi dedicates to environmental issues has been demonstrated by several actions undertaken towards a better impact on the planet. All its plants work to improve their environmental assets. In particular, Cebi Poland has reported the following data in the fields of energy, emissions, water consumption and wastes.



4.1 Energy

Today, cautiously monitoring energy markets and defining purchase agreements, which are specifically oriented to link economic advantages and environmental sustainability, becomes a necessary activity. The final aim is to protect the company against potential supply risks.

For this reason, Cebi Poland wants to commit itself against energy waste and aims to engage in the 50001-certification process. The company monitors energy intensity KPIs to understand energy consumption related to electricity.

In 2023, **18.895,79 GJ** were consumed. For more information on energy data, see the data below.

Fuel consumption

	2023		2022		2021	
	UoM	GJ	UofM	GJ	UofM	GJ
Gas (Mc)	85.000,00	3.013,85	138.000,00	4893,07	147.000,00	5212,18
Fuel consumption for the company vehicles fleet (Diesel - Litre)	4.573,00	164,35	3.813,00	137,03	3.800,00	136,57

Electricity consumption

UofM	2023		2022		2021	
	kWh	GJ	kWh	GJ	kWh	GJ
Electricity purchased from the grid	4.386.000,00	15.717,80	4.149.000,00	14.936,40	4.328.000,00	15.580,80
Energy purchased from the grid with certificate from renewable sources	0,00	0,00	1.000.000,00	3.600,00	0,00	0,00



TOTAL	UoM	2023	2022	2021
Total energy consum. within the organization	GJ	18.895,79	23.566,50	20.929,54

Energy intensity

	UoM	2023	2022	2021
Annual turnover	PLN	33.625.887,53	27.036.345,12	26.829.586,46
Total of energy consumption	MJ	18.895.791,30	23.566.499,12	20.929.544,92
Total of energy consumpt/turnover	MJ / €	0,56	0,87	0,78

4.2 Emissions

As human activities and abrupt climate change are deeply connected, one of Cebi's environmental practices is the reduction of CO₂ emissions.

Knowing the impacts of its business model in terms of the local environment, Cebi Poland carefully measures its CO₂ emissions (scope 1 and scope 2). The calculations are divided into 'market-based' and 'location-based'.

In 2023, Cebi Poland reduced Scope 1 emissions by 35%, while Scope 2 emissions are back to 2021 values.

Emissions - Scope 1

	2023		2022		2021	
	UoM	tCO ₂ eq	UoM	tCO ₂ eq	UoM	tCO ₂ eq
Gas (Mc)	85.000,	173,40	138.000,00	281,52	147.000,00	299,88
Fuel consumption for the company vehicles fleet (Diesel - Liter)	3.348	12,16	3.380	10,14	3.508	10,11
Total (tCO₂eq)	185,56		291,66		309,99	



Emissions - Scope 2

	UoM	2023	2022	2021
Electricity purchased from the net	kWh	4.386.000,00	4.149.000,00	4.328.000,00
Energy purchased from the grid with certificate from renewable sources	kWh	0,00	1.000.000,00	0,00

	2023		2022		2021	
	Location based	Market based	Location based	Market based	Location based	Market based
Total (tCO₂eq)	2.965,61	3.441,46	2.818,21	3.270,41	2.939,79	3.411,50

4.3 Water

In Poland the subject of water is coming up, as it is throughout Europe, so it is necessary to be attentive to its management.

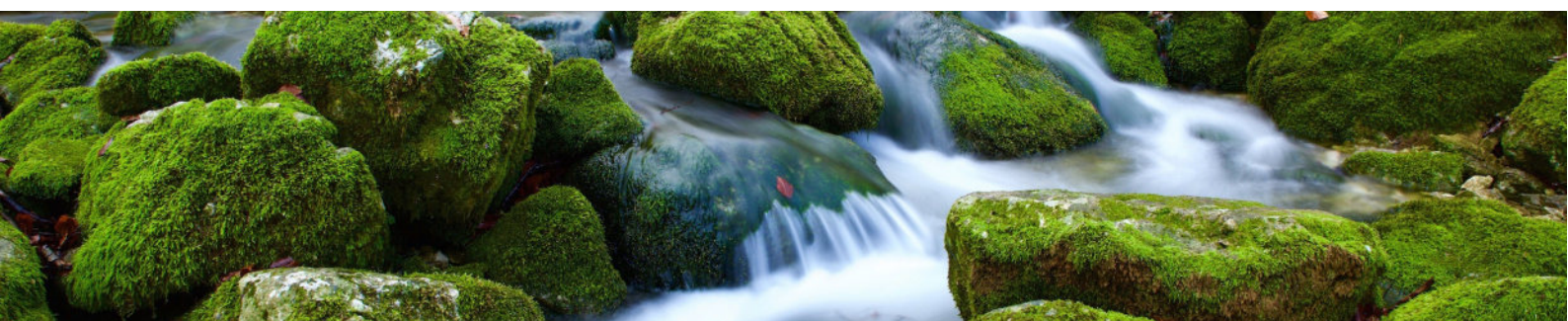
Cebi Poland's water management data show the **withdrawal, discharge and consumption of water**. In this plant, water is supplied by the local waterworks as drinking water.

The company's production processes require a small amount of water, so the water withdrawn is used for sanitary consumption and cooling systems on site. For this reason, the water withdrawn depends on the number of people on site and the cooling needs.

In October 2023, there was a leak that generated a consumption peak.

Water consumption

	UoM	2023	2022	2021
Total water withdrawal	m ³	5.912,85	3.124,73	5.246,53
Total water discharge	m ³	5.912,85	3.124,73	5.246,53
Total water consumption	m ³	0,00	0,00	0,00



4.4 Wastes

Waste reduction is a hot topic within the management of environmental impacts. Indeed, since downstream in the value chain customers also have the same objectives, it was decided to use reusable packaging such as boxes, EU-pallets, collapsible and reusable containers.

Some activities conducted by R&D and Industrialisation together with customers on the basis of their requirements for CO₂ mitigation in finished products (e.g. increasing the percentage of recycled material; reducing the volume of resin in our products) also had a positive impact on waste.

On the logistics side in the upstream phase for some suppliers, some wooden pallets are returned for reuse, while empty oil drums are collected for refilling.

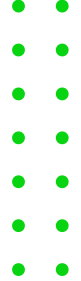
Third parties outside the company handle the waste. These parties must be registered with the government's "Administration of the Environment" and must be certified to handle waste in Poland.

Waste data is constantly monitored both by the company's internal bodies (EHS department) and by third-party support companies. The results of the control processes are published internally according to management review procedures (KPIs) and externally, according to the reporting procedures required by law.

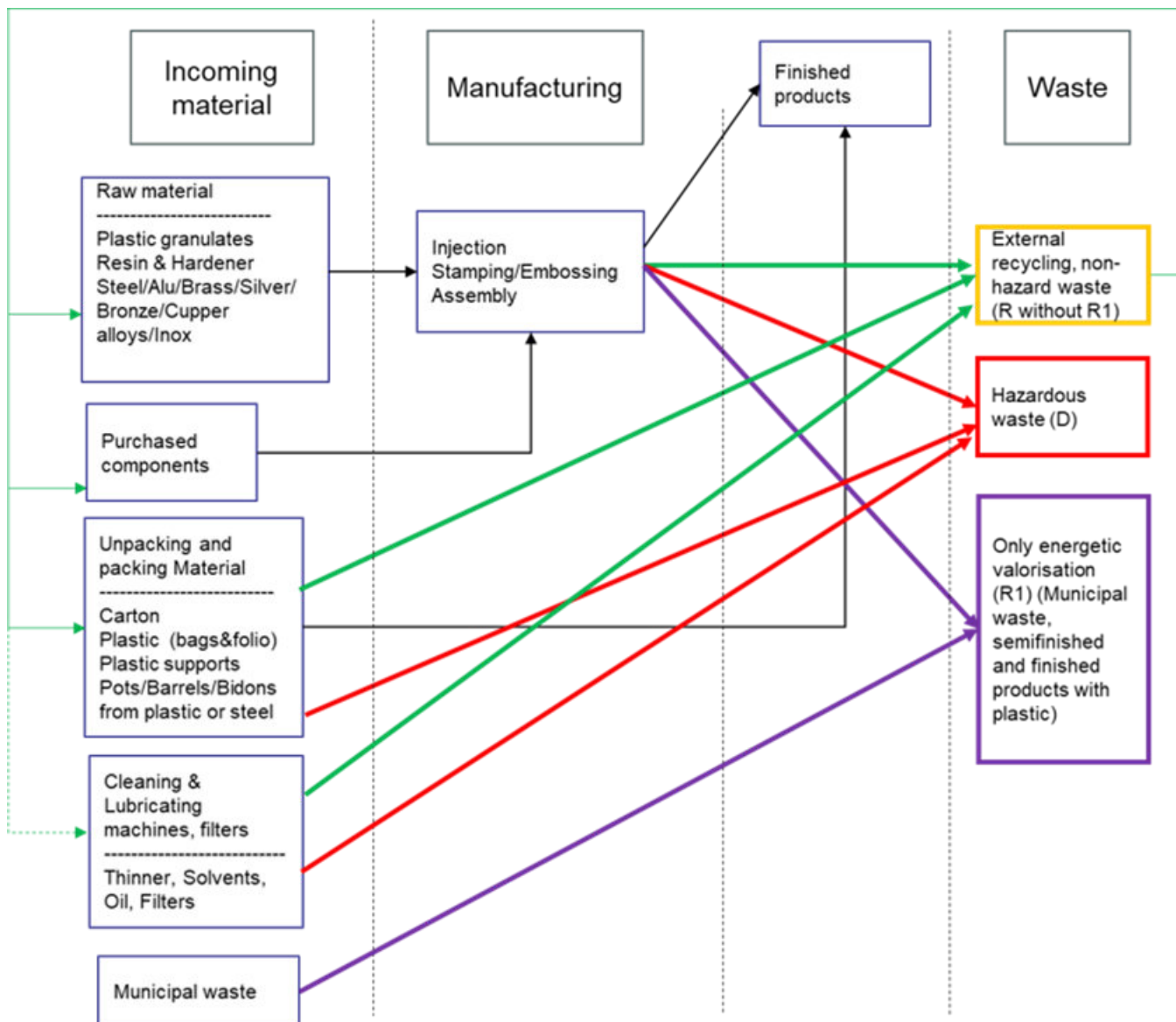
The company is committed to improving waste management, all reclassified. On the packaging front, the amount of paper-cardboard has been reduced, rationalising its use.

Waste generated

Type		2023		
	UoM	Generated waste	Waste not intended for disposal	Waste intended for disposal
Hazardous waste	t	12	12	0
Non-hazardous waste	t	349	349	0
Total waste	t	360	360	0
		2022		
Hazardous waste	t	9	9	0
Non-hazardous waste	t	358	358	0
Total waste	t	368	368	0
		2021		
Hazardous waste	t	11	11	0
Non-hazardous waste	t	323	323	0
Total waste	t	333	333	0



Cebi Poland manages the disposal of wastes in the working processes, starting from raw materials, according to the following scheme:



5. Methodological note

This document represents a step towards the Corporate Sustainability Reporting Directive (CSRD), which will be applied by Cebi Group for sustainability reporting from 2025.

From 2024, Cebi Poland will be subject to the sustainability reporting requirements of Cebi Group.

This document covers the financial year 2023 (1 January 2023 to 31 December 2023). In order to comply with the principle of comparability, the time axis taken into account is for the three-year period 2021-2023. The scope of the document includes the production plant located at Ul. Wygoda, 9°, PI-41-208 Sosnowiec, Poland.

The document reports on Cebi Poland's activities in relation to the environment and social issues. For its drafting, the methodological reference was the GRI Sustainability Reporting Standards - GRI-Standards 2021, according to the option 'With reference to the GRI Standards', as required by GRI Standard 1: 2021 Fundamental Principles, chapter 3. The contents of this document have been identified and reported according to the principles of accuracy, balance, clarity, comparability, completeness, timeliness and verifiability, taking into consideration the respective and broader context of the sustainability framework.

For this 2023 edition, the company has prioritised a quantitative analysis of the data collected, through a sustainability assessment activity involving the company's internal stakeholders.

This document has been approved by the Plant Management on the 30th of November 2024.

For further information or clarification, please send an e-mail to: christian.mosele@cebi.com

Conversion factors

Scope 1 emissions: emission factors published by DEFRA were applied to calculate emissions for fuels (e.g. petrol, diesel and natural gas), Conversion factors - Full set 2023.

Scope 2 emissions - Location-based: the emission factor used for electricity purchased from the national electricity grid according to the location-based methodology comes from the AIB European Grid Mixes, 2023 edition.



6. GRI Content Index

Declaration of use: Cebi Poland has submitted a document with reference to the GRI Standards for the period 1 January 2023-31 December 2023.

GRI 1 used: GRI 1 - Foundation – 2021 version.

Specifically, the following indicators have been used:

STANDARD GRI	DISCLOSURE	PAGE/NOTES
GRI 2 - GENERAL DISCLOSURES	2-1 Organizational details	3 - 23
	2-2 Entities included in the organization's sustainability reporting	24
	2-3 Reporting period, frequency and contact point	24
	2-4 - Restatements of information	24
	2-5 - External assurance	Not considered
	2-7 Employees	17
	2-8 Workers are not-employees	17
	GRI 301 - MATERIALS	301-1 Materials used by weight or volume
301-2 Recycled input materials used		15
GRI 302 - ENERGY	302-1 Energy consumption within the organization	19
	302-3 Energy intensity	20
GRI 303 - WATER AND EFFLUENTS	303-1 Interactions with water as a shared resource	21
	303-3 Water withdrawal	21
	303-4 Water discharge	21
	303-5 Water consumption	21
GRI 305 - EMISSIONS	305-1 Direct (Scope 1) GHG emissions	20
	305-2 Energy indirect (Scope 2) GHG emissions	21
GRI 306 - WASTE	306-1 Waste generation and significant waste-related impacts	22
	306-2 Management of significant waste related impacts	23
	306-3 Waste generated	22
	306-4 Waste diverted from disposal	22
	306-5 Waste directed to disposal	22
GRI 401 - EMPLOYMENT	401-1 New employee hires and employee turnover	17
	401-3 Parental leave	16
GRI 403 - OCCUPATIONAL HEALTH AND SAFETY	403-1 Occupational health and safety management system	18
	403-9 Work-related injuries	18
GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY	405-1 Diversity of governance bodies and employees	5-6



This document was drafted by the Cebi Group Sustainability Team, coordinated by Group CSR manager Christian Mosele, with the advice of ICDLAB (SUSTAINABILITY AND COMMUNICATION).



We would like to thank the entire Cebi staff for their contribution to the report.

