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**ESG Strategy**  
of the Dalpo Group

## About the Company

The ESG Strategy of the Dalpo Group is a response to contemporary challenges and defines a conscious direction of development, treated as an integral part of the business model.

It is a component of a long-term vision of conducting business in a responsible manner, forming a coherent system that supports the sustainable and transparent growth of the organization.

At the heart of the strategy lies environmental care, which includes efforts to reduce emissions, manage resources efficiently, and design products with their entire life cycle in mind. At the same time, the strategy assumes the creation of a work environment based on safety, equality, and respect.

The ESG Strategy strengthens the organization's competitiveness while contributing to positive changes in social, environmental, and governance areas, and enhances the credibility of the Dalpo Group as a responsible and trustworthy business partner.





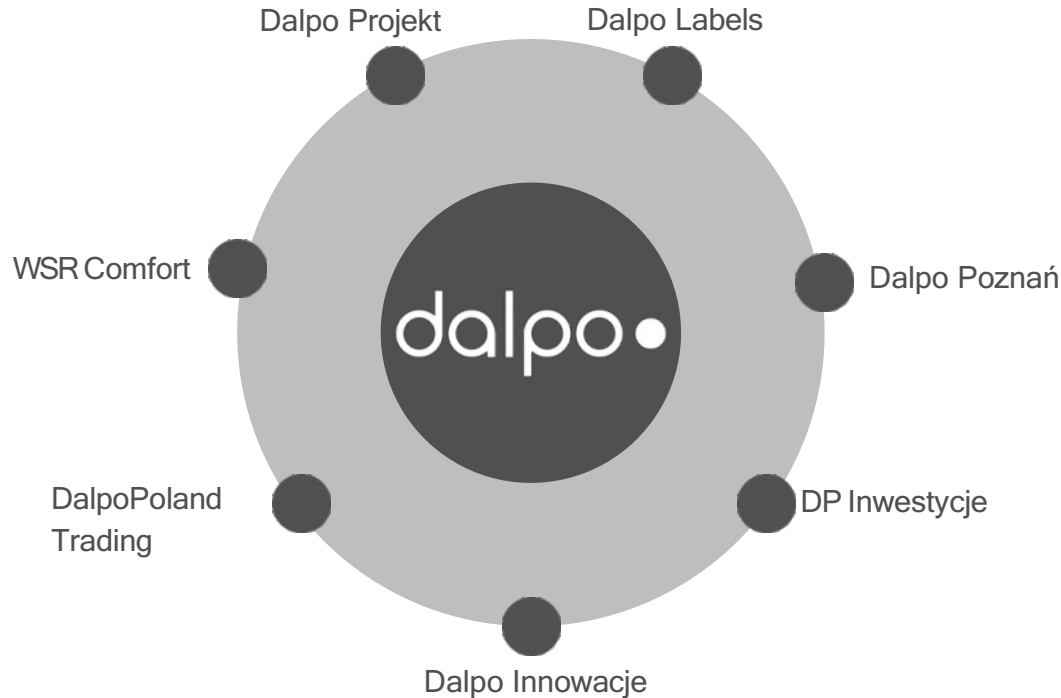
## Business with Heart and Responsibility

At Dalpo, we believe that true business is more than just profit. It is also about partnership and responsibility for people, the environment, and the future. We engage with passion—cooperating, listening, and giving more of ourselves. We are open to dialogue, we support our employees, and we care for our surroundings and the natural environment. Our ambitions grow together with our concern for the common good, because we believe business cannot only take—it must also give. We change the world by starting with ourselves—every day, consistently, and responsibly.

We grow together. Strong bonds. Lasting relationships.



## Company Overview



For over 30 years, the Dalpo Group has been developing its operations responsibly, based on an integrated management model. The organizational structure of the Group is based on specialized divisions involved in tape and label production, distribution, technology development, customer service, shared services, and investment activity. This division allows for effective management, implementation of innovations, and the successful integration of ESG practices into daily operations.

This ESG Strategy is the first structured document in this area and forms the basis for further actions, including the preparation of the 2025 ESG report, in accordance with the voluntary VSME standard developed by EFRAG. Despite no regulatory requirement, the Group undertakes actions that go beyond legal obligations, guided by a responsible approach to management and stakeholder relations.

Previous CSR and ESG initiatives include the publication of good practices in the Responsible Business Forum report (2022, 2023), and measurement of carbon footprint in Scopes 1 and 2. These activities are supported by implemented quality (ISO 9001) and environmental management systems (ISO 14001), allowing for systematic monitoring of the organization's environmental impact.

**With passion and responsibility, we create reliable, customized self-adhesive solutions that grow your business and make everyday life easier.**

Thinking about the future must not ignore the past, from which we draw our vital forces and values. It is these values that form the foundation of our shared enterprise.



**Partnership** - Our relationships within the organization and with business partners are based on mutuality, balance, and respect.



**Growth** - We invest in the latest solutions and technologies to meet all our clients' needs.



**Reliability** - With our knowledge and years of experience, we ensure the highest customer service standards.



**Responsibility** - We act in accordance with the principles of fair play. We care for our coworkers and surroundings, protecting the natural environment.



## Environment



Dalpo focuses on truly reducing its environmental impact, responding to global challenges such as climate change and ecosystem degradation. We take concrete actions to reduce greenhouse gas emissions, improve energy efficiency, use resources wisely, and minimize waste. We introduce eco-friendly solutions in daily operations and long-term planning. Based on an environmental audit, we have identified priority areas and measurable goals that support our transition to sustainable development.

# Environment

## Sustainable Production

We limit CO<sub>2</sub> emissions through investments in environmentally friendly technologies and the efficient use of resources. Our priority is the systematic reduction of the carbon footprint in production processes compared to the year 2019, when measurements began. This goal is operationally implemented by reducing energy intensity and increasing the share of renewable energy sources in the organization's energy mix.

**2030** 50% carbon footprint reduction

**2040** 100% carbon footprint reduction

## Waste Reduction

We strive to reduce the amount of waste per unit of product through detailed analysis and optimization of all stages of our operations. By investing in new technologies that enable us to implement a circular economy and use secondary raw materials in the production process, we aim to significantly reduce the amount of our own waste.

**2026** 1% waste reduction

**2030** 5% waste reduction

**2040** 15% waste reduction

## Eco-design of Products

We aim to provide access to products with a reduced negative impact starting from the design stage. We incorporate environmental criteria into the product design phase, which allows us to identify their environmental impact - including recyclability, disposal methods, and carbon footprint - early in the development process. We are expanding our offering with new and modified products that take these criteria into account.

**2026** 1 new eco-designed product introduced

**2030** 5 new products

**2040** 10 new products



Society

Dalpo fosters a work environment based on safety, equality, and mutual respect, addressing the challenges of building a fair and inclusive society. We focus on professional development, promoting diversity, transparency, and ethical relations both internally and with business partners. We implement initiatives that improve employee wellbeing, ensure equal opportunities, and raise human resources management standards.

We also support social and charitable initiatives, aiming for real impact on the local environment. We collaborate with external stakeholders, engaging in efforts that respond to the specific needs of the communities in which we operate.

## Human Rights and Workplace Respect

We promote fair and respectful relationships in the workplace by eliminating behaviors that violate human dignity and rights. We will implement an “Anti-Mobbing and Anti-Discrimination Policy,” supported by a training system, an onboarding program for new employees, and a catalogue of consequences for non-compliance with established standards. We ensure access to clear procedures for reporting violations in order to create a friendly and supportive work environment.

**2026** Implementation of “Anti-Mobbing and Anti-Discrimination Policy” across all units

## Fair Wages

Our remuneration policy is based on ethical values and a commitment to employee well-being. We will ensure that active employees receive salaries at least at the level of the local living wage for the Greater Poland (Wielkopolskie) region, regularly updating the remuneration regulations through continuous monitoring of wages in the region.

**2026** Ensure all active employees earn at least a local living wage in Greater Poland

**2030** Maintain this wage level for 100% of employees

## Education and Awareness

We aim to promote the idea of sustainable development throughout the Dalpo Group environment. We will provide our employees with workshops and training that will enable them to gain knowledge in the fields of ecology and sustainable development. We also want to promote sustainability among our customers, clients, and the local community, which is why we plan to conduct social campaigns and training sessions on ecology and sustainable development.

**2026** Train 75% of employees; conduct 1 campaign

**2030** Train 100% of employees; 12 actions

**2040** 25 workshops, trainings, or campaigns

## Partnerships and Social Engagement



The Dalpo Group has long been actively engaged in social and partnership efforts, combining business growth with social responsibility. Among its supported initiatives are “Noble Gift” (Szlachetna Paczka), the “UNICEF Friend” campaign, and charity events such as Poland Business Run and “Bieg na Tak.” The company also participates in educational programs like “Academy of the Future” and organizes Children's Day events.

Through collaboration with the Wayair Foundation, Dalpo helped build a school and library for refugees in Ulyankulu, Tanzania. Dalpo's actions have been recognized by the Responsible Business Forum—five initiatives were included in the “Responsible Business in Poland. Good Practices” report (2022, 2023), placing the company among leaders in sustainable development and the only one in the tape and label industry.

In cooperation with 3M, Dalpo takes part in educational initiatives and projects on quality, innovation, and supply chain responsibility. In 2024, the company joined **Afera**, the European association of self-adhesive tape manufacturers—opening access to knowledge, innovation, and collaboration with market leaders across Europe.



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