



dalpo●

ESG Report

Dalpo Group
2024

I am pleased to present our company's ESG report, a document summarizing our key activities, goals, and results in the environmental, social, and governance areas. The packaging industry in which we operate is currently facing dynamic changes – from growing expectations of customers and business partners, through increasingly demanding regulations, to the need to combat climate change and reduce our environmental impact. As a manufacturer of packaging tapes and labels, we feel a particular responsibility to ensure that our products and processes are as sustainable as possible.

The past year has been a time of intensive work on technology development, process optimization, and strengthening our organizational culture. We have invested in reducing raw material and energy consumption, developing environmentally friendly materials, and increasing the recyclability of our products. At the same time, we cared for the safety and well-being of our employees, strengthening the team's competencies and building a work environment based on cooperation, transparency, and responsibility. We also improved our supervisory and management structures to ensure transparency and the long-term resilience of our organization.

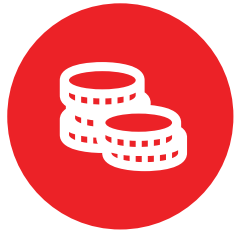
Sustainable development is not only our responsibility, but above all a strategic opportunity. We believe that consistent implementation of ESG principles allows us to build lasting value – both for our customers and business partners, as well as for local communities and future generations.

I would like to thank all our employees, customers, and stakeholders for their trust and cooperation. I invite you to read the report, which presents our achievements and ambitious plans for the coming years.

CEO of the
Dalpo Group
Mateusz Rawecki



Size of balance sheet (total assets)
€ 34,5 mln



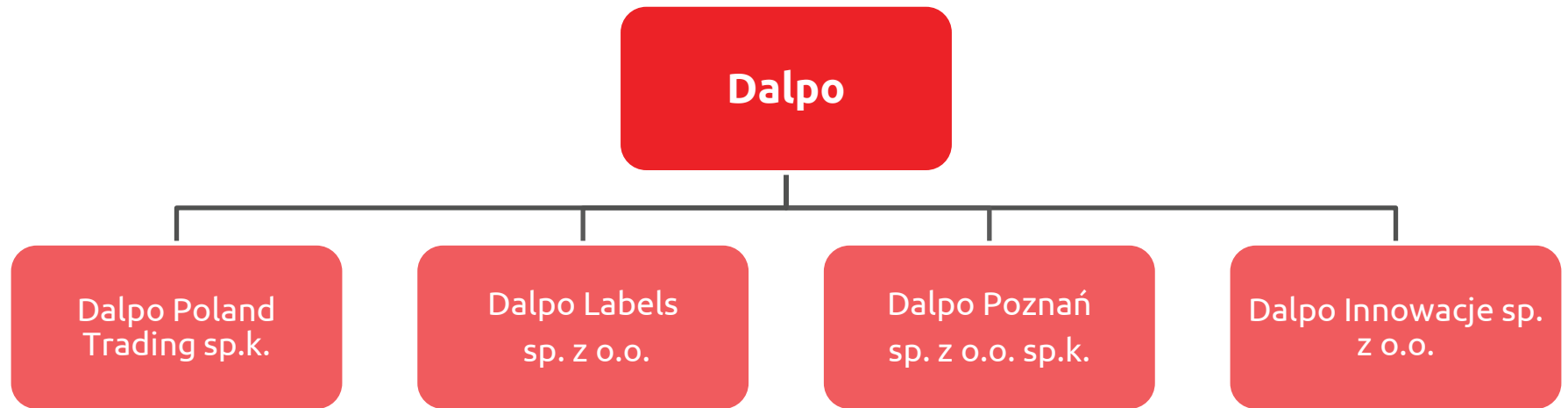
Turnover
€ 52,8 mln



Number of employees
351

NACE sector classification codes

- NACE L - 64.21 Activities of holding companies
- NACE G - 46.19 Activities of agents involved in non-specialised wholesale
- NACE C - 17.25 Manufacture of other articles of paper and paperboard
- NACE C - 22.26 Manufacture of other plastic products
- NACE G - 46.90 Non-specialised wholesale trade



All units are registered at Miedziana 3, Poznań

List of locations::

- ul. Miedziana 3, Poznań
- ul. Kasztanowa 1, Niepruszewo
- ul. Jarzębinowa 4, Rosnowo

The company holds the following certificates:

- ISO 9001 - certificate no. 4843-Q15-001PL
- ISO 14001 - certificate no. 4800826
- ISO 9001 i ISO 14001 - certificate no. 4801877
- FSC - certificate no. CU-COC- 867736

Total energy consumption: 20 414,03 MWh

Breakdown of energy consumption (MWh)			
	Total renewable and non-renewable energy	Renewable energy	Non-renewable energy
Energy consumption from electricity	5 331,70	0,00	5 331,70
Energy consumption from self-generated electricity	259,45	259,45	0,00
Energy consumption from fuels	14 822,88	nd	14 822,88

Environment - Pollution of air, water and soil: amount of emissions

Pollution (kg)			
Type of pollutant	Amount of emission to air	Amount of emission to water	Amount of emission to water
Ammonia (NH3)	92,40	0,00	0,00
Nitrogen oxides (NOx/NO2)	751,15	0,00	0,00
Non-methane volatile organic compounds (NMVOC)	8 632,32	0,00	0,00
Sulphur oxides (SOx/SO2)	9,32	0,00	0,00

Szacunkowa emisja gazów cieplarnianych

Rodzaj zanieczyszczenia	Emisja (w tCO ₂ e)
Emisje brutto gazów cieplarnianych zakresu 1	1 926,37
Emisje brutto gazów cieplarnianych zakresu 2 według metody opartej na lokalizacji	3 209,04
Całkowite (brutto) emisje gazów cieplarnianych zakresu 1 i zakresu 2 według metody opartej na lokalizacji	5 135,41
Intensywność emisji gazów cieplarnianych z zakresu 1 i zakresu 2 według metody opartej na lokalizacji	0,0000500 tCO ₂ e per €



Total nature-oriented area on-site **0,00 m²**



Total nature-oriented area off-site **0,00 m²**



Total sealed area **33 347,00 m²**



Total use of land **49 429,00 m²**



Total amount of water withdrawn from all sites **5 400,00 m³**



Amount of water withdrawn at sites located in areas of high water-stress **0,00 m³**



Water discharge from undertaking production processes **0,00 m³**



Total water consumption **5 400,00 m³**

Environment - Breakdown of waste by type

Type of waste	Waste diverted to recycle or reuse (mass - t)	Waste directed to disposal (mass - t)	Total waste recycled, reused and directed to disposal (mass - t)
07 02 13 - Non-Hazardous - Waste plastic	827,94	2,04	829,98
08 03 14 - Hazardous - Ink sludges containing hazardous substances	49,36	0,00	49,36
08 04 10 - Non-Hazardous - Waste adhesives and sealants other than those mentioned in 08 04 09	124,43	0,00	124,43
13 02 05 - Hazardous – Mineral-based non-chlorinated engine, gear and lubricating oils	0,38	0,00	0,38
15 01 01 - Non-Hazardous - Paper and cardboard packaging	103,28	162,09	265,37

Environment - Breakdown of waste by type

Type of waste	Waste diverted to recycle or reuse (mass - t)	Waste directed to disposal (mass - t)	Total waste recycled, reused and directed to disposal (mass - t)
15 01 02 - Non-Hazardous - Plastic packaging	3,10	58,06	61,16
15 01 03 - Non-Hazardous - Wooden packaging	377,86	0,00	377,86
15 01 04 - Non-Hazardous - Metallic packaging	26,57	0,00	26,57
15 01 06 - Non-Hazardous - Mixed packaging	4,43	0,00	4,43
15 01 10 - Hazardous - Packaging containing residues of or contaminated by hazardous substances	4,11	0,14	4,25

Environment - Breakdown of waste by type

Type of waste	Waste diverted to recycle or reuse (mass - t)	Waste directed to disposal (mass - t)	Total waste recycled, reused and directed to disposal (mass - t)
15 02 02 - Hazardous - Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated by hazardous substances	20,81	1,90	22,71
16 02 13 - Hazardous - Discarded equipment containing hazardous components (3) other than those mentioned in 16 02 09 to 16 02 12	0,03	0,00	0,03
16 02 14 - Non-Hazardous - Discarded equipment other than those mentioned in 16 02 09 to 16 02 13	0,38	0,01	0,39

Environment - Total Hazardous and Non-Hazardous waste



Total Hazardous waste generated (mass): **76,73 t**



Total Non-Hazardous waste generated (mass): **1 690,19 t**



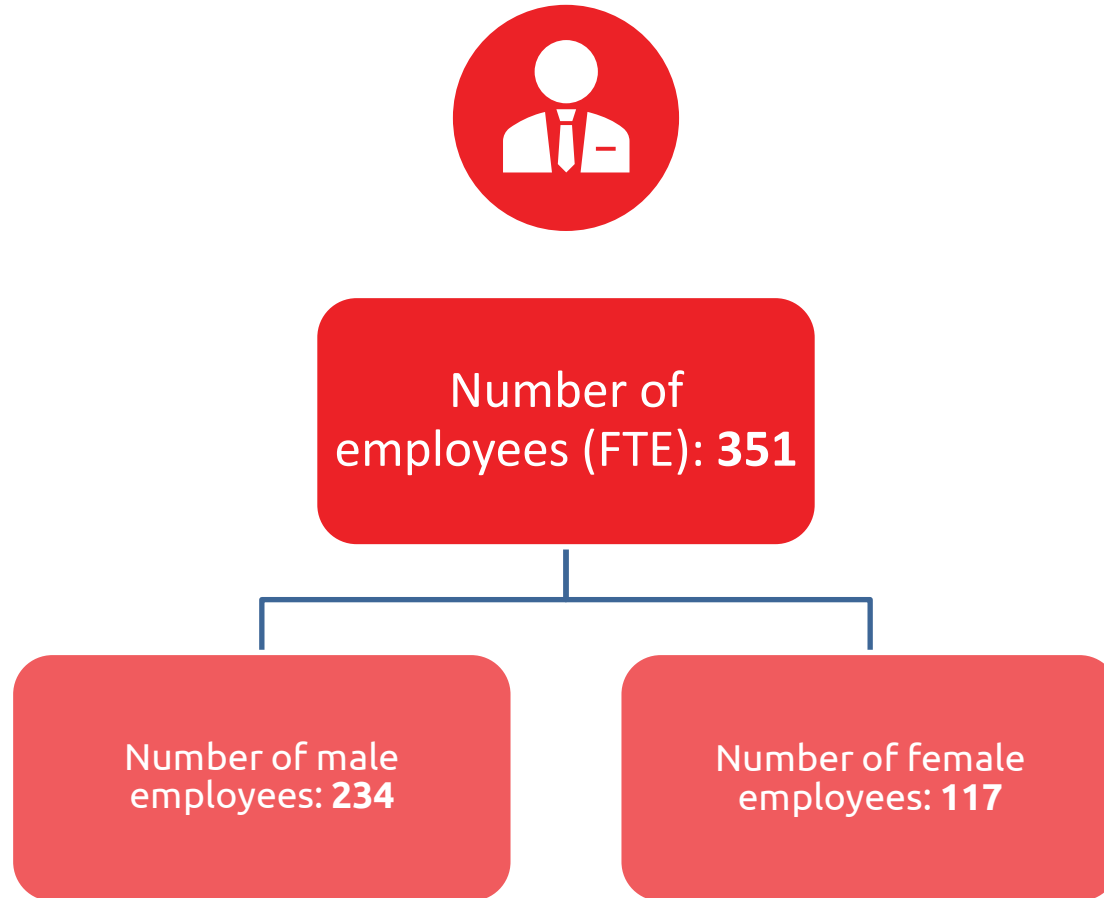
Total waste generated (mass): **1 766,92 t**



Number of employees
(FTE): **351**

Number of permanent
contract employees: **162**

Number of temporary
contract employees: **189**



Employee turnover rate: **14,96%**



Number of recordable work-related accidents in the reporting period: **5,00**



Rate of recordable work-related accidents in the reporting period: **1,43**



Number of fatalities as a result of work-related injuries and work-related ill health: **0,00**

Employees receive pay equal or above minimum wage determined by national law or collective bargaining agreement



Percentage gap in pay between female and male employees: **6,55%**



Percentage of employees covered by collective bargaining agreements: **0,00%**



Average number of annual training hours per male employee: **5,85**



Average number of annual training hours per female employee: **8,08**