

**KGL**

NATURALLY IN A GOOD SHAPE



**OBJECTIVE:  
WE CREATE  
A CLEAN TOMORROW**

31.01.2024



## We create a clean tomorrow...

...supporting a closed loop (circular) economy of plastics in the packaging industry

1

...significantly reducing the carbon footprint of your operations

2

... reducing emissions into the environment

3

4

... ensuring that food products can be stored safely for the consumer, reducing food waste

5

... while taking care of the safety and health of employees in the workplace

6

...ensuring transparent and fair employment rules

7

...being a good neighbour of the local community





# Objective 1:

**We create a clean tomorrow by supporting circular economy of plastics in the packaging industry**

## Circular economy-friendly design and raw material selection

### Customer support "from concept to completion" in the transformation towards circular economy

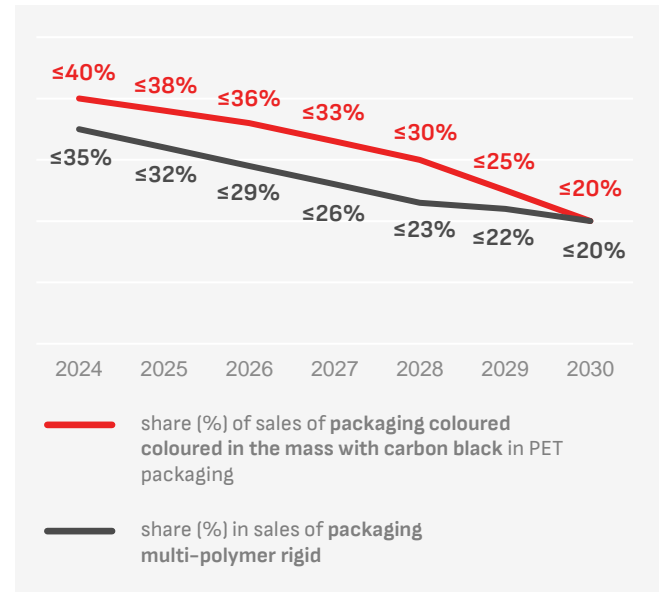


regular communication to customers of new material possibilities and technological possibilities (conferences, mailing)

Raising awareness of changing technological (R&D) opportunities and material options and supporting business customers in terms of rational design for a closed closed-loop economy (circular economy) and packaging production, i.e.

- avoiding inefficient solutions (e.g. the manufacture and use of and use of excess packaging by customers),
- avoiding packaging that is difficult to recycle (e.g. multi-material or so-called problematic packaging),
- promoting designs that retain the expected properties physico-chemical properties, lighter and easy to manage (e.g. mono-material packaging, foamed film structures),
- promoting packaging design among customers in line with to the 9 Golden Rules of Polish Packaging Design.

### Elimination of problematic packaging from the range



Avoiding, up to the point of total elimination, the production of packaging that is problematic from the point of view of recycling. Making customers aware of the problematic nature of these solutions, communicating the need to move away from them for the sake of the environment and identify more recyclable solutions.

### Offering recycled products to customers

the presence of recycled packaging



Communicate the competitive advantage of recyclates (e.g. rPET) produced from SSP's own decontamination tower and offer food-safe products made from 100% from recycled raw material.

optimisation of raw material consumption (reduction of material intensity of production)

**Production of packaging using foamed structures**

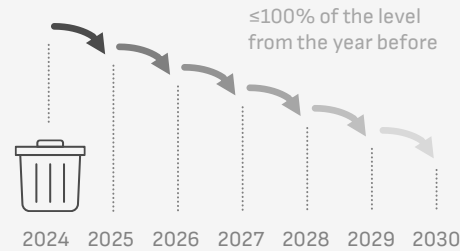
the presence of packaging of foamed film



Introducing and offering solutions based on foamed structures to business customers.

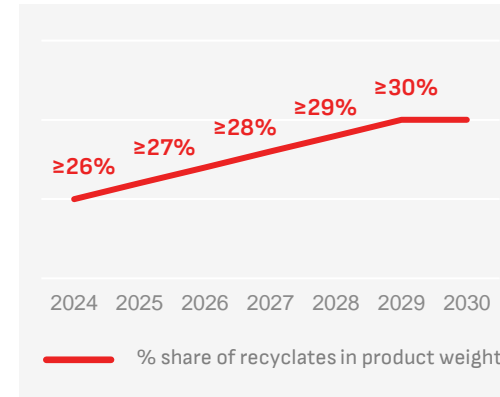
**Efficiency in production planning**

reduction of the % of weight of waste in relation to the weight of raw material processed



Material-efficient production planning and effective recycling of potential waste from production, i.e. the use of by-products in further production, resulting in a reduction in the mass of production waste generated.

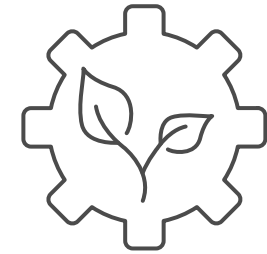
**Reducing the proportion of primary raw materials and replacing them with recyclates**



Seeking stable sources of supply of high quality recyclates and gradually increasing their share of the total product weight.

**Renewable and biodegradable raw materials**

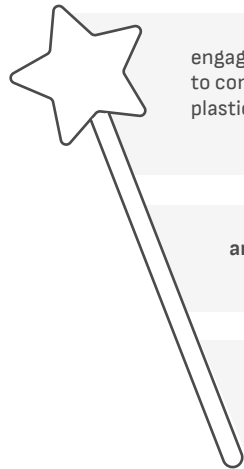
technological readiness to produce packaging from renewable and biodegradable raw materials



Technological readiness for packaging production based on renewable and biodegradable raw materials, supporting the industry's work on plastics made from renewable and biodegradable raw materials that can be efficiently managed and/or are self-biodegradable.

## support for recycling

### "Disenchanted" plastic packaging and supporting a system of collection and recycling of packaging



engage in **educational activities** aimed at to consumers. Promote the segregation of packaging made of plastic as an environmentally effective packaging product.

an indication of the product material on each package

**substantive presence** (e.g. as a speaker) at key industry events

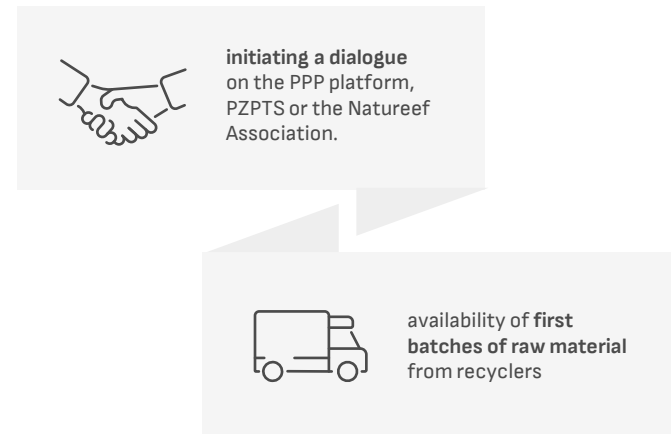
Involvement in the education of end-users on proper reduction of consumption, correct separation, recycling, reuse of packaging and packaging plastics (e.g. jointly with other organisations, e.g. as part of activities of packaging recovery organisations). Raise awareness of the environmentally positive aspects of the use of plastics in packaging (e.g. light weight, good physical and chemical properties, reduction of food spoilage in terms of e.g. carbon footprint of transport and food waste). Attention to proper labelling of products, including the possibility to identify mono-material packaging, the best recyclables.

### Involvement in industry activities

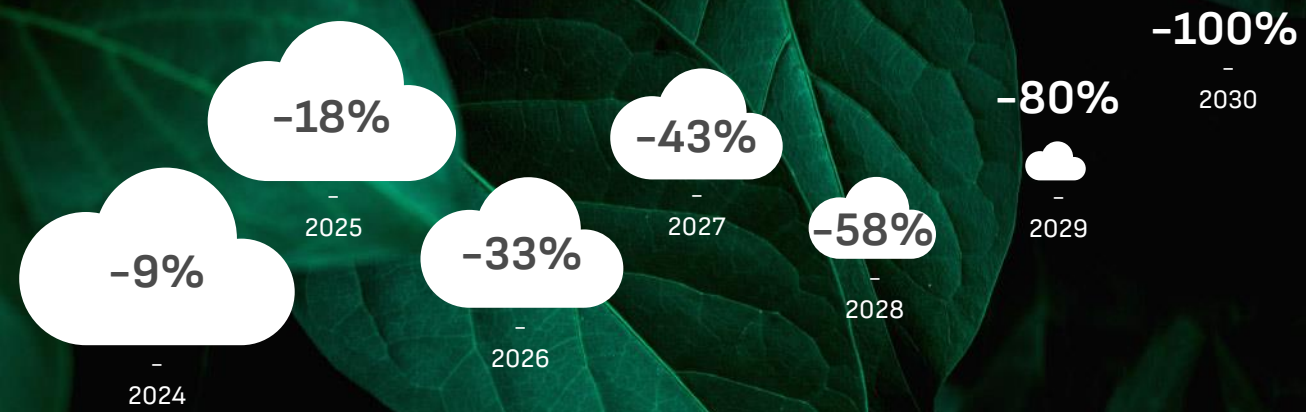


Initiate and support activities (e.g. Polish Plastics Pact, Polish Plastics Converters Association, Natureef Association) for the rational design, production and effective recovery of plastic packaging and reuse of plastic raw material. Suggesting changes, highlighting and identifying challenges, giving opinions on legislative and other regulations, supporting self-regulation in the packaging industry.

### Engaging in dialogue with recyclers



Initiating a dialogue with recyclers on a PPP or PPPTS platform on developing efficient and cost-effective methods of recovering and processing recyclates from non-bottle packaging (PET), i.e. designing, producing and labelling packaging in such a way that it clearly indicates the homogeneous, mono-material character of the packaging and enables its safe processing by recyclers. As a result, increasing the supply of recyclates with a raw material other than bottles, which is currently of concern to recyclers, and consequently enabling the substitution of virgin plastics by recyclates to a greater extent than at present.

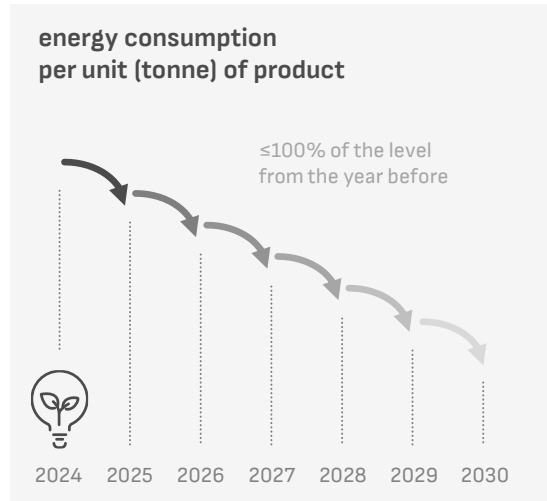


eCO<sub>2</sub> emissions reduction (scope 1 and 2) per unit (tonne) of product  
(base year: 2023)

## Objective 2:

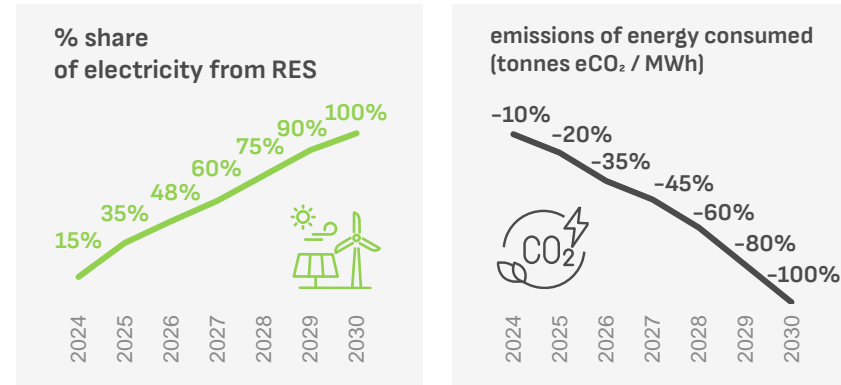
We create a clean tomorrow by significantly reducing the carbon footprint of our operations

## Improving energy efficiency



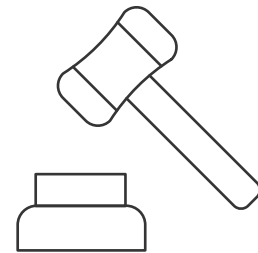
Seeking solutions to optimise electricity consumption (including production planning and retooling of machinery, avoiding unnecessary operation of unused machinery and equipment, replacing depreciated machinery with new, more energy-efficient machinery and further utilising waste heat).

## Reducing the carbon footprint of the electricity consumed



Obtaining electricity with a lower carbon footprint and with a significant share of RES.

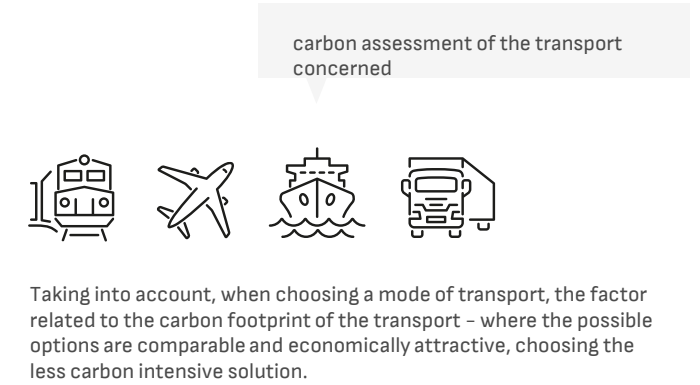
## Offsetting of GHG emissions



participation in the auction of coal units

Offsetting the carbon footprint that has not been reduced through optimisation measures to the planned level by purchasing carbon units (e.g. at State Forest auctions).

## Exploring less carbon-intensive modes of transport



## Shortening the supply distance of raw materials



assessing the potential carbon footprint of transport when deciding on a supplier

Seeking alternative, attractively priced, sources of raw material supply, i.e. optimally raw materials produced in plants located within the EU (or at a similar distance).





amount of environmental penalties

2024 2025 2026 2027 2028 2029 2030

0 0 0 0 0 0 0

## Objective 3:

We create a clean tomorrow by reducing environmental emissions

## Analysing signals of potential irregularities

number of environmental failures:

0



Analysing all types of abnormalities and reports that may indicate them, including abnormal levels of emissions and immissions, especially signals from workers or the local community.

## Monitoring the scale of the use of use of the environment

number of overruns (above levels stipulated in permits)

0

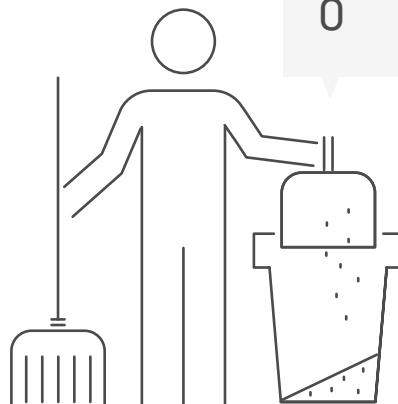


Accurate and timely recording of environmental use and emissions of all kinds.

## Elimination of release of granules into the environment

mass of pellets lost (loss to the environment):

0



fulfilling the requirements of Operation Clean Sweep®

Organising work, including transport and logistics at the site, that will eliminate or minimise the likelihood of spillage of granules and subsequent release into the soil and further potentially into water. Sensitising employees, building attentiveness when working with granules so as to reduce their loss and the risk of them entering the environment.

## Ensuring a high level of fire prevention and consequent risk of air contamination



realisation of the investment



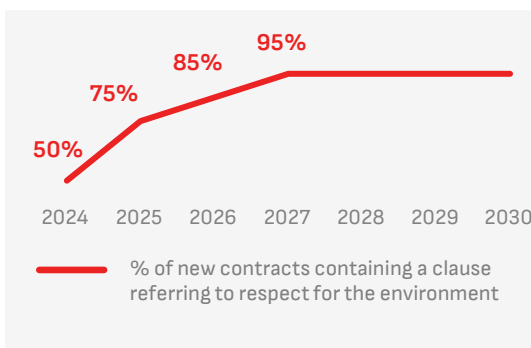
Ensuring that buildings are equipped with a fire alarm system (detectors) minimises the likelihood of a major fire which, in addition to the loss of property, could result in significant amounts of toxic smoke being emitted into the atmosphere from the uncontrolled burning of plastics.

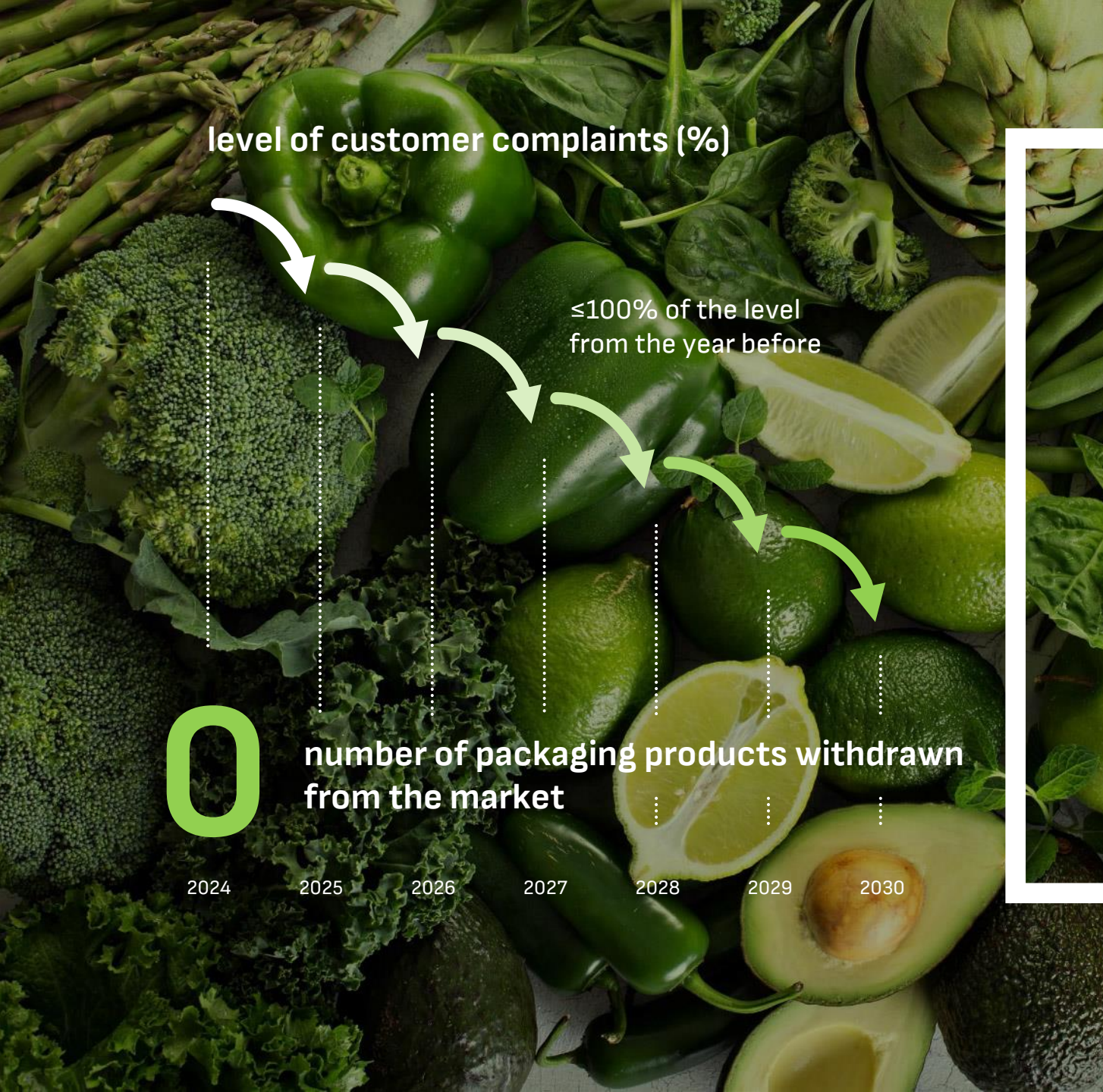
## Caring for the environment in the supply chain



implementation of a survey system to assess suppliers' compliance with environmental regulations

Emphasis on respect for the environment in the supply chain and the provision of mechanisms in contracts with suppliers relating to their respect.





level of customer complaints (%)

≤100% of the level from the year before

number of packaging products withdrawn from the market

0

2024

2025

2026

2027

2028

2029

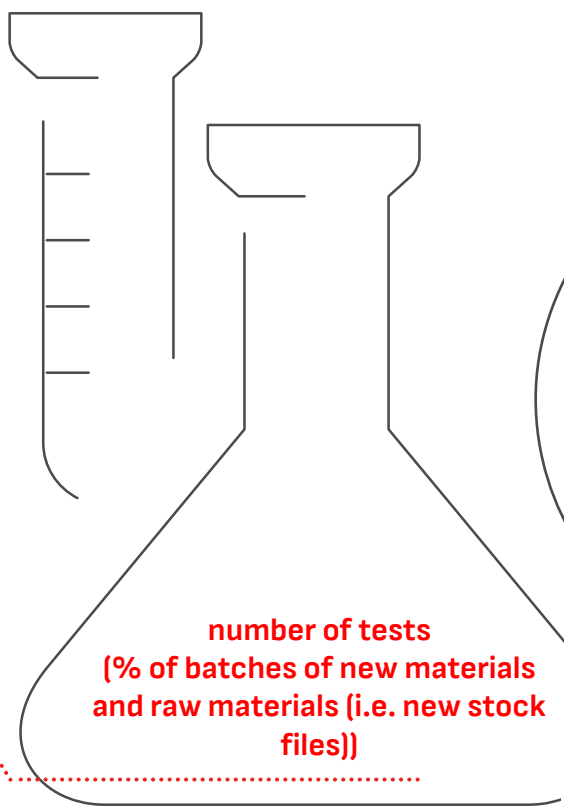
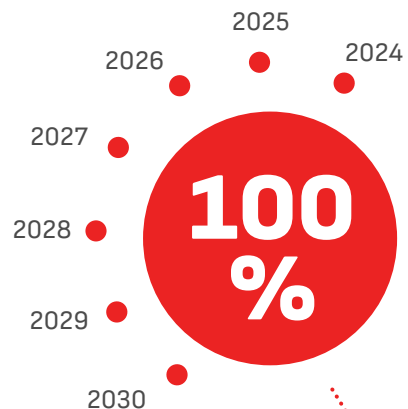
2030

# Objective 4:

We create a clean tomorrow by ensuring consumer-safe food storage, reducing food waste

## Analysing quality parameters of raw materials

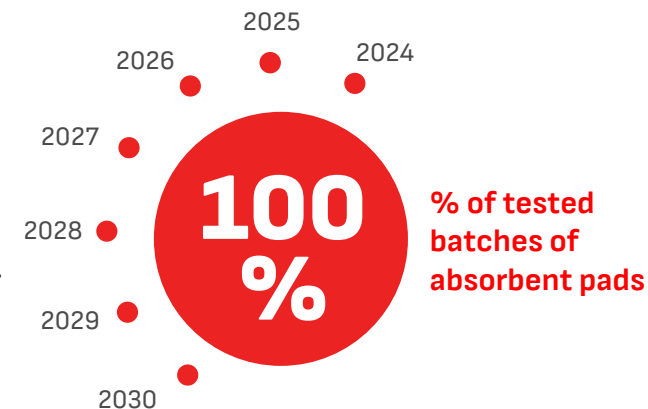
Analysing the compliance of raw materials with their technical specifications.



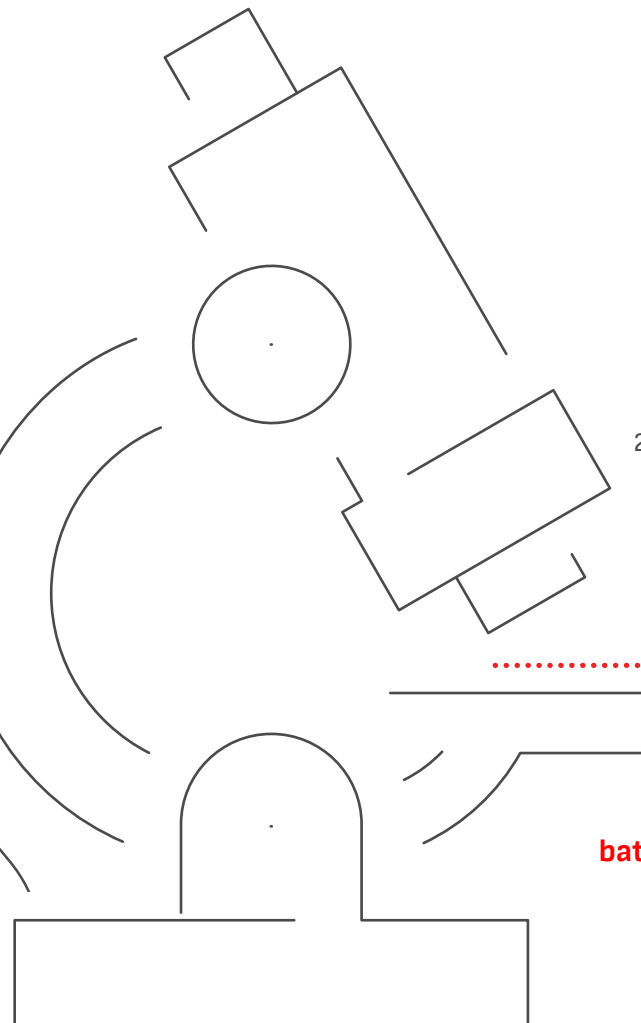
number of tests  
(% of batches of new materials and raw materials (i.e. new stock files))

## Ensuring quality compliance

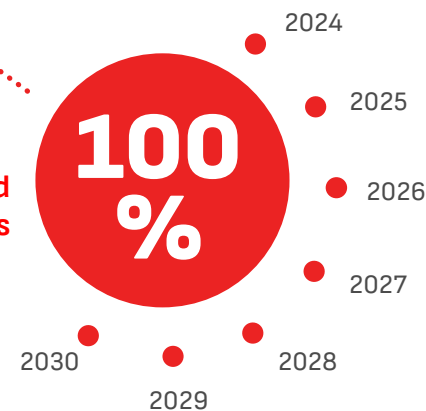
Analysing quality compliance, including critical material parameters (recyclates, absorption cartridges).



% of tested batches of absorbent pads



% surveyed batches of recyclates



number of fatal  
accidents

0



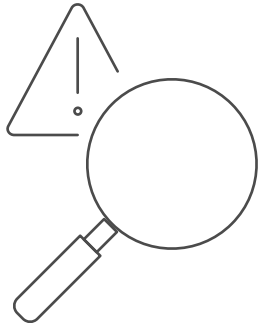
the level of the  
accident severity  
index

0

## Objective 5:

**We create a clean tomorrow while taking care of safety and health of employees in the workplace.**

## Risk assessment for each workplace



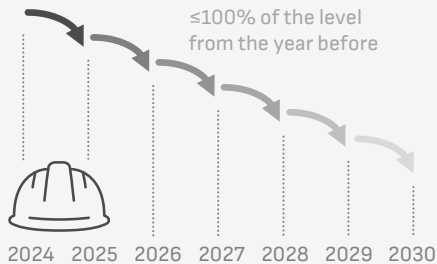
Cyclical assessment and update of the level of risk in the job and proper notification of existing risks to employees (statement in personnel file).

having up-to-date risk assessments for each job

long-term cooperation with occupational physicians examining employees

## Training and awareness-building for employees on health and safety

number of cases of gross non-compliance with health and safety rules by employees

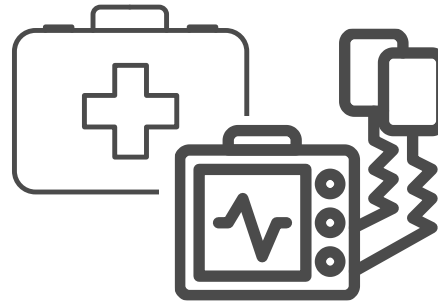


Sensitising workers and their supervisors (foremen) on the correct use of personal protective equipment (e.g. hearing protection) and the consequences of lack of proper protection. Emphasis on job training with regard to existing risks.

## Pre-medical first aid

Provide periodic training to a group of employees in first aid and the equipment needed to save life and health.

10% of employees receiving first aid training

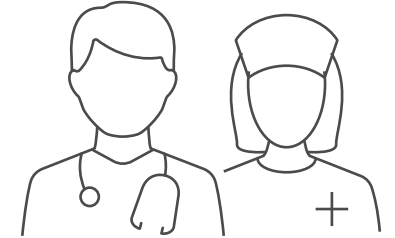


100% of locations equipped with an automatic defibrillator (AED)

## Supporting prevention and health promotion activities

Involvement in prevention (e.g. cancer, cardiovascular diseases), provision of free flu vaccinations, organisation of blood donation events.

implementation of health promotion projects

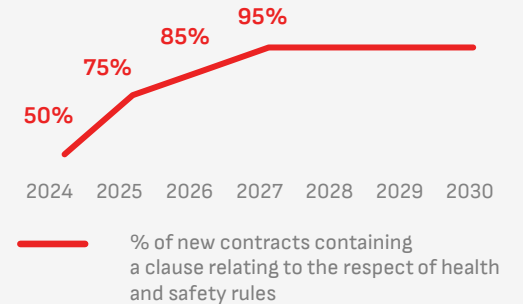


## Taking care of health and safety in the supply chain

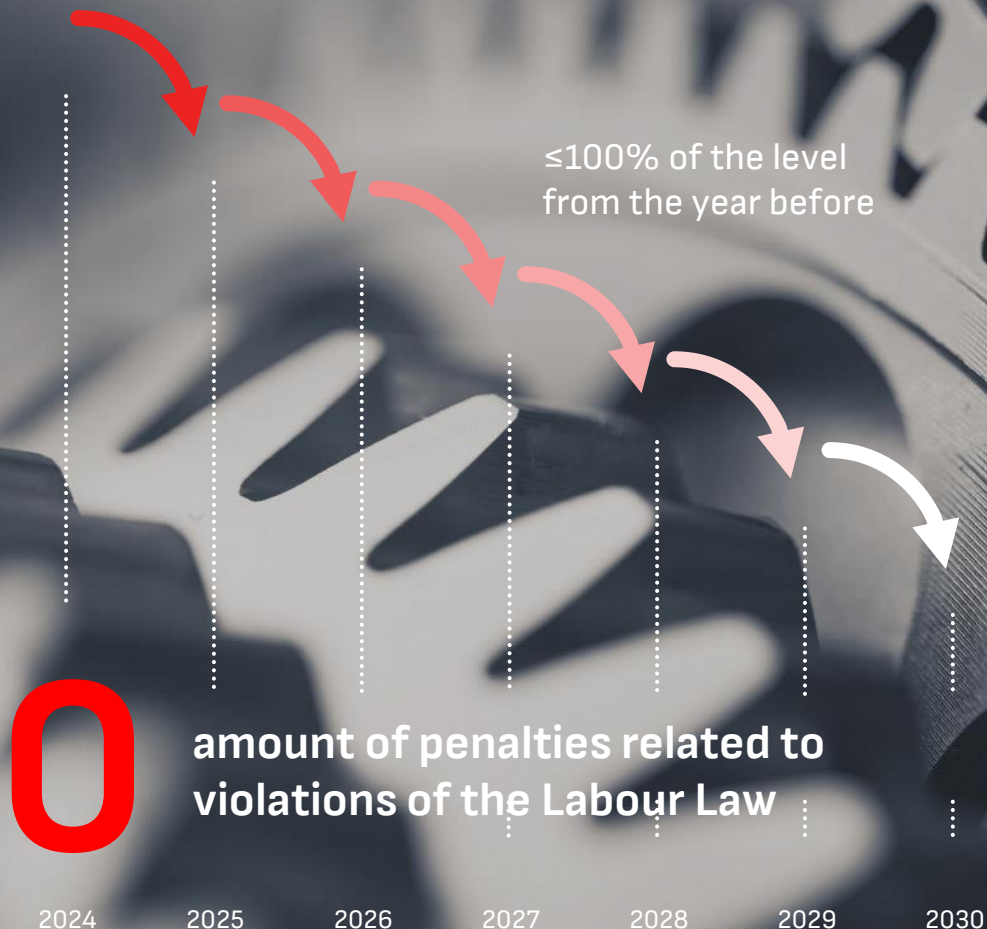


Emphasis on respect for OSH in the supply chain and ensuring mechanisms in contracts with suppliers that refer to respect for OSH.

implementation of a survey system to assess suppliers' compliance with health and safety regulations



% of vacancies over 3 months



## Objective 6:

We create a clean tomorrow by ensuring transparent and fair employment rules.

## Ensuring that production positions are fully staffed

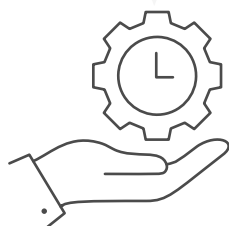
Ensure the availability of new staff in low-skilled positions with higher turnover (search for new markets with opportunities to recruit).

the possibility of recruiting employees



## Effective induction of new employees

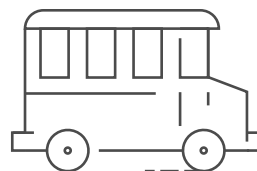
evaluation of the effectiveness of the induction period for new employees



For jobs that do not require the possession of essential competencies, shaping the induction process of new employees in a way that will enable them to become fully effective in their work in the shortest possible time.

## Cooperation with schools

Establishing cooperation with schools that train technicians with high and marketable qualifications (e.g. automation specialists). Organising internships and apprenticeships and, in a further step, attracting the best graduates.



students on internships and placements

## Virtualisation of human resources information

Providing access to key information relevant for employees and enable most HR matters to be dealt with using an electronic platform (accessible both in and out of the office, e.g. from the employee's home).

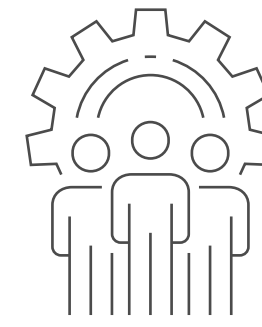
functioning of the electronic platform



## Retention of staff with core competencies

Offering an attractive benefits package for key employees, complemented with opportunities for personal development.

a package of possible training courses



## KGL Academy

Structured competence development of managers.

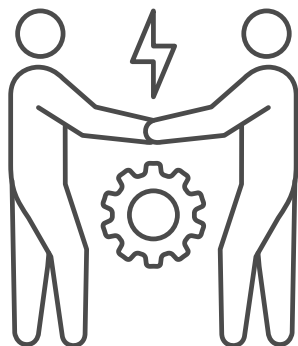
launch of the KGL Academy





## Ethics management

Monitoring employee behaviour for incidents of discrimination, bullying or other unethical behaviour.

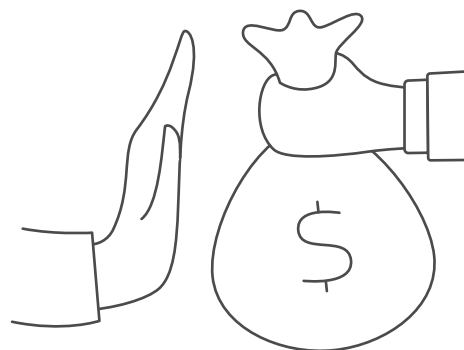


**100%**  
of the reports analysed related to discriminatory, bullying or otherwise unethical behaviour or otherwise unethical.

## Counteracting corruption and bribery

Ensure and continuously improve procedures training and internal control mechanisms relating to corruption and bribery risks.

**100%**  
cases of suspected of corrupt behaviour reported to law enforcement authorities



## Human rights and labour law

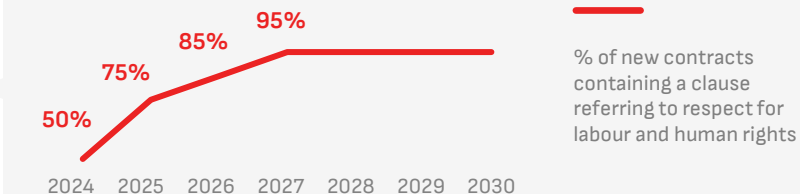
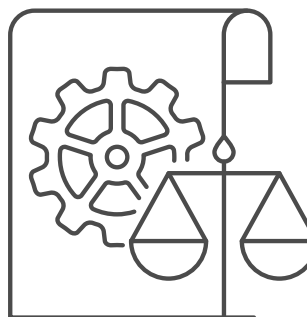
Emphasis on respect for human and labour rights within the organisation and in the supply chain, making employees and co-workers aware of them, and providing mechanisms in contracts with suppliers relating to their respect.

**100%**  
of managers informed about the current state of labour law

adoption of an internal human rights policy

adoption of a code of conduct for suppliers

implementation of a system of **questionnaire-based assessment of suppliers** in terms of respect for labour and human rights



Exceeding the scale of the impact (immission) beyond the values stipulated in the decisions and generally applicable regulations



% of profits transferred for social purposes

## Objective 7:

We create a clean tomorrow by being a good community neighbour



## Monitoring the impact on the environment

Evaluating the actual and potential impact of its activities on its immediate surroundings, including scrupulously analysing any signals of above-normal nuisances, exceedances of standards and irregularities. If irregularities are confirmed, taking corrective action without delay.



**100%**

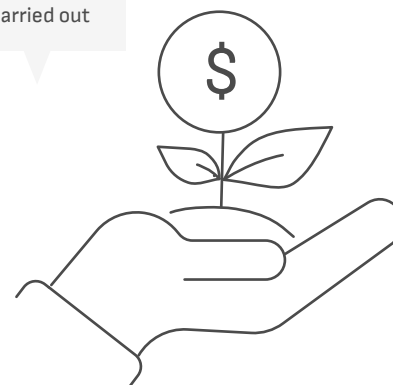
of the reports analysed relating to abnormal nuisances, exceedances of standards or other irregularities.

## Focusing on the communities in which the company's facilities operate

Long-term support of the communities in which the company's plants operate. Focusing community involvement on the communities where the company has production operations. Selecting specific lines of support in dialogue with representatives of these communities (e.g. municipal authorities), with an emphasis on continuing multi-year activities.

**100%**

of the financial support provided to the communities of the municipalities where the activities are carried out



## Readiness for product support in a natural disaster situation

Commitment to support, to a predefined extent, a selected, reputable NGO (e.g. Caritas, PCK, PAH) with company products (e.g. plastic utensils in case of natural disasters).



unilateral commitment (declaration of readiness to provide assistance in kind in a disaster situation)



**THANK YOU**