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ESG Report

FIBRAIN Sp. z o.o.

2023

FIBRAIN ®



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A message from the President of the FIBRAIN Group



I am pleased to share with you our first ESG Report, which is an integral part of our sustainability strategy and a reflection of our concern for society and the climate.

Since the beginning of our company, we have been operating in a sustainable and socially conscious manner. This issue is so important to us that we appointed an ESG Officer to oversee the development and implementation of the company's ESG strategy. The results of our works are presented in the following report.

In terms of environment, we have increased our commitment to renewable energy sources. As part of this effort, we have begun an investment in the construction of photovoltaic farms, its purpose is to supply our factories with electricity produced in such a way. In addition, a helium recovery system has been installed at one of the facilities.

Moreover, we are intensively preparing to implement a project for a renewable hydrogen plant with the necessary infrastructure, this project is spread over several years. Implementation of this initiative will enhance energy security and support the local community. We are constantly raising employee awareness of energy efficiency through periodic training sessions.

All listed actions and initiatives taken by FIBRAIN are part of the energy transition program and result in the reduction of greenhouse gas emissions.

We have paid great attention to the development of proper relations with all stakeholders of FIBRAIN within the area of society. We support local communities, since February 2022, after Russia's brutal invasion on our eastern neighbour - Ukraine, we joined humanitarian efforts for the country and its people, and continued our activities in 2023.

In the context of local efforts, we have promoted sports activities and education. We are the main sponsor and shareholder of the first-league football club Stal Rzeszów S.A., the Stal Rzeszów Academy, the title sponsor of the table tennis section of FIBRAIN AZS Politechnika Rzeszów, and the sponsor of Łukasz Różanski, the Stal Rzeszów boxer who won the WBC World Championship belt of the bridger category in 2023. As part of the sports club, we also run the Stal Sports Championship School - an elementary school and a secondary school, as well as the Stal Rzeszów Dormitory.

The Group's key stakeholders are the employees who build the strength and recognition of the FIBRAIN Group. In 2023, the most important issues for us were to ensure healthy and safe working conditions for employees through new investments in the area of OHS as well as continuously raising employee awareness through additional training. Therefore, we aim to continuously improve striving to continuously improve the qualifications and use the potential of employees through the

organization of training courses, creating opportunities for employees to expand within the framework of their work. It is also very important for us to promote a healthy and active lifestyle by providing employees with access to private health insurance and sports cards; in this area, we are constantly expanding our offer. We also make it part of our mission to support young talents, and thus we cooperate intensively with schools and universities.

In the corporate governance sphere, we have paid particular attention to the transparency of business relationships, which are the basis for building mutual trust. Therefore, we continuously implement and monitor relevant strategic documents such as policies, regulations and principles of conduct.

Our company is already effectively meeting the growing demands in the ESG area. Our aim is to create value for the FIBRAIN Group based on reliable business partners, environmental responsibility and social trust. In this spirit, we intend to consistently implement our business strategy as well and transparently report on its progress, which is also reflected in the ESG Report.

You are cordially invited to read a summary of the non-financial aspects of FIBRAIN's operations in 2023.

Best regards

Rafał Kalisz
President of the Management Board
of FIBRAIN Sp. z o.o.

1.0.

FIBRAIN

www.fibrain.com

4 manufacturing centers

Our technological facilities currently include 4 production centers, which ensure the comprehensiveness of our product offer used for the construction of fiber optic networks in all current technologies.



FIBRAIN Fiber Optic R&D and Manufacturing Center in Zaczerwie

1.1. Business description

Polish producer in photonics and fiber optic sector

For over 30 years, we have been developing modern infrastructure and connecting people around the globe. Over these years, we have completed many investments in the model of design, build, manage.

 POLISH PRODUCTION



1.1. Business description

Taking responsibility for the environment

FIBRAIN methodology is at the core of Corporate Social Responsibility, which are social and environmental responsibilities in the context of sustainable development. FIBRAIN protects ecosystems and natural resources, by taking wide range of actions and intensive efforts, such as:

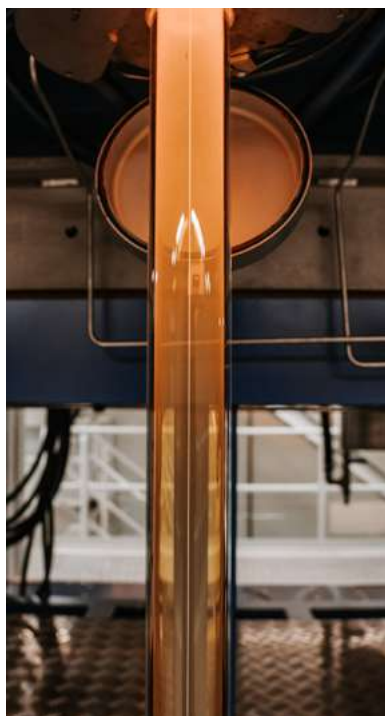
- minimizing pollution
- minimizing the production waste
- using materials and components that are not harmful to the environment
- recycling
- obeying implemented environmental management system ISO 14001:2015



ISO 14001: 2015

ISO 9001:2015

ISO 45001:2018



We recover almost all of the noble gases used in the production of the fiber:

96%

Argon

96%

Helium

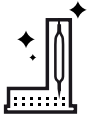
We strive for zero consumption and our own production of such raw materials.

1.1. Business description



1.1. Business description

Product portfolio - www.fibrain.com



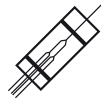
Preform & Optical Fiber



Fiber Optic Cables



Connectivity Fiber



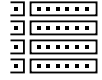
Lab & Photonics



Distribution Fiber



Active Devices



FibrainDATA structured cabling



Fiber optic production

FIBRAIN Fiber Optic R&D and Manufacturing Center in Zaczernie

FIBRAIN has state-of-the-art equipment and production capabilities, and produces fibers even with specialized applications. In addition, the laboratory performs all the tests required for applications telecommunications, including optical, climatic and environmental or mechanical tests

Innovative Research and Development and Production Center

Independent, low-carbon production of fiber optic cables

Environmentally friendly production of preforms and fibers

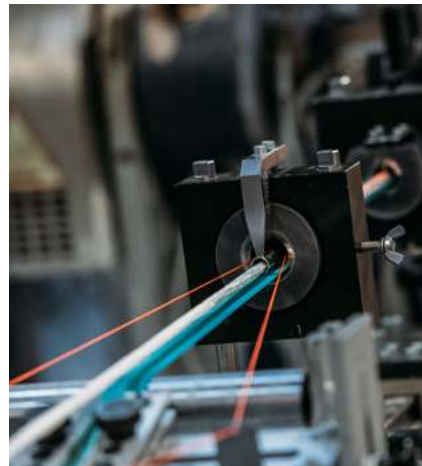
1.1. Business description



Fiber optic cables

Manufacturing and Laboratory Center in Jasionka

Our unique technological background allows us not only to produce optical cables that meet the highest current market requirements, but also to develop and produce innovative installation and environmentally friendly cables for future applications applications. The factory itself has been designed with ecology and energy efficiency in mind - handling and loading processes are significantly optimized, as is the internal use of packaging.



FIBRAIN's fiber optic cable manufacturing center is equipped with the latest generation of automatic cable lines from Rosendahl Austria and produces a full range of fiber optic cables used in new generation optical networks.



MICRODUCT CABLES



DATACOM CABLES



FTTH CABLES



TELECOM DUCT



TELECOM AERIAL



SPECIAL CABLES DESIGN

1.1. Business description



Connectivity

Manufacturing Connectivity and Fiber Optic Technologies is located in a Modern Center in Zacernie and offers fiber optic telecommunications solutions. Manufacturing capabilities and world-class equipment ensure the production of specialized equipment.

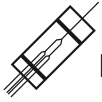
- Fiber optic adapters
- Multifiber preconnectorized cables
- Rapid Connectors & Rapid Splice
- Launch cables
- Fiber optic patchcords and pigtails
- Master patchcords
- Multifiber connector solutions MTP/MPO



Our production is based on the most modern technologies. Automatic strippers, lasers, polishing machines and the latest measuring equipment, guarantee the highest quality of manufactured components. All products are subjected to detailed inspection with the latest measuring equipment.



1.1. Business description



LAB / R&D

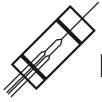
All products are tested and subjected to a series of tests, including optical, climatic and mechanical in our laboratories. Our in-house R&D department collaborates with renowned universities and participates in various projects aimed at creating and then introducing innovative solutions to the market of fiber optics.

In addition, the company's policy of focusing on quality translates into continuous investment in the retrofitting and expansion of the laboratory, which is then reflected in a much greater ability to perform, or configure, tests.

- **Photonic fibers**
- **Fiber optic measurements**
- **Surface modification of glass**
- **Organic microelectronics**
- **GPON**



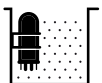
1.1. Business description



LAB / R&D

PON Passive Optical Technology

- Filters and WDM multiplexers
- Circulators and optical attenuators
- Special passive devices
- Measuring devices and accessories



Distribution

We produce comprehensive fiber optic equipment for reliable network operation

- Fiber optic closures
- Cable racks
- Outdoor cabinets
- Wall mounted cabinets
- Patch Panels
- Microduct system

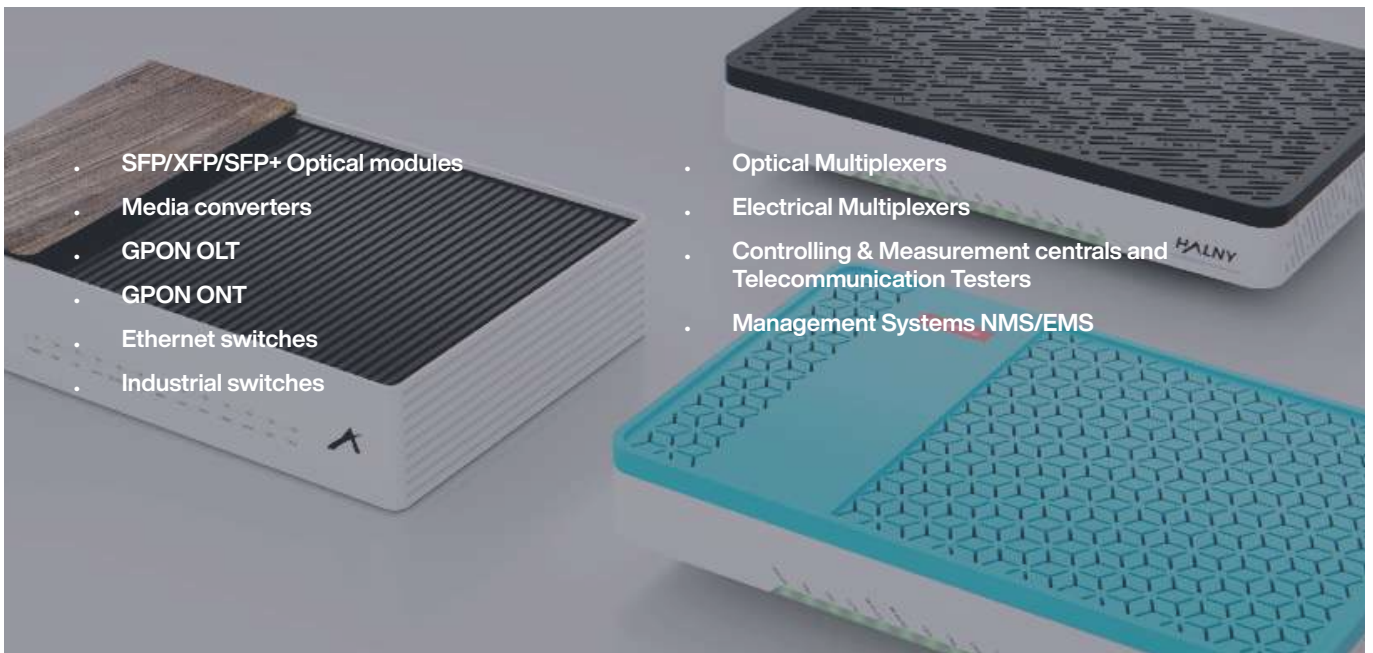
1.1. Business description



Active devices



High Availability Local Networks



FibrainDATA.

Production of structured cabling systems



1.1. Business description

Business sectors



Working and interacting with new technologies on a daily basis is a great responsibility, but at the same time an opportunity to develop and improve many areas of our lives.

1.1. Business description

Business sectors



INDUSTRIAL

Fiber optic cables
Installation capabilities
Special construction



RENEWABLE ENERGY

Wind power
Solar & photovoltaics
Innovations



MINING

Microduct
Networks
Services



TELECOM

Fiber optic cables
Data Center
Distribution



SHIP & OFFSHORE

Marine
Network components
Transport



OIL & GAS

Network components
Special construction
Pipelines



POWER PLANT

Networks
Fiber optic cables
Fiber optic accessories



MILITARY

Armoured cables
Armoured accessories
Monitoring systems

Certificates

ISO 9001:2015
Quality Management Certificate

ISO 14001:2015
Environmental management systems

ISO 45001:2018
Certificate



NATO Commercial and Government Entity



1.1. Business description

FIBRAIN in numbers

Over **30 years** of experience

Over **700** employees

Over **10000000** connected users

Production Centers

 **Total area**
38300m²

 **1/10** FIBRAIN has one of 10 unique production telecommunication fibers centers in the world.

Production: **28200m²** Laboratories: **2100m²** Offices: **28200m²** Warehouses: **5500m²**

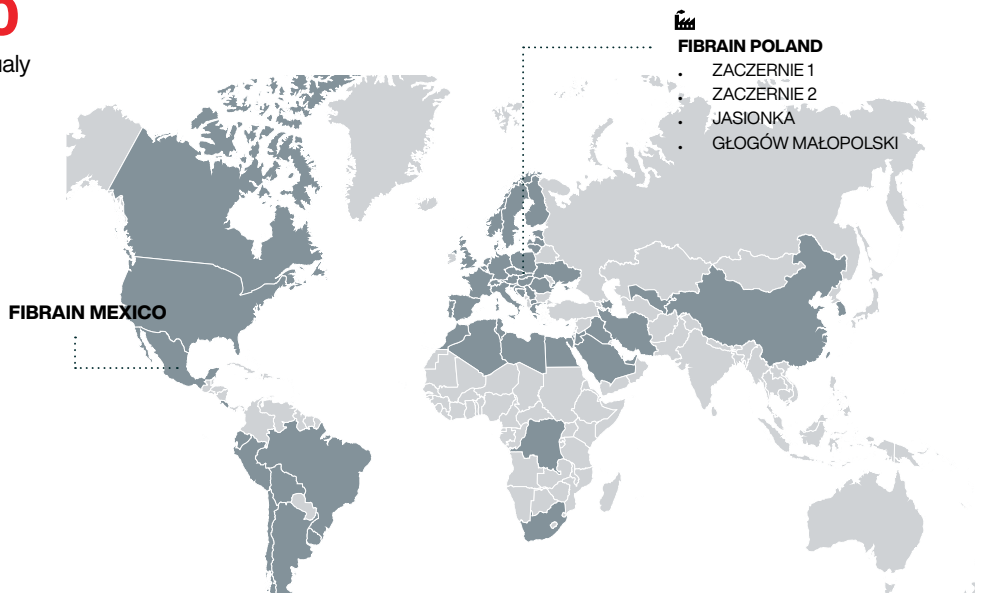
Production

 FIBRAIN produces **+100000km** cables annually

FIBRAIN processes **+6000000km** fiber annually

Over **2000** cable types

 Over **3000000** terminated connectors annually



Worldwide presence

We cooperate and sell our products to over **80 countries** worldwide

1.1. Business description

FIBRAIN GROUP.



fibrain.com

Independent Polish manufacturer in fiber optic sector and photonics.



daglass.com

Manufacturer of photovoltaic modules, including BIPV modules, implementing international projects in the photovoltaic industry.



energy.fibrain.pl

Effective management of green energy for individual and business consumers and business customers.



varioedge.pl

VARIOEDGE is a project company to support customers on foreign markets with professional services, technical knowledge and experience to ensure a successful network deployment.



wiseglass.eu

WiseGlass - New Space Advertisements provides smart advertising mirrors in public places that display on a sheet of glass personalized advertisements.



stalrzeszow.pl

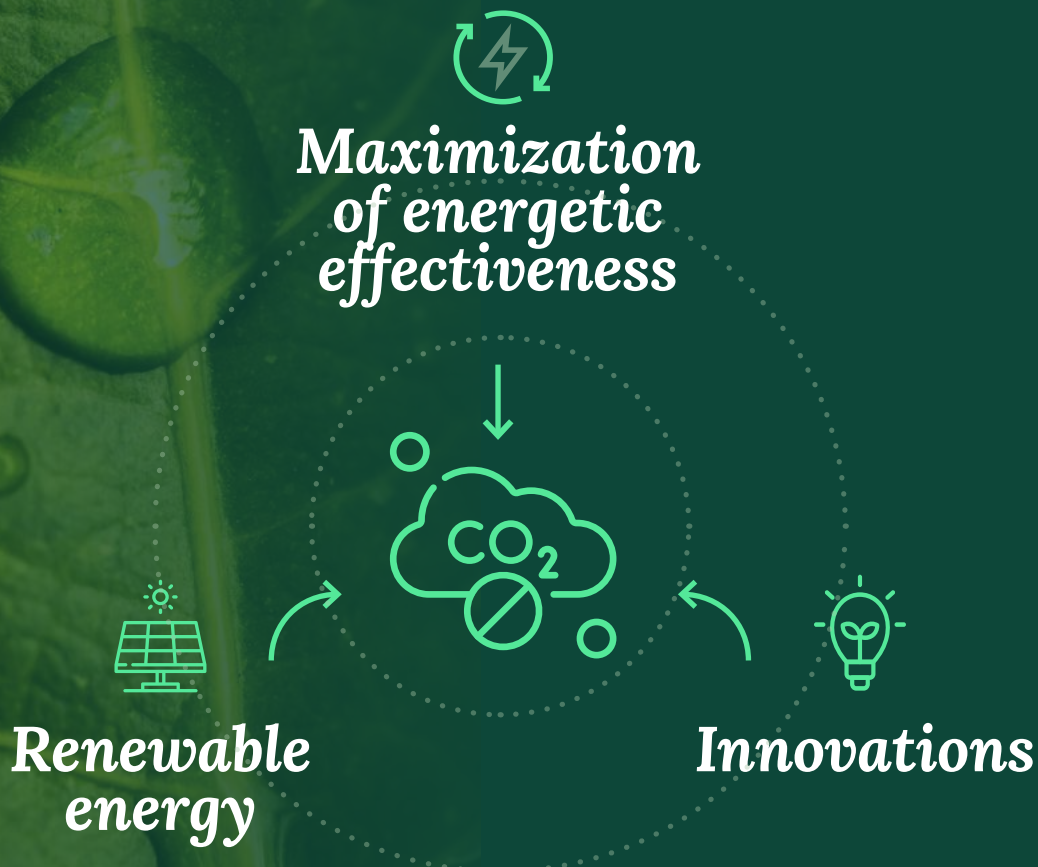
Stal Rzeszów – a professional football club and football Academy. Stal Rzeszów is a community composed of thousands of people – students, their parents, the local authorities of Rzeszów city and business partners.

1.2. Sustainability management

Sustainability management is the direct responsibility of the Board of Directors.

The delegation of responsibility for sustainability management is directly linked to the structure and the applicable division of competences as well as to the management and reporting system. A team of reporters enters data from the environmental, social and economic spheres, and then elected representatives of senior management and members of the Executive Board, within their areas of competence, implement and oversee the relevant processes.

The ESG Officer is responsible for coordinating ESG-related activities, whose duties also include managing the ESG reporting system, monitoring and analyzing ESG performance and communicating on sustainability. This person reports to the Board of Directors.



1.3. ESG Strategy

In January 2023, the ESG Strategy of FIBRAIN was adopted. The ESG Strategy sets out the Group's approach to the sustainable development. It outlines a set of actions to be taken by FIBRAIN in terms of environmental protection, concern for society and the highest standards of corporate governance. The priority of the Company is to act transparently, taking into account environmental, social and management objectives.

FIBRAIN's ESG Strategy addresses three areas and the strategic objectives set for each of them:

1. Corporate governance

Objective:
Effective governance of the company for sustainable development

2. Social area (SOCIAL RESPONSIBILITY)

Objective:
Increase occupational safety and improve the skills of employees and promotion of healthy lifestyles.

3. Environmental impact

Objectives:
Effective management of environmental impacts

Reducing FIBRAIN's impact on greenhouse gas emissions

1.3. ESG Strategy

STRATEGIC OBJECTIVE	TASKS	MEASURES
1. Corporate governance		
<p>Effective management of the Company for sustainable development</p>	<p>Building a culture of sustainability in the organization within the company</p>	<ul style="list-style-type: none"> • Implementing and overseeing the implementation of relevant strategic documents such as policies, regulations and rules of conduct; • Educating employees about sustainability; • Planning the promotion of sustainability in the supply chain; • Implementing, where possible, appropriate provisions in contracts with partners.
2. Social area (SOCIAL RESPONSIBILITY)		
<p>Increase occupational safety and improve the skills of employees and promotion of healthy lifestyles.</p>	<p>Improving work safety</p>	<ul style="list-style-type: none"> • Ensuring healthy and safe working conditions by aiming for no work-related accidents; • Ensuring healthy and safe working conditions - improving ergonomics by reducing energy expenditure when carrying out internal transport work; • Ensuring healthy and safe working conditions by improving lighting and increasing intensity in the warehouse areas; • Involve employees in health and safety activities by selecting and training groups to assist emergency services by providing additional training to selected Maintenance employees in the event of an emergency and chlorine spill. • Increasing Workers' Awareness of OSH through the development of a Workplace Accident Awareness Training Programme and the implementation of Follow-up Training; • Strive for continuous improvement in health and safety by introducing a programme of measures to reduce noise at the workplace; • Identification of new risks concerning safety.
	<p>Constant improvement of competence and involvement of employees</p>	<ul style="list-style-type: none"> • Striving to continuously improve the skills and potential of employees; • Creating opportunities for employees to develop within the framework of their job; • Increasing the number of trainings; • Ensuring that upskilling activities are increasingly adapted to changing market and internal needs.

STRATEGIC OBJECTIVE	TASKS	MEASURES
2. Social area (SOCIAL RESPONSIBILITY)		
	Improving HR processes	<ul style="list-style-type: none"> • Expand analytical activities in the HR department (turnover, retention); • Improving the Exit Interview process; • Automation of the employee evaluation process after the trial period.
	Providing access to private health insurance and sports cards	<ul style="list-style-type: none"> • Promoting a healthy and active lifestyle; • Providing employees with access to private health insurance; • Promoting the importance of physical activity; • Providing opportunities to use sports facilities such as gyms, swimming pools or organized sports activities.
	Supporting the development of young talents	<ul style="list-style-type: none"> • Continuing cooperation with schools and universities; • Setting up an internship and apprenticeship programme.
3. Environmental impact		
Effective management of environmental impact	Continuous improvement of environmental management processes	<ul style="list-style-type: none"> • Striving to minimize the adverse impact of FIBRAIN's activities on the environment by: systemic activities and continuous improvement of environmental management standards as well as the introduction of appropriate operating procedures in environmental areas • Identifying and evaluating environmental aspects on an annual basis; • Setting environmental objectives, targets and programmes for the year; • Carrying out an annual analysis of environmental risks and opportunities; • Carrying out assessments of compliance with legal requirements.
Reducing FIBRAIN's impact on greenhouse gas emissions	Development of projects based on renewable energy sources	<ul style="list-style-type: none"> • Investment to build photovoltaic farms; • The construction of a helium recovery facility; • The realization of a project for a renewable hydrogen production facility with the necessary infrastructure;
	Strive for greenhouse gas neutrality in Scope 1 and Scope 2	<ul style="list-style-type: none"> • Aiming to reduce greenhouse gas emissions in terms of: direct emissions (Scope 1); indirect emissions arising from the consumption of electricity and thermal Energy • At the Company's own properties.

1.3. ESG Strategy

In order to prepare for the report, a materiality study was carried out to identify significant ESG issues for FIBRAIN, stakeholder groups and risks related to significant areas of sustainability. The study was carried out based on GRI Standards 2021, including an internal perspective.

In order to prepare for the report, a materiality study was carried out to identify significant ESG issues for FIBRAIN, stakeholder groups and risks related to significant areas of sustainability. The study was carried out based on GRI Standards 2021, including an internal perspective.

In addition, extensive market benchmarking was performed. The study was conducted in January 2023. The results were based on the analysis of source data, individual interviews with representatives of the various stakeholder groups and analysis of the results obtained.

The materiality study carried out identified the following 2 ESG issues where the FIBRAIN Group has a material impact on the environment or the area affects the Group.



In the environmental area:

- approach to climate change,
- fuel and energy consumption,
- greenhouse gas emissions,
- waste management,
- compliance with environmental regulations.

In the social area:

- relations with business partners,
- responsible marketing communication,
- sponsoring and charitable activities,
- supporting young talent,
- stakeholder relations,
- employee training and professional development,
- working conditions in the Group,
- respect for human rights.

In the area of corporate governance:

- implementation of the ESG strategy,
- compliance with ethics, fair competition and prevention of corruption and fraud,
- compliance with legal regulations,
- risk management system.

1.3. ESG Strategy

The study identified the following ESG risks from the Company's business area:

- Risk of non-compliance of business with EU climate policy.
- The risk of environmental pollution in case of random events or accidents.
- Risk of non-compliance with environmental regulations.
- Risk of losing key management personnel.
- Risk of not being able to attract qualified employees.
- Risk of accident at work (OHS).
- Risk of personal data leakage.
- Cyber-attack risk.
- Internal regulation effectiveness risk.
- Reputational risk.
- Risks of discrimination and human rights violations.

2.0.

Corporate governance



**We work
together**

2.1. Fundamentals of organizational culture

Mission and vision

The main objective of the FIBRAIN Group is to develop all services and products in existing and new markets around the world. It is important to emphasize that continued growth is based on values without which it would not be possible.

FIBRAIN values

- **PEOPLE** - the foundation of the FIBRAIN Group.
- **RESPECT** - presents our attitude to company - customer relations as well as social interactions between employees.
- **HONESTY** - describes our attitude to the law, ethic or moral related norms, which are present in the interpersonal contacts.



The most important value of the FIBRAIN Group are the employees, because people form the company.

Our employees are our greatest asset. Every single person, whether in the warehouse, in production or in the office, every day contributes to the development and success of the entire FIBRAIN Group. Teamwork is based on respect and honesty towards each other and the accepted norms.

2.2. Management Structure – Board Members

The key to achieve our sustainability goals is strong leadership and commitment from top management.

The day-to-day management of our company is the responsibility of the Board of Directors, working continuously with senior managers.

Management

FIBRAIN



Rafał Kalisz

CEO



Marcin Słowik

BOARD MEMBER



Bogusław Balicki

BOARD MEMBER



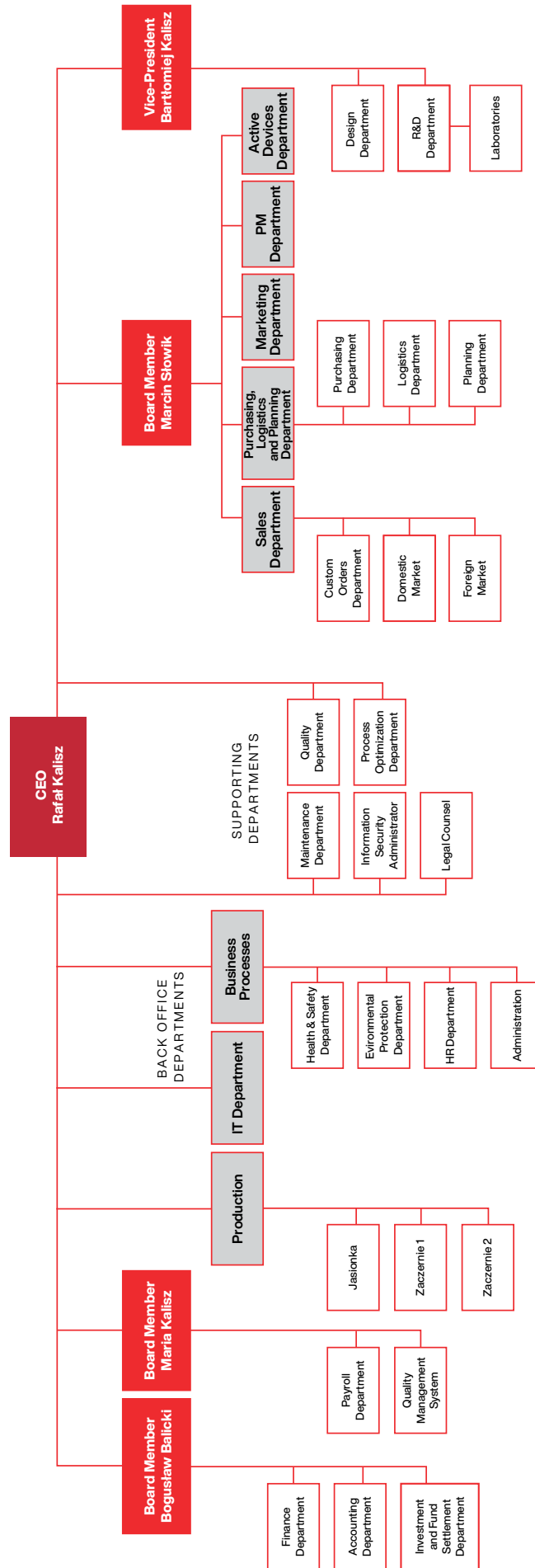
Maria Kalisz

BOARD MEMBER



Bartłomiej Kalisz

VICE-PRESIDENT



Management structure FIBRAIN Sp z o.o.

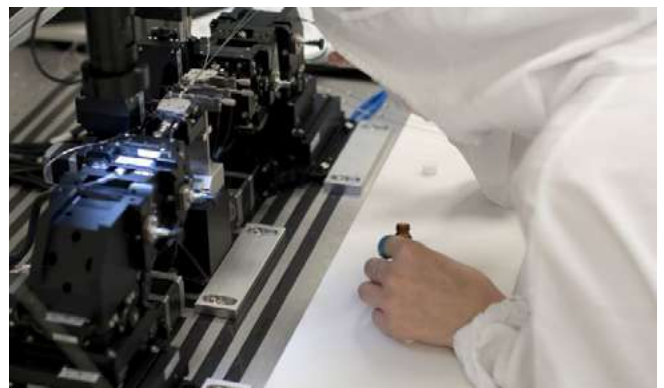
2.3. Integrated management system

FIBRAIN Sp. z o.o. operates according to the adopted **Integrated Management System** that includes following policies:

- quality management,
- environmental management,
- occupational health and safety management.

Management systems operate on the basis of the following standards:

- PN-EN ISO 9001:2015
- PN-EN ISO 14001:2015
- PN-ISO 45001:2018



The integrated management system covers all the company's key areas of operation: quality, environment and health and safety. The integration of systems allows for consistency in processes, procedures and operating practices, better resource planning and, as a result, a continuous improvement in the organization's efficiency.

2.3. Integrated management system

We pursue quality, environmental and health and safety policies by:

- analysis of the market and continuous expansion of the commercial and production offer;
- purchasing from renowned and qualified suppliers with a Quality Management System, Environmental Management System and Occupational Health and Safety Management System;
- offering comprehensive telecommunications solutions, taking into account the quality of the products supplied and proposing modern solutions in line with the latest trends, taking into account an ecological approach;
- manufacturing fiber, cables and modern fiber optic equipment used in the telecommunications, industry and automation as well as municipal networks using cutting-edge machinery. We develop our own products from scratch and control their development at every stage.
- professionalism, and the continuous improvement of our employees' qualifications through external as well as internal trainings;
- increasing employees' awareness of environmental aspects and risks at workplaces through training related to environmental protection and OHS;
- motivating employees to behave in an environmentally friendly manner and involving them in health and safety activities;
- ensuring safe and healthy working conditions to prevent work-related accidents, work-related illnesses and potential accidents;
- cooperating with customers in the operation of systems and equipment and guaranteed servicing and availability of spare parts;
- responding to the needs and suggestions notified by our customers;
- providing technical and product training to consumers, products and services;
- taking continuous measures to minimize environmental impact, including pollution prevention, reasonable management of natural resources and minimization of technological waste;
- meeting legal requirements and striving for continuous improvement of occupational health and safety;
- technical and quality support by in-house laboratories for optimal application of the offered products, goods and equipment;
- implementation of the latest global scientific and technical solutions on the domestic and foreign markets with the so-called product advance;
- shaping the idea that every employee is responsible for the quality, image and brand of the company at their workplace and in every contact with the customer.

2.4. Ethical standards and human rights



FIBRAIN Sp. z o.o. puts great emphasis on ethics in human relations and business. We believe that honest and responsible behaviour by top management and employees is an inalienable value. Clearly defined company values help to manage and maintain the consistency and effectiveness of the actions of those involved. In FIBRAIN Sp. z o.o. there are a number of procedures aimed at defining principles that must be followed not only by our employees but also by our business partners in order to jointly build a positive image of the FIBRAIN Sp. z o.o. company.

Code of ethics

The senior management has formulated a Code of Ethics for FIBRAIN Sp. z o.o., which defines the nature of the organization and the key values guiding the Board as well as those required of the company's employees.

Code of Ethics defines the principles and standards of human and business relations at FIBRAIN. The company's core values are quality, professionalism, commitment, respect, efficiency, responsibility.

FIBRAIN Sp. z o.o. considers its employees to be of the greatest value, to whom the principle of equal treatment is applied. The Code of Ethics defines general rules for employee-employer relations, as well as specifying what types of behaviour or practices are not tolerated in our organization.

FIBRAIN Sp. z o.o. adheres to good business conduct practices and follows the principles of fair competition. We place great emphasis on the protection of company property and resources, as well as on the protection of personal data.

2.4. Ethical standards and human rights

Human Rights Policy

Human rights are recognized at FIBRAIN Sp. z o.o. and the Human Rights Protection Policy sets out principles of conduct in line with the highest standards, legal guidelines and international principles on human rights.

FIBRAIN Sp. z o.o. does not tolerate any form of discrimination and is concerned about a healthy, safe and clean working environment for its employees. We honour employment freedoms while opposing the employment of children. Employee rights are respected and we put great effort into ensuring that employees receive fair wages and are able to exercise their employment privileges and rights. In FIBRAIN Sp. z o.o. human rights are respected and we demand the same from our business partners - we only work with suppliers who respect human rights.

Anti-mobbing and anti-discrimination procedure

With a goal of creating a friendly and good workplace at FIBRAIN Sp. z o.o., an Anti-Mobbing and Anti-Discrimination procedure has been put in place to define the proper rules of social coexistence and to respond to potential situations of concern as quickly as possible.

The anti-mobbing procedure sets out the employer's obligations to take the measures prescribed by law to remove and counteract the social effects of bullying/discrimination. The employer is obliged to assist victims of mobbing or discrimination.

The above document describes in detail the procedure for reporting actions or behaviour by supervisors and colleagues that may have the appearance of mobbing or discrimination. The document is available to the general public on the Intranet portal.

In 2023, there was no report of mobbing/discrimination filed.

Anti-corruption policy

FIBRAIN Sp. z o.o. has an anti-corruption policy that defines what types of behaviour are unacceptable from the point of view of proper and ethical functioning within the company. The document is aimed at eliminating any kind of manifestation of corruption in every area of the company's operation. The principles described in the document are addressed to employees, co-workers, management and contractors of FIBRAIN Sp. z o.o.. In 2023, there was no indication of corruption reported.

Supplier diversity policy

FIBRAIN established a Supplier Diversity Policy, which focuses on including qualified, diverse suppliers in our strategic purchasing and sourcing process, under the condition that these suppliers follow our requirements as indicated in FIBRAIN's General Terms and Conditions of Purchase.

2.5. Cyber security and data protection



Data protection policy

The nature of FIBRAIN Sp. z o.o. business makes information security a priority.

The company is concerned with the security of the information it processes, bearing in mind the well-being of the organization and its business partners, including, in particular, customers and suppliers. Confidentiality, availability and integrity of the processed data are essential for the Group. FIBRAIN Sp. z o.o. aims to improve processes and tools taking into account security requirements based on current legal requirements and good security practices. FIBRAIN Sp. z o.o. has procedures in place to manage IT system security, business continuity and security incidents. On an ongoing basis, the Company tests the implemented safeguards and monitors the applied security requirements.

One of the many measures undertaken at FIBRAIN Sp. z o.o. is to ensure a high level of infrastructure and data security.

2.5. Cyber security and data protection

Data protection policy

Personal data at FIBRAIN Sp. z o.o. are processed in accordance with the applicable legal framework, in particular the provisions of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons in relation to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (General Data Protection Regulation) and the Data Protection Act of 10 May 2018. Security and data protection issues are regulated in detail through the Security Policy and other internal documents. The purpose of this policy is to set out the principles and define the procedures applicable to employees and collaborators when processing personal data in all processes administered by FIBRAIN Sp. z o.o. The Company organizes periodic training sessions to deepen the knowledge necessary for the correct processing of personal data. In 2023, no complaint regarding a breach of privacy or loss of data was identified.

<https://fibrain.com/privacy-policy/>

2.6. Product quality assurance

2.6.1. Quality control process

The main quality goal of our company is to meet the needs, expectations and requirements of our customers, as well as to comply with legal requirements and applicable standards.

The quality department achieves its defined objectives by monitoring critical parameters throughout the production process: from the monitoring of suppliers and the control of incoming materials to the examination of customer satisfaction and the analysis of reported complaints



Product quality starts at the very beginning - so input control of materials is one of the most important tasks of the quality department.

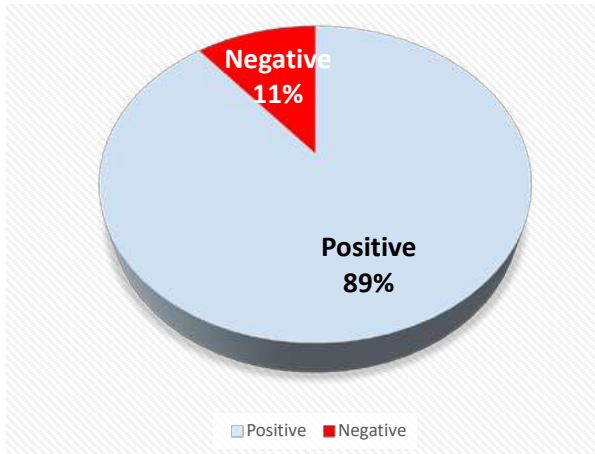
All components, materials and raw materials whose parameters have a significant impact on the properties of the final product and on the process parameters reflected in the performance and stability of the process are checked.

The established rules for the inspection and testing of materials as well as raw materials used in production ensure that the specified requirements are met and deliveries that do not meet these requirements are stopped, thus reducing the risk of a defective product.

Quality department employees work directly with production - allowing them to gain a thorough understanding of all processes and to develop control charts based on which they carry out inter - **operational inspections**. In the course of inspections - the inspectors verify the correctness of the operations carried out and, in the event of any irregularities, act accordingly in a timely manner.

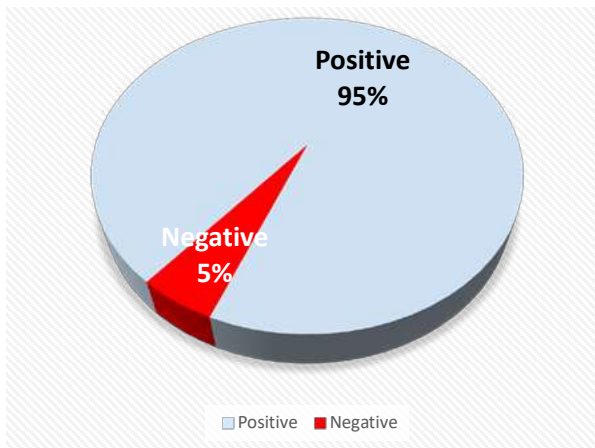
2.6. Product quality assurance

2.6.1. Quality control process



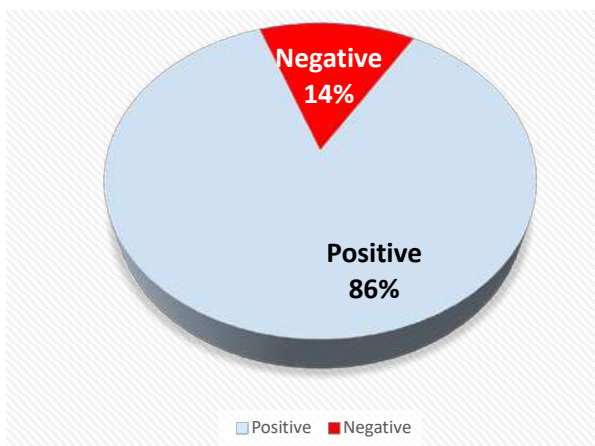
Statistics on process control ZACZERNIE 2 2023

Total of completed process controls: 313
Inspections with a **POSITIVE** result: 279
Inspections with **NEGATIVE** result: 34



Statistics on process control ZACZERNIE 1 2023

Total of completed process controls: 181
Inspections with **POSITIVE** result: 172
Inspections with **NEGATIVE** result: 9



Statistics on process control JASIONKA 2023

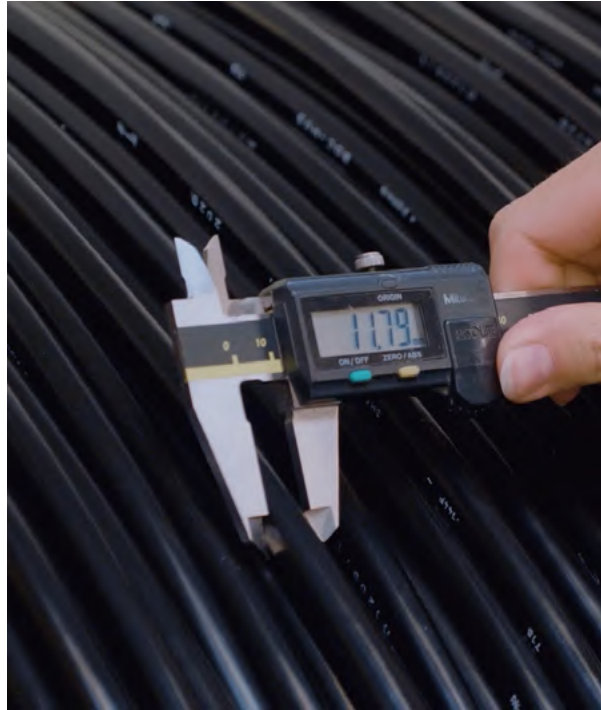
Total of completed process controls: 312
Inspections with **POSITIVE** result: 268
Inspections with **NEGATIVE** result: 4

2.6. Product quality assurance

2.6.1. Quality control process



QUALITY DEPARTMENT



In order to confer the final status - „conforming product” - an output inspection of the finished product is carried out. Specified customer requirements that the finished products should meet, specified inspection instruments, qualification criteria and sampling frequency enable the correct way of carrying out output verification. All inspection results are recorded and documented in an appropriate manner.

The quality department is also responsible for the supervision of control and measurement equipment. We currently supervise more than 400 pieces of equipment and measuring instruments. We believe that measurement consistency is an essential part of securing confidence in the validity of measurement results. Accordingly, measurement equipment is calibrated, at specified intervals, in accordance with measurement standards. Some of the control and measurement equipment is calibrated at external accredited laboratories. And the rest of the equipment and instruments are calibrated in our in-house laboratory. Measuring equipment is appropriately marked, protected from disruption and damage that could invalidate the calibration status and subsequent measurement results.

In order to be able to verify that the risk management procedures and overall internal control systems are adequate to the risks associated with FIBRAIN's activities - internal audits are carried out on a regular basis. Currently, an appointed team of 20 qualified internal auditors control the designated processes on the basis of a set schedule. The results of the internal audits are the primary source of management's knowledge of the functioning of the quality system and allow quality problems to be identified and effective corrective measures to be taken.

2.6. Product quality assurance

2.6.2. Complaint process



The complaint process consists of the following stages:

1. Complaint reception and registration in the ERP system.
2. Processing of the complaint.
3. Providing a reply.

The contact person for complaints is the customer's account manager, who receives the complaint and registers it in the ERP system. Complaint processing is handled by the quality assurance department, which is also responsible for informing the entire organization about the complaint. This is good practice, which immediately raises awareness within the company about quality and allows for immediate action to be taken.

The customer making a claim is obligated to provide the necessary information, which is clearly specified in the warranty conditions.

The quality assurance department creates a complaints database/record, which is regularly monitored. The file contains the most important information: complaint number, date of receipt, customer name, product name and reference, complaint description, determination of the validity of the complaint (yes or no), cost of the complaint, initial action taken in the organization (which one), long-term action taken in the organization, status of post-complaint action (in progress or introduced), status of the complaint (open, closed).

2.6. Product quality assurance

2.6.2. Complaints process

Quality goals for 2024

- **Implementing the min/max measurement option on all production lines in the area of fiber optic cable production** [*The min/max function eliminates the measurement blind spot that occurs on all production lines. This is particularly important for lines producing goods at speeds above 100 m/min where so-called slow-growing defects can occur].
- **Improving the skills of internal auditors** - dedicated training on conducting and reporting internal audits towards PDCA.
- **Renewal of external audits at key suppliers.**
- **Implementation of an application for handling the control of raw materials at the input** [optimizing the time for generating measurement reports and supervising deliveries].
- **Reduction/decrease of semi-finished and nonconforming products RW KO from KJ from 0.6% to 0.15%.**
- **Analysis of production processes** - drawing up process diagrams (turtle diagrams) to help design and improve existing processes.

3.0. Social responsibility



3.1. Human resources

FIBRAIN's employees are an important asset through which the company has built its market position over the years.

Fully committed and highly qualified, they are a central part of the FIBRAIN Group and have significantly determined who we are today - one of Europe's leading fiber optic cable companies. Every person in the warehouse, production or office contributes to the success of the entire organization every day. Working together is based on respect, as well as honesty towards each other and the accepted standards.

3.1.1. General description of staff structure



Employment at FIBRAIN at the end of 2023 stood at 707 people, of which 44% (314 people) are women and 56% (393 people) are men.

The average age of an employee is 37 years.

Demographic data shows that a large proportion of the workforce at FIBRAIN Sp. z o.o. is made up of relatively young people. The majority of employees, i.e. 509 people (72%), are aged between 30 and 50 years, 146 employees (21%) are under 30 years of age. In contrast, the remaining 52 people (7%) are over 51 years old.

In addition, the company supports the employment of people with disabilities, and we currently employ 51 members of staff for whom we create a friendly and tailored workplace.

We also do not close ourselves off to foreigners. There are currently 8 employees.



FIBRAIN

Women

Men

44%

56%

3.1. Human resources

3.1.1. General description of staff structure

Number of employees in 2023 by age and gender

	Women	Men
<30	55	91
30-50	232	277
>50	27	25

Workers by the type of employment.

Employment form	
Employment contract - full-time	694
Employment contract - part-time	13
Contract of mandate	6
Employment structure	
Trial period	7
Fixed-term	183
Open-ended	517
TOTAL	707

As we can see, the majority of employees are employed on open-ended contracts. The preference for such contracts demonstrates FIBRAIN's commitment to creating long-term relationships with its employees. We are committed to ensuring that our employees tie their professional future to the company for the long term, so that they feel secure and stable within the ranks of our company.

3.1. Human resources

3.1.1. General description of staff structure

Employees by employment area

	Number
Board	5
Managers	51
White-collar workers / Office workers	192
Blue-collar workers / Production workers	459

Employees by position with gender breakdown

	Number	
	Women	Men
Board	1	4
Managers / Senior management	11	40
White-collar workers / Office workers	68	124
Blue-collar workers / Production workers	234	225

3.1. Human resources

3.1.1. General description of staff structure

Admissions and departures in 2023 by month

	Admissions	Departures
January	14	12
February	23	14
March	9	8
April	15	19
May	11	4
June	12	12
July	11	8
August	9	14
September	9	12
October	8	11
November	1	9
December	0	12

3.1. Human resources

3.1.2. Rotation

We take a conscious approach to examining turnover in the company, which is why we focus each month on verifying in detail the reasons why employees leave/dismiss. In the past year, the most common reasons that emerged included a desire to develop professionally in a different direction, a change of industry.

	Rotation rate
January	1.70 %
February	1.96 %
March	1.12 %
April	2.66 %
May	0.56 %
June	1.67 %
July	1.11 %
August	1.96 %
September	1.69 %
October	1.55 %
November	1.29 %
December	1.74 %

Employees mostly focus on YTD but, due to the current labour market and the company's specific location, the YTD turnover rate in 2023 was **19%**.

3.1. Human resources

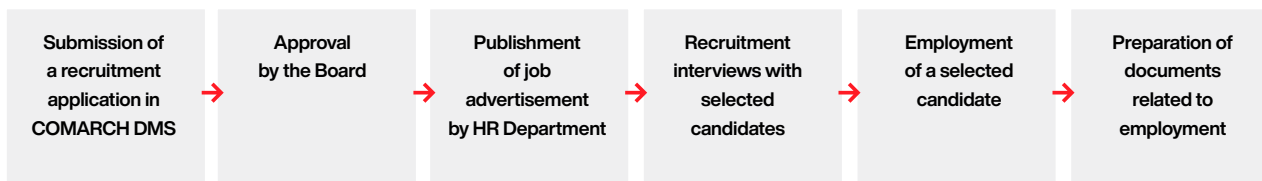
3.1.3. Recruitment



A fixed part of the company’s operation is the conduct of **recruitment processes**. Clear rules have been established within the company to guide the recruitment and hiring of employees, so that these processes have certain standards of conduct. Assumptions have been created regarding the selection of employees, as well as all activities performed to fill a position from the moment the needs are identified until an offer is made to the selected candidate.

The recruitment process starts with the submission of a recruitment application by the Director/Manager of a given organizational unit or the HR employee. For this purpose, we created a dedicated form in COMARCH DMS application, which, in the next stage, goes to a selected member of the Board for approval. Its approval is the basis for starting the process. On the basis of the information included in the application and the table of competences (which will be covered at a later stage), an employee of the HR Department prepares a job advertisement published on many different types of portals. Selected candidates are invited to recruitment interviews, which are usually attended on behalf of the company by a manager together with an HR specialist. Once the interviews are successfully completed and a suitable person is selected, issues related to his/her employment are forwarded to the relevant departments (OHS, HR). These departments prepare the necessary documents related to the commencement of work and send the candidate for preliminary examinations.

At FIBRAIN, recruitment within the organization is often prioritised, which has a positive effect on employee motivation and development within the company. Thereby, the opportunity for promotion is created, but also the chance to take up an equivalent position in another area and the opportunity for further improvement and development.



3.2. Staff development

3.2.1. Onboarding

Onboarding is one of the key processes and activities directed towards new employees. FIBRAIN puts great emphasis on the correct and gradual onboarding of an employee into a new organization. A properly implemented employee is an added value - both in terms of the quality of products and services provided and in terms of ensuring that the organization functions properly. We strive to make onboarding process as stress-free as possible and based on ongoing support.



On the first day of work, a newly recruited employee receives a starter package consisting of a brochure containing the most important practical information on how we operate at FIBRAIN and a small gift.

The onboarding process for a new employee varies depending on the position held and the area in which they work. New employees participate in obligatory OHS training, where basic health and safety knowledge is imparted, they also receive practical guidance on possible hazardous situations (i.e. how to behave, who to approach in case of potentially hazardous situations). Employees are trained in ISO 9001, ISO 14001 and the ISO 45001 norm. Every newly recruited employee receives support from an experienced employee who is involved in his or her daily duties on a day-to-day basis.



For production-related jobs, employees have access to training materials that they can use in their daily work.

The onboarding process is concluded with a debriefing interview - the form of the meeting varies according to the position held. Usually, the meeting with the employee is attended by a supervisor and an HR employee. During the interview, the theoretical knowledge of the processes in which the employee had the opportunity to participate is checked. During the meeting summarizing the probationary period, the HR department checks the employee's awareness and general knowledge of the company's processes/initiatives. It is a good opportunity to obtain information regarding possible comments and ideas from people who have a fresh perspective on the organization. Finally, the debriefing interview provides an opportunity for new employees to communicate their comments and insights to top management and HR.



In 2023, 69 Employees underwent the onboarding process and were contracted after a 3-month probationary period.

3.2. Staff development

3.2.2. Employee training

Employees are the company's greatest asset, which is why we place great emphasis on developing their knowledge and competences. FIBRAIN enables its employees to participate in both internal and external training related to hard and soft skills.

Internal training

Internal training OHS

All FIBRAIN employees are trained in the area of health and safety according to current legislation. Additional training not required by law is provided in the case of, for example, recurring risk situations or accidents, in the area of ergonomics of computer work or in dealing with fire hazards.

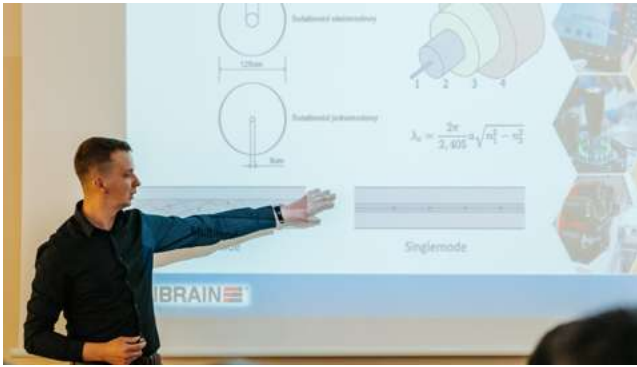
Specialized / technical training

The specialists employed by our organization share their knowledge during specialized in-house training. Due to the specific and unique nature of the company's activities on a national scale, in many cases it is not possible to use third-party trainers. Workers from the Technology, Construction or Quality Assurance Departments, among others, carry out training for FIBRAIN employees. Technical training is designed to introduce new recruits to fiber optics, but also to broaden the knowledge of long-term employees. We aim to produce high-quality products, and by raising the awareness of our employees, we believe that we have succeeded in doing so.



3.2. Staff development

3.2.2. Employee training



At the Production and Laboratory Facility for Fiber Optic Technologies in Jasionka, 144 employees were trained in 2023, representing 75% of the employees from this Division. Employees were trained on the following topics, including: Manufacturing of thermoplastics, The role of the control card in the production process, Handling of production tools, Production incidents - causes, actions, forms.



At the Research and Development Center for the development of fiber optics in Zacernie, 16 employees were trained in 2023, which represents 13% of the employees working at this branch.

Employees were trained in the following topics, including: inspection of preforms - stress analysis or training in the UV lamp system for curing acrylic coatings on fiber optics.

Every new employee hired at FIBRAIN undergoes a series of position/technical training courses. In 2023, 122 employees received job training when they started working at FIBRAIN. In addition, each employee who changes job position is trained in the area he or she will be working in and receives the information necessary to perform new duties.

3.2. Staff development

3.2.2. Employee training

ISO training

FIBRAIN's employees are systematically trained regarding the company's standards. From **ISO 9001:2015**, 219 employees were trained in 2013, and from **ISO 14001:2015**, 258 employees were trained. At the end of 2023, FIBRAIN was certified in the scope of **ISO 45001**, so employee training in this area is also planned from 2024.

External training

Each year, all departments within FIBRAIN are allocated a specific amount of training budget to be used in the calendar year. The managers of each department prepare training plans, which are systematically implemented.

In 2023, employees participated in external training courses related, inter alia, to the topic of plant maintenance (e.g. Reliability and Maintenance in Production Plants, Siemens Sinamics - G120, Industrial Sensors as a Foundation for the Digital Transformation of Production Machines and Processes.). Employees of the HR Department participated in training courses related to, inter alia, changing Labour Code regulations, employees of the R&D Departments attended training courses to make their work even more effective (e.g. Measurement Uncertainty, Data Analysis in Python, Fiber Optic Sensor Training). **In 2023 150 employees participated in at least one external training course to improve their professional competences.**

The competences of the OHS and Environmental Protection service are systematically upgraded. This area is particularly important to us and we place great emphasis on it. Employees of the above departments have participated in training courses such as: Hazardous Materials under Control, Organization, Supervision and Control of Particularly Hazardous Work at a Production Plant, Carbon Footprint. One employee renewed his fire protection inspector's qualifications.



3.2. Staff development

3.2.2. Employee training

In 2023, FIBRAIN employees were trained on 53 topics (external and internal training courses without mandatory OHS and position training), attended by a total of 491 employees, representing nearly 70% of all employees. The rate of training units (1 person attending training on a specific topic) in 2023 was 905.

HR staff collect data on each training course organized by an external provider - each employee, after having attended a training course, evaluates the training unit and the usefulness of the knowledge gained in their daily work. Therefore, the choice of training company is as conscious as possible and the knowledge gained by employees serves to development of the company. The average rating of all training companies where FIBRAIN employees had the chance to receive training in 2023 is 4.46/5. Three months after a particular training, the immediate supervisor of the employee participating in the training assesses the effectiveness of the training. The supervisor assesses whether the employee has increased the effectiveness of his/her work as a result of the training received.

3.2.3. Career development

FIBRAIN has developed competency tables as a career path for each position within the company. The competency table includes responsibilities, requirements and a list of preferred training that the employee should undergo in order to become competent for a higher position.

The table of competences also contains data on the salaries of the various job positions.

At FIBRAIN, there are remuneration regulations. It sets out the principles for employee remuneration - the employee is familiar with its contents on the day they start work, and the document is also publicly available for inspection.

Employees can be promoted both within their own department and can also develop by moving to another division within FIBRAIN. Thanks to internal recruitments, which are systematically launched, employees have the opportunity to develop in new areas. Senior executives and managers, prioritise applications from within the company. Every employee application is analyzed and responded to by the HR department. In 2023, 10 internal recruitments were launched, most of which were successfully recruited from within.

3.3. Well-being

We recognize that FIBRAIN is made up of people, which is why we strive to create long-term relationships and adhere to principles based on mutual respect. We feel it is our responsibility to provide all our employees with an environment in which they can fully develop their skills.



All our actions are based on defined values:

**Quality - Professionalism - Commitment - Respect -
Efficiency - Responsibility**

3.3. Well-being

3.3.1. Employee opinion survey

In 2023, we focused on well-being activities. We are aware that meeting employees' needs translates into both their productivity and job satisfaction. As part of one of our well-being efforts, we conducted an employee opinion survey among our employees. We wanted to find out what is the mood within the company. We conduct this survey every year within our company and it is anonymous. In 2023, 315 employees took part in the survey.

Taking into account the breakdown by division, the share of respondents presented as follows:

Department	Number of employees
Głogów Małopolski	60
Jasionka	77
Zaczerwie 2	56
Zaczerwie 1	122

In the survey, we asked employees the following questions:

- How do you assess the atmosphere in the company?
- Do you feel valued in the company?
- My job gives me a sense of fulfilment, satisfaction
- How do you feel about internal communication in the company - are employees properly informed about important issues?
- Do you have opportunities to learn and improve your qualifications?
- Are there opportunities for promotion in the company?
- If you were given the opportunity to move to another company
- Your manager's leadership style is
- My efforts and commitment are appreciated by my manager
- How would you rate your commitment to your job?
- I would recommend employment in our company to a friend
- My wage is adequate for the work I do

We received satisfactory responses from this survey. Employees rated learning opportunities, leadership style of superiors and their commitment to work very well. On a number of occasions in the surveys, employees suggested that the company should implement the option of remote working, which we introduced during that year. Our overall plans are to ensure the mental and physical well-being of our employees. We realize that human capital is our greatest asset.

3.3. Well-being

3.3.2. Friendly workplace

Benefits

Our employees have access to various benefits. These benefits are available to all employees with an employment contract, regardless of the duration of the contract.



Private medical care:

Our employees have access to private medical care at more than a dozen facilities. This provides very broad access to specialist doctors and to all kinds of examinations. Medical subscriptions can also be used by employees' families. In 2023, 454 employees benefited from private medical care. As part of the company package, employees also have access to psychological support in the form of tele-counselling.



Group insurance:

We also provide our employees with access to group insurance in cooperation with PZU. This year, 435 employees benefited from it. This insurance provides a wide range of protection for the employee (bodily injury, hospital stay, serious illness, etc.).



Multisport:

FIBRAIN employees have the opportunity to benefit from the Multisport card. It offers access to more than 4700 sports facilities throughout the country. Multisport provides access to various types of physical activities (gyms, swimming pools). The most important advantage of this card is the possibility to take part in activities several times a day. In 2023, 173 people used this benefit.



Lunch cards (Edenred):

We also try to value employees who have a twelve-hour-four-shifts working pattern. For this group, we implemented lunch cards with which employees can pay for prepared meals. The cards are topped up each month with an amount determined by us. The employees are very pleased with this benefit. The company plans to introduce this benefit to a larger group of employees.



3.3. Well-being

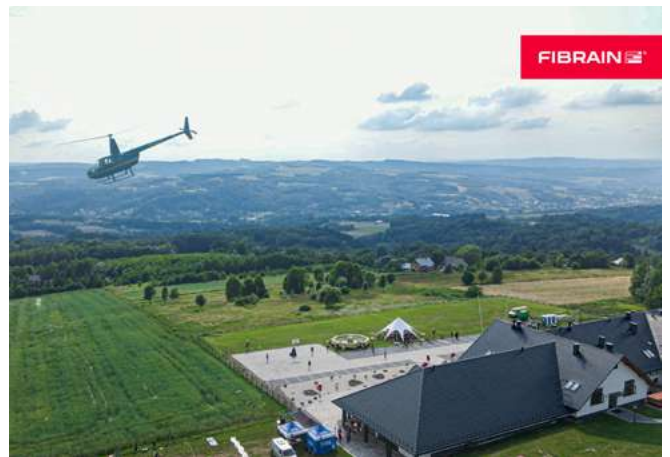
3.3.2. Friendly workplace



Celebrating 30th anniversary.
It all starts with a vision.

Team-building events:

Last year we celebrated the 30th anniversary of FIBRAIN. A social event to mark the occasion was organized at the premises of the Stara Warzelnia Resort & SPA. The meeting was officially opened with a speech by the Board of Directors. 514 people took part in the event. During the event, employees could take part in a Monster Truck ride and a helicopter flight. Additional attractions included numerous team games and a 360 photo booth. Employees also took part in activities such as football, basketball, volleyball and a relay race which led to integration.



3.3. Well-being

3.3.2. Friendly workplace

Benefits



Remote working:

In 2023, our employees were given the option to work remotely. Remote working applies to all employees where the type of work allows them to work remotely. We have implemented regulations that set the rules and responsibilities during remote working. Interest in remote working is very high. Employees are very pleased with this opportunity. It has enabled them to, combine their home and work responsibilities. We are aware that work life balance plays a key role in the life of every employee.

PPK

Information on the regulations for Employee Capital Plans:

This is a universal, voluntary long-term retirement savings scheme. In 2023, 160 employees benefited from Employee Capital Plans.



Reimbursement of the cost of corrective glasses:

We are aware of how important the health of our employees is. Therefore, we co-finance the purchase of corrective glasses.

3.4. Employer branding

Our image-building activities directed outwards are aimed at increasing candidates' awareness of our company. We want to attract potential employees to the organization. Key activities in this area include:

- participation in job fairs
- lectures at universities and technical colleges
- cooperation with career offices at universities (WSiZ, Rzeszów University of Technology)
- organization of internships and apprenticeships for high school and university students
- tours in our premises
- promotional leaflets
- participation in radio programmes
- broadcasting radio ads (in June this year, from 12 to 19, we published a general spot encouraging people to work with us, in which we used the slogan: **'Boost your career with us'**)
- creation of recruitment videos for specific positions
- participation in thematic conferences in high schools and at universities

Internal activities, are mainly internal recruitments for our employees, through which we want to keep talented people.



3.4. Employer branding

We have also used online tools to increase our visibility across the Internet. This includes refreshing the careers tab on the website, which serves as our showcase. We also try to create clear and transparent job adverts so that candidates have as much information as possible about the position they would like to apply for. To our candidates, we offer an individually tailored offer. We also target specific groups with our adverts; for example, we publish job adverts for students in career offices and on Facebook groups. The adverts are clearly formulated (requirements, job description and recruitment process).

<https://fibrain.pl/praca/>



3.4.1. Internships and apprenticeships

In 2023, we welcomed 17 interns for an unpaid internship. The apprenticeships mainly took place in the Maintenance, IT and Network Active Devices departments. Each participant completed an apprenticeship in a department designated by the school according to a predetermined programme.

Name of the department	Apprentices
Business maintenance	10
IT	6
Network Active Devices	1



3.4. Employer branding

3.4.2. Cooperation with schools and universities

In 2023, we collaborated with technical schools and universities.

We focus our activities primarily on technical profiles, after which students can find employment in our company. Such cooperation allows us to better prepare specialists for work and to attract potential employees. Through our image-building activities and involvement in schools and universities, we build brand loyalty among school and university students.



We cooperate with the following institutions:

- E. Kwiatkowski Technical School Complex in Rzeszów
- Complex of Electronic Schools in Rzeszów
- Rzeszów University of Technology in Rzeszów
- Warsaw University of Technology

Cooperation with these institutions mainly consists of:

- co-financing classroom equipment in vocational schools
- providing training in the field of ICT company operation
- company presentations
- organization of apprenticeships
- organization of tours at FIBRAIN facilities
- lectures for students
- participation in conferences and competitions organized by schools

3.4. Employer branding

3.4.3. Work fairs

Another regular element of our actions is participation in job fairs.

One of them is the two-day **Rzeszów International Fair**, which takes place every year in spring in Rzeszów. There we present all the currently available job offers at our company.

Another fair that we participated in for the first time was the **Photonics Work Fair located at the Warsaw University of Technology**. Job offers which we presented there were addressed to students of Photonic Fiber Optics.

In October this year, we took part in a two-day **Network Power work fair held in the G2A Arena in Jasionka**. During this fair, we also presented currently available work offers at our company. Moreover, during the fair, we try to have a short conversation and a CV document verification. The number of visitors at each of our stand events was high.



3.4. Employer branding

3.4.4. Social media

We make a conscious effort to build our company's brand online.

We actively maintain a Facebook, Instagram, LinkedIn and Youtube account. We publish content tailored to our audience. Announcements vary, depending on the channel on which they are published. The number of our audience is constantly growing, and we have increasing reach. We also interact with our audience. Moreover, we often broadcast live events that we attend.

The number of people following our profiles is as follows:

- Facebook 4730
- LinkedIn 3968
- Instagram 510
- Youtube 741

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FIBRAIN Polska
4,4 tys. polubienia · 4,7 tys. obserwujący

Obejrzyj teraz Lubisz to
Wyślij wiadomość

Posty Informacje Wzmianki Rolki Zdjęcia Filmy Więcej

Prezentacja
FIBRAIN Group is the Polish leading manufacturer in the field of ICT systems, and fiber optics.

Strona · Firma telekomunikacyjna
Zaczerwie 190 F, Głogów Małopolski, Poland
17 866 08 00

Wyróżnione

FIBRAIN Polska
4 kwietnia
Z przyjemnością informujemy o wejściu do oferty kabli z euroklasą reakcji na ogień CPR B2ca i Cca!

FIBRAIN Polska
7 marca
Od ponad 30 lat firma FIBRAIN produkuje najwyższej jakości rozwiązania dla branży...

Energia FIBRAIN (SZEPI)
FIBRAIEM WOLIMY SIĘ POLICZĄĆ DO WIELKIEJ PRACY

EXO-FD75 VC-D21

3.5. Sponsorship activities and charity work

The philosophy of FIBRAIN Sp. z o.o. is centred around **Corporate Social Responsibility**, i.e. a way of managing the company that is friendly to employees, customers, suppliers, the local community and everyone with whom the company interacts.

Involvement in and support for many social, cultural and sporting initiatives are undoubtedly our attributes that bring positive benefits and build our company values.

FIBRAIN is particularly proud to support:

- **Stal Rzeszów Football Club.** On 16 March 2018, we started to write the history of Stal Rzeszów with the hand of CEO Rafał Kalisz. We are building it based on honesty, hard work, knowledge and commitment, but the most important element is to have the right people.
- **Football Academy** and its young players, who train under the guidance of the best. The mission of the Stal Rzeszów Football Academy is to train a versatile, technically-tactical, motor and mental player.
- **Sports Championship School**, which is a community of students with their parents and teachers, based on the principles of partnership, friendship and respect.
- **Łukasz Róžański** - professional heavyweight boxer. Courage, perseverance and fighting spirit are qualities that best describe boxing, but they also have a lot to do with our company, which is why we proudly support Łukasz Róžański.
- **The table tennis section of FIBRAIN G2A AZS Politechnika Rzeszów**, which competes in LOTTO Super League. The team, headed by Polish Champion Tomasz Lewandowski, provides us with unforgettable sporting emotions and sensations for several years.
- **MotoSport Association 'Racing Is Life'**, which supports the passions of high-performance drivers.

In addition, FIBRAIN and its individual companies were keen to get involved in helping refugees from Ukraine by organizing various aid campaigns and making gestures of solidarity with its eastern neighbour.

3.5. Sponsorship activities and charity work



3.6. Awards, prizes and membership in organizations

In the past year, our company was also the **Laureate of the LODOŁAMACZE 2023 Competition in the Socially Responsible Employer - Sustainable Business Development (CSR/ESG) category**. Our company's social responsibility was recognized in such an important area of the social campaign to promote people with disabilities.



FIBRAIN was recognized for its socially engaged marketing, ethical programmes for employees, social campaigns, openness and diversity building in the workplace. Once again, we proved that at FIBRAIN, social responsibility manifests itself at many levels of our business and carries concrete actions.



3.6. Awards, prizes and membership in organizations

In 2023 we also received the:

- Most Attractive Employer of the Photonic Job Fair 2023 - Awarded by the Warsaw University of Technology
- Subcarpathian Economic Award

Distinction awarded by the **Business Promotion Centre in Rzeszów** in cooperation with the **Podkarpackie Governor and Subcarpathian Marshall** to the most economically active company in the Subcarpathian region for its dynamic development and activity.



3.6. Awards, prizes and membership in organizations

Organization membership

As a responsible business, FIBRAIN also cares about the natural and clean environment, because CSR is also about environmental responsibility in the context of sustainable development. All employees in different positions and working with different technologies take intensive measures to protect ecosystems and natural resources.

Commitment and support for many social and sporting initiatives are undoubtedly attributes of our company that bring positive benefits and build the values of the organization.

HR 2024 goals:

- Aiming to continuously upskill and realize the potential of employees;
- Creating opportunities for employees to develop within the framework of their work;
- Increasing the number of training courses;
- Ensuring that upskilling activities are increasingly adapted to changing market and internal needs.
- Promoting a healthy and active lifestyle
- Expanding analytical activities in the HR department (turnover, retention)
- Improving the Exit Interview process
- Automating the employee evaluation process after the probationary period

3.7. Health and safety at work

3.7.1. OHS management system

Safety at work is our top priority.

2023 is a landmark year for FIBRAIN in terms of health and safety standards, as the Company has met the requirements of ISO 45001 and implemented a health and safety system that extends to all Company locations. **The health and safety of FIBRAIN's employees is of fundamental importance, as confirmed by the Company's Policy.**

The basic principles of occupational health and safety set out in the FIBRAIN policy:

- purchasing from reputable and qualified suppliers with a Quality Management System, Environmental Management System and OHS Management System;
- professionalism, and continuously improving the qualifications of employees through external as well as internal trainings;
- raising all employees' awareness of environmental aspects and hazards at workplaces through training related to environmental protection and OHS;
- motivating employees to behave in an environmentally friendly manner and involving them in health and safety activities;
- ensuring safe and healthy working conditions to prevent occupational accidents, work-related illnesses and potential accidents;
- meeting legal requirements and striving for continuous improvement of health and safety at work.

The OHS Management System is regularly monitored by means of, among other things, internal and external audits conducted by qualified Personnel.



3.7. Health and safety at work

3.7.2. Safety of Visitors and Employees

Not only our employees, but also our subcontractors' and service providers' employees as well as visitors to the Company are familiarized with health and safety standards. We provide safety brochures as well as personal protective equipment to increase the level of safety for people from outside the company. We only work with companies that also guarantee a high level in the health and safety area, which is verified as part of annual inspections. Employees working at our sites and employed by other companies also receive training in health and safety and fire protection.



3.7. Health and safety at work

3.7.3. Employee participation in co-management of OHS issues

Our employees are involved in the development, implementation and evaluation of health and safety management processes. This is done, for example, through idea boxes, consultation on instructions, selection of personal protective equipment, channels for reporting potential accident situations, and regular meetings of the OHS committee, which includes employee representatives and an occupational physician. Meetings of the OHS Committee are held quarterly. Minutes of each meeting are prepared and presented to management during operational meetings.

We actively participate in conferences organized under the patronage of the State Labour Inspectorate or the State Sanitary Inspectorate. In 2023, we also took part in the national conference on the International Day for the Remembrance of Victims of Accidents at Work and Occupational Diseases under the patronage of the State Labour Inspectorate and the Social Insurance Institution.

The basis for the management of the health and safety system at FIBRAIN is compliance with legal requirements. The compliance of internal health and safety regulations with legislation is supervised by the OHS department. At the Top Management level, the department is supported by the Health and Safety Officer, the Director of Business Processes and Administration/Senior Health and Safety Officer. Health and safety staff monitor and present KPIs at monthly and annual meetings, regarding issues such as accident rates, percentage of first-aiders, etc., and the results of ongoing scheduled internal audits provide a basis for corrective action to exclude identified non-conformities and initiate actions to improve the management system. The presentation of the above-mentioned results and the discussion of actions with Management takes place at weekly operational meetings.

→ Furthermore, we are in permanent, active cooperation with a specialist/adviser for ATEX, ADR, HSE and fire safety.

3.7.4. Investment in the lives and safety of employees

FIBRAIN participated in a competition organized by the Social Security Institution to subsidise measures to improve health and safety. The solid approach taken by Employees resulted in a positive assessment of the project and in 2023 occupational safety improvement solutions were implemented, including:

- purchase of electric pallet trucks,
- installation of covers for rotating parts,
- purchase of trolleys for reels,
- purchase of multi-gas detectors,
- modernization of lighting.

In addition to this, in 2023, FIBRAIN's production facility invested in an AED defibrillator; employees also have the opportunity to practice CPR on a purchased phantom.

Throughout the year, FIBRAIN takes care of the machinery and equipment at which employees work, through cyclical servicing, implementing solutions to eliminate or reduce the level of noise and dust present.

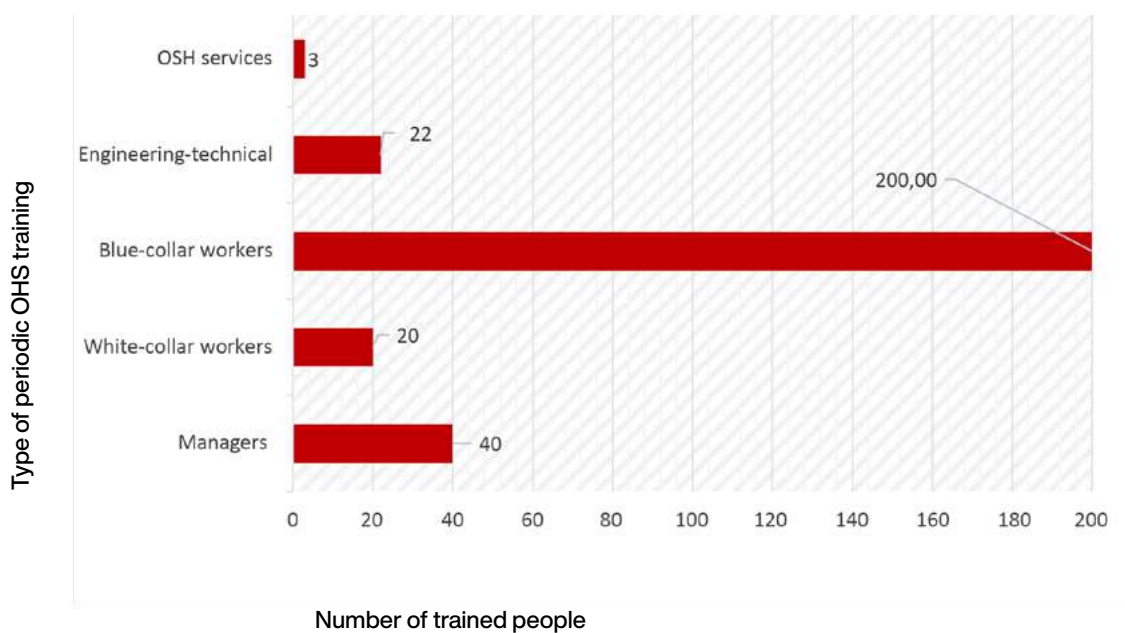
3.7. Health and safety at work

3.7.5. Training and OHS knowledge promotion

In 2023, as part of OHS knowledge promotion, we implemented:

- mandatory introductory general and job-specific training for 126 new recruits,
- periodic training courses to update OSH knowledge for 285 employees,
- first aid course for 61 employees,
- training in ADR principles for 14 employees,
- thematic training in the field of work and fire safety, such as principles of ergonomic computer work, fire and other emergency procedures, carried out for 103 employees,
- practical training for 15 employees in case of an accident and a chemical spill, in cooperation with the National Fire Department,
- messages through internal communication devices to promote awareness of health and safety at work,
- posters, signs, newsletters reminding of safety rules,
- evacuation drills, which are held at each of the Company's locations at least every 2 years,
- regular (once a week) health and safety meetings with the management of each production site.

Number of employees trained during periodic OSH courses in 2023



3.7. Health and safety at work

3.7.6. Management of health and safety risks

Internally developed hazard identification and risk assessment procedures help to identify, for each workplace, potential hazards that may arise during work, their effects and the selection of appropriate preventive measures. The identification of hazardous situations takes place with the involvement of Company employees.

All identified threats, as well as occurred accidents, are reported by the employees to their immediate supervisor, who informs the Health and Safety Department in the communication method of his choice. The team carrying out the **Occupational Risk Assessment (ORZ)** consists of a member of the occupational health and safety department, employee representative, a manager from the department under review and a doctor in charge of preventive health care. The Occupational Risk Assessment is updated every 2 years and after every accident, after the measurement of harmful factors for the job, before any significant change in work processes or technology is introduced.

Employees carry out hazard checks prior to starting work according to the developed machinery and equipment position card. Employees are informed during training of their obligation to refrain from work if working conditions pose as a threat to life or health of employees or subcontractors. Particularly dangerous work carried out on FIBRAIN premises requires adequate preparation and a written order to carry out this work.

Cyclical audits carried out by Area Masters and the Health and Safety department are also a form of risk assessment. The written record is presented to Management, who supervise the implementation of the recorded recommendations.



3.7. Health and safety at work

3.7.7. Accident and occupational injury prevention

In order to protect the health of our employees, factors that are harmful or hazardous to health have been defined at all production and storage sites. As a result, systematic measurements of the working environment are organized. These tests are outsourced to an external company accredited to carry out individual measurements. Information on the results of the measurements is communicated to employees through internal communication channels.

Taking into the consideration that there are positions and jobs in the Company where the accident risk is higher, the Health and Safety department, together with the Management of the work areas concerned, compiled:

- list of particularly hazardous tasks,
- list of tasks to be carried out in a two-person team.

Prior to purchasing chemical substances, the company has a purchasing procedure in place, during which the employees of the Health, Safety and Environmental Department analyze the entries in the MSD Safety Data Sheet under the criterion indicated by the Company's Board of Directors regarding the introduction of chemical substances that will not be classified as cancerous, mutagenic for employees and do not pose a risk to the environment.

Workers transporting hazardous chemicals and hazardous waste have written work orders.

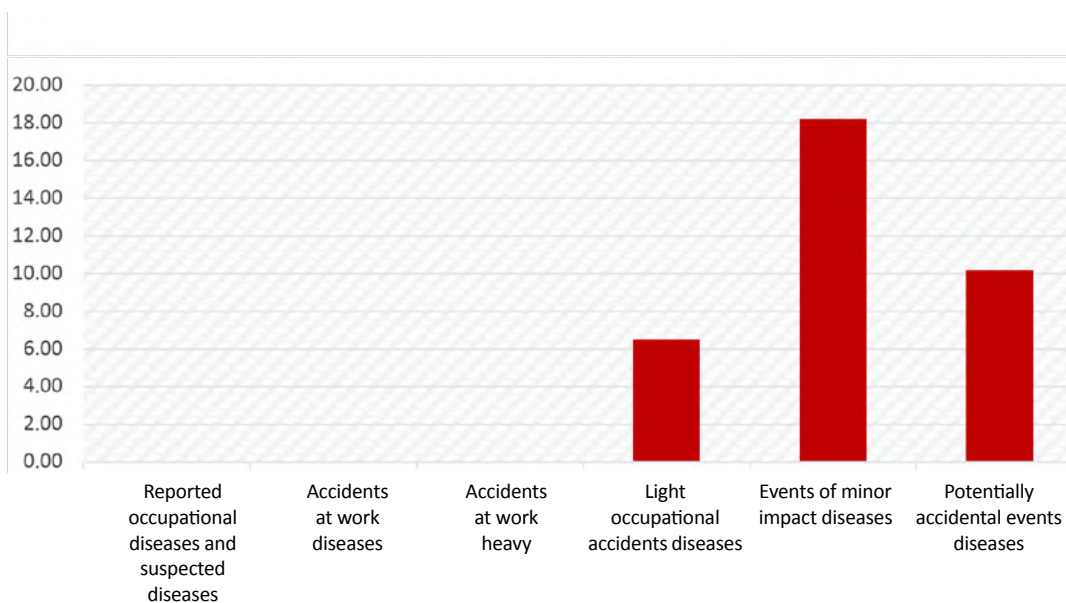
During work, carried out by one person, workers follow the health and safety rules during one-person operations in the workstation-dedicated manual.

In order to protect employees from the harmful effects of chemical substances and physical factors affecting health, we equip them with appropriately selected collective and individual protection measures. Technical protection in the working process is paramount.

3.7. Health and safety at work

3.7.8. Occupational risk prevention in figures

The Health and Safety Service maintains a registry of accidents at work, of potentially accidental incidents and of occupational diseases. The results for 2023 are shown below.



*Low-impact incidents - incidents that do not require sick leave or pre-medical first aid intervention.

From the accident analysis, **2 indicators were extracted:**

- frequency rate (number of accidents per number of employees, multiplied by 1000)
W = 11.46
- Severity rate (number of days of incapacity to work per number of accidents)
W = 24.25.

3.7. Health and safety at work

3.7.9. Health promotion at work

We provide our employees with mandatory and preventive medical care. We carry out occupational medicine examinations as required by law, as well as in the event of a reported health deterioration of an employee. Within the scope of the care provided, the Occupational Physician monitors the work environment and factors that may have a negative impact on the health of employees, through access to information on the results of measurements of harmful and hazardous factors in the workplace, and also cooperates in the analysis of occupational risk assessment. Through the participation of the occupational physician in occupational health and safety committees, we are able to consult on the proper organization of workplaces in terms of ergonomics and work psychology.

We provide all contracted employees with the option of private medical care, which includes access to specialists, a wide range of tests and medical services. Private medical care is available to employees, their spouses or partners and children.

PRIVATE MEDICAL HEALTH CARE



W TROSCE O TWOJE ZDROWIE

GOLDEN / Family / Partnership PACKAGE

SILVER / Family / Partnership PACKAGE

3.7. Health and safety at work

3.7.10. Work safety and protection of vulnerable groups

We pay special attention to workplaces where women, people with disabilities and young apprentices work. Our workplace safety and health regulations are specific to these groups. We introduce solutions to adapt the legal requirements onto the workplaces so that comfort, ergonomics and safety are ensured at the highest level for these groups. We are happy to take on the care of youths who wish to learn their profession in our factories, through the substantive approach and constant supervision of people supervising their training.

Targets for 2024:

- Ensuring healthy and safe working conditions by striving for zero accidents at work by purchasing 5 multi-gas detectors for the Zaczernie II site; designing and constructing covers for the Fiber Transfer Equipment on lines RLR1, RLR2, RLR5, RLT1, RLT2 at the Jasionka site.
- Ensuring healthy and safe working conditions - improving ergonomics by reducing energy expenditure when carrying out internal transport work (less than 6510 [KJ] at the colouring machine operator's position and less than 8255 [KJ] at the warehouseman's position)- tasks: purchase of 3 electric pallet trucks, 1 for each branch (Jasionka, Zaczernie I and Zaczernie II), purchase of 7 reel trucks for the Zaczernie II branch.
- Ensuring healthy and safe working conditions by improving lighting and increasing the intensity in the warehouse areas of Zaczernie I by upgrading the lighting at Z Zaczernie I.
- Involve employees in health and safety activities by selecting and training a group of employees to assist the emergency services by providing additional training to selected 10 employees of UR Zaczernie II in the event of an accident and chlorine spill.
- Increase Employee Awareness of Occupational Health and Safety through the development of a Training Programme on raising awareness of accidents at work and the execution of a supplementary/additional training course for 50 employees on accidents at work, including in its programme, among others: descriptions of accidents causes, consequences of accidents.
- Strive for continuous improvement in health and safety by introducing a programme of measures to reduce noise at workplace and by carrying out a physical motor enclosure at RLR - 4 and carrying out noise measurements at the RLR-4 Line Operator's station.

4.0.

Environmental impact



4.0. Environmental impact

In its business activities, FIBRAIN is guided by the principles of sustainable development also in the area of environmental protection. In the Group's ESG Strategy, developed in 2023, environmental issues are one of its two strategic objectives. The first is to systematically reduce the Company's impact on greenhouse gas emissions. The second objective concerns the effective management of the Company's environmental impact.

The realization of these objectives is supported, for example, by the measures contained in the Environmental Policy.

FIBRAIN Sp. z o.o. also performs its business activities with respect for the environment, aiming to reduce as much as possible of its direct and indirect negative impact.



ISO 14001:2015



ISO 9001:2015



ISO 45001:2018

<https://fibrain.com/ecology/>

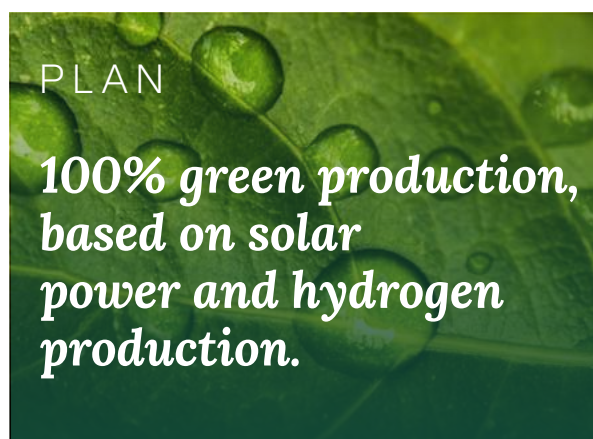
4.1. Environmental management

At FIBRAIN there is an Environmental Policy that regulates the area of environmental management by defining the tasks to be carried out. The established ESG Strategy also sets strategic objectives in the area of environmental protection, as well as a list of tasks through which the aforementioned objectives will be implemented.



As a result of the implementation of the environmental management system, measures to limit the negative impact on the environment are taken, e.g. identification and analysis of environmental risks, opportunities and aspects, monitoring the waste discharge process, waste sorting, on-going monitoring for waste, investments to limit emissions of pollution into the air, e.g. scrubber, carbon filter, a developed detection system allowing immediate detection of leaks in the installation, as well as continuous building of environmental awareness among employees and stakeholders.

In order to limit the possibility of accidents that could have an impact on the environment, a number of additional safeguards are being used, such as personal detectors and a water curtain.



→ In the coming years, advanced measures are also planned to reduce greenhouse gas emissions - investment in a renewable hydrogen production facility with the necessary infrastructure (including a photovoltaic installation).

Project: H2GLASSFIBRE, investment in a helium recovery facility.

4.1. Environmental management

These measures maintain the required business efficiency at the same time reducing the burden on the environment.

Further measures that limit the negative impact on the environment are also taken, i.e.:

- Monitoring and registering excess consumption of raw materials for production and consumption of water, gas and electricity.
- Keeping waste handling instructions up to date in the various departments, together with updating diagrams of waste storage areas;
- Carrying out updates on environmental aspects, risks and opportunities, analysis of the life cycle of products, update of existing environmental procedures and instructions;
- Providing opinions on the safety data sheets for chemicals ordered by the purchase department in accordance with current regulations and legal requirements,
- Cooperation with OHS department on working environment studies;
- Arranging measurements of emissions from the installation;
- Measuring the quality of industrial wastewater generated at Zaczernie I;
- Measuring the quality of waste rainwater at Jasionka;
- Systematic replacement of missing waste containers and required sorbents;
- Supervising the equipment in the CRO system in all FIBRAIN branches;
- Recording and monitoring the amount of waste generated in all branches on an annual basis;
- Preparation of the annual report to the Marshal's Office in the BDO (Waste Data Base) system - „Summary of data on types and quantities of generated waste“;
- Preparation of the annual report on packaged products and packaging waste management in the BDO (Waste Data Base) system;
- Preparation of an annual VOC balance sheet (from 2022 onwards);
- Carrying out training on the ISO 14001:2015 environmental management system;
- Carrying out training on energy efficiency optimization, energy saving and greenhouse gas reduction,
- Continuous updating of the LIST OF HAZARDOUS SUBSTANCES WITH THEIR CLASSIFICATION AND LABELLING;
- Ongoing preparation of „Quantity of electrical and electronic equipment introduced to the market“ declarations and update applications to the BDO (Waste Data Base);
- Preparation of the annual report to the Marshal's Office - „Summary statement on the extent of use of the environment and the amount of fees due“;
- Reporting to KOBIZE (National Center for Balancing and Managing Emissions / Institute for Environmental Protection);
- Reporting to CBAM;
- Communication on environmental issues with external parties (customers, suppliers, Authorities).

4.1. Environmental management

Compliance with legal requirements for environmental protection and the volume of greenhouse gas emissions into the environment are continuously monitored.

The company plans and periodically conducts audits of individual areas of the company with regard to the implementation of environmental management.

In 2023, Podkarpackie Voivodeship Inspectorate of Environmental Protection inspection was carried out at the Zaczernie site. The subject of the inspection was:

- Monitoring of compliance with the provisions of the Act of 14 December 2012 on waste in terms of the implementation of the obligations of waste management entities (producers, collectors, processors, transporters, waste brokers and sellers of waste),
- Control of compliance with environmental protection regulations in terms of gas and dust emission into the air.

Audit has not identified any non-compliance in the aforementioned areas.



The management continuously raises awareness among employees of the importance of the implemented environmental management system and sustainable development, defines behavioural patterns, sets an example, builds a pro-environmental culture, promotes open communication, ensures the effective flow of information and its wide availability within the company by posting information on the intranet.

4.2. Water consumption and sewage disposal

Water at FIBRAIN Sp. z o.o. locations is used for hygiene and sanitary purposes as well as in production processes. It is sourced from external suppliers.

Social and domestic wastewater is discharged into the sanitary sewer system, while industrial wastewater is discharged into septic tanks. The conditions for the discharge of industrial wastewater are regulated in the form of water permits for the specific use of water, i.e. for the discharge of industrial wastewater containing substances particularly harmful to the environment.

Rainwater or snowmelt from the company's sites, depending on the technical capacity, is discharged into the stormwater drainage system, ground or waters. In the first case, the principles of water discharge are regulated in civil-legal contracts. In the second case, the waters are discharged in accordance with the terms and obligations of the water rights permits granted.



Water consumption in 2023 compared to 2022 by department:

Department	Water consumption [m3] in 2022	Water consumption [m3] in 2023	Decrease/Increase compared to previous year
Jasionka	1676.5	1634.0	DECREASE
Głogów Małopolski	643.0	608.0	DECREASE
Zaczernie 1	1902.5	1605.0	DECREASE
Zaczernie 2	810.0	1625.0	INCREASE

4.2. Water consumption and sewage disposal

Amount of wastewater generated in 2023 compared to 2022 in each department:

Department	Wastewater [m3] in 2022	Wastewater [m3] in 2023	Decrease/Increase compared to previous year
Jasionka	1486.6	1300.2	DECREASE
Głogów Małopolski	643.0	608.0	DECREASE
Zaczeranie 1	1705.3	1279.6	DECREASE
Zaczeranie 2	701.8	1300.1	INCREASE

A significant decrease in water consumption and the volume of discharged urban waste water compared to the previous year at all branches except Zaczeranie 2 was a result of the implementation of water-saving objectives and the introduction of remote working. The increase in water consumption and the volume of discharged urban waste water compared to the previous year at Zaczeranie 2 was due to an increase in the number of tests on the production of glass preforms.

4.3. Fuel and energy consumption

Fuel consumption is one of the significant elements of FIBRAIN's activities affecting the environment. The fuels within the company are used by FIBRAIN's fleet of vehicles used to transport goods as well as for business matters.

Gas energy is purchased for the purpose of heating the offices and for production. Gas and electricity purchasing is carried out through contracts with suppliers.

Gas consumption in 2023 compared to 2022 by department:

Department	2022 [m3]	2023 [m3]	Decrease/Increase compared to previous year
Jasionka	32040.0	16774.0	DECREASE
Głogów Małopolski	24034.0	23269.0	DECREASE
Zaczerwie 1	58571.0	45545.0	DECREASE
Zaczerwie 2	221849.0	315093.0	INCREASE

A significant decrease in water consumption and the volume of discharged urban waste water compared to the previous year at all Branches except Zaczerwie 2 was a result of the implementation of water-saving objectives and the introduction of remote working. The increase in gas consumption compared to the previous year at Zaczerwie 2 was due to an increase in the number of tests on the production of glass preforms.

According to information provided by the electricity supplier PGE Obrót Spółka Akcyjna, lignite, hard coal, natural gas, as well as nuclear power and renewable energy sources were used to generate the electricity purchased by FIBRAIN in 2023.

27,47% of the electricity introduced by suppliers to the power distribution/transmission grid in 2023 was generated from renewable energy sources in renewable energy source installations.

The replacement of non-renewable primary energy carriers with renewable ones is important for climate protection and the reduction of the greenhouse effect.

4.3. Fuel and energy consumption

FIBRAIN's Jasionka department consumed 3778.707 MWh of electricity in 2023.

FIBRAIN's Głogów Małopolski department consumed 153.767 MWh of electricity in 2023.

FIBRAIN's Zaczernie department consumed 6798.231 MWh of electricity in 2023, of which 1066.8 MWh was consumed in Zaczernie 1 and 5731.431 MWh in Zaczernie 2.

Energy consumption in 2023 compared to 2022 by department:

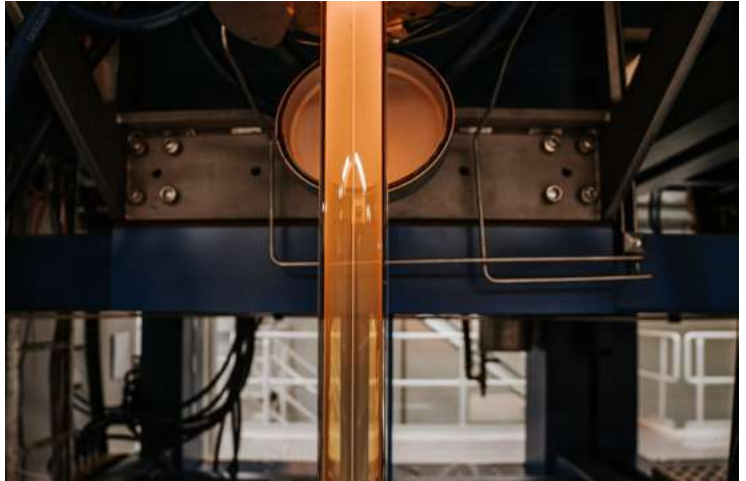
Department	2022 [kWh]	2023 [kWh]	Decrease/Increase compared to previous year
Jasionka	3884040	3778707	DECREASE
Głogów Małopolski	120820	153767	INCREASE
Zaczernie 1	1198307	1066800	DECREASE
Zaczernie 2	6171609	5731431	DECREASE

Electricity reduction measures implemented in 2023 at FIBRAIN.

- Conducting energy audits every 4 years (last energy audit took place at FIBRAIN in 2022), aiming to perform calculations regarding the projects proposed by the company to be implemented in Poland (to improve energy efficiency) and to provide information on the potential energy savings achieved as a result of their implementation.
- Taking care of the correct operating parameters of machinery and equipment,
- Monitoring and analysis of energy consumption (conscious energy management),
- Training of employees in energy efficiency optimization, energy saving and greenhouse gas reduction,
- Functioning at FIBRAIN Energy efficiency optimization manual at FIBRAIN.

4.4. Greenhouse gas emissions

At FIBRAIN, an important aspect of environmental impact is greenhouse gas emissions. Therefore, one of our objectives is to strive to reduce greenhouse gas emissions in Scope 1, Scope 2 and Scope 3.



The scope of reported emissions includes: **Scope 1** (direct emissions) and **Scope 2** (indirect emissions), and **Scope 3** (other indirect emissions generated throughout the enterprise chain).

Scope 1 includes emissions from the combustion of fuels in mobile sources, stationary sources and, for the first time, emissions from refrigerants included in 2023.

Scope 2, on the other hand, includes emissions from purchased electricity and thermal energy by FIBRAIN for its own properties. Scope 3 includes emissions arising from the purchase of raw materials and services, fixed assets, related to energy and fuels not included in Scope 1 and 2, emissions from upstream transportation and distribution, waste, business travel, employee commuting, leasing (emissions from the operation of leased assets), final transportation and distribution, processing of sold products, use of sold products, handling of sold products after their life cycle, leasing (third-party emissions of company assets), franchising, and arising from capital investments. In 2023, an inventory was made of processes that generate greenhouse gases. Accordingly, GHG emissions were calculated for Scope 1, Scope 2 and Scope 3.

Carbon footprint [t CO₂eq]

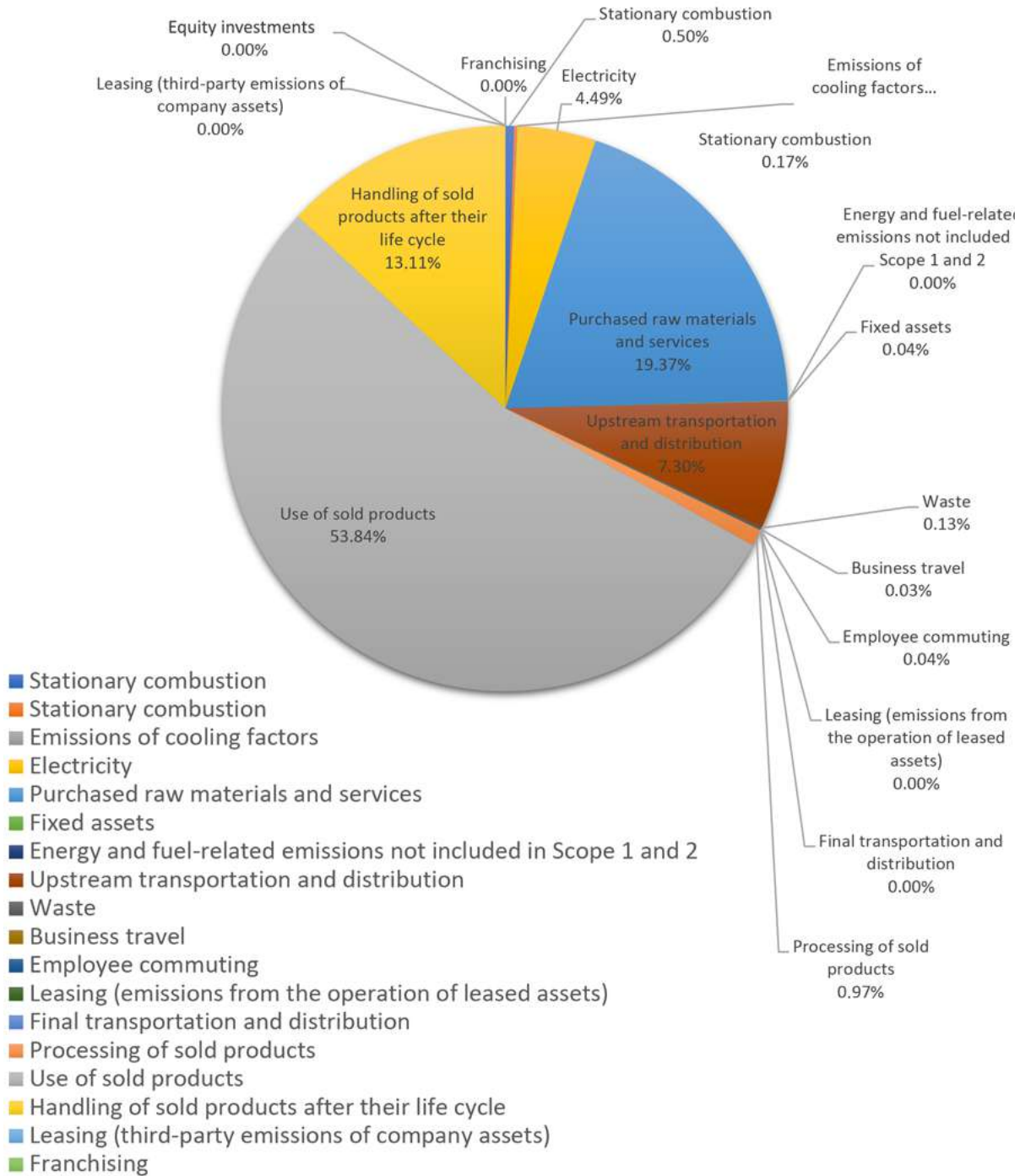
Reporting period	Scope 1	Scope 2	Scope 3
2023	1 132.46	7 350.53	15 525.49

4.4. Greenhouse gas emissions

Total emissions per scope:

Scope	Emission type	Emissions [%]	Emissions [t CO ₂ eq]
Scope 1	Stationary combustion	0.50%	811.50
Scope 1	Stationary mobile	0.17%	281.64
Scope 1	Emissions of cooling factors	0.02%	39.31
Scope 2	Electricity	4.49%	7 350.53
Scope 3	Purchased raw materials and services	19.37%	31711.21
Scope 3	Fixed assets	0.04%	71.92
Scope 3	Energy and fuel-related emissions not included in Scope 1 and 2	0.00%	0.00
Scope 3	Upstream transportation and distribution	7.30%	11954.10
Scope 3	Waste	0.13%	205.47
Scope 3	Business travel	0.03%	49.89
Scope 3	employee commuting	0.04%	60.15
Scope 3	Leasing (emissions from the operation of leased assets)	0.00%	0.00
Scope 3	Final transportation and distribution	0.00%	0.00
Scope 3	Processing of sold products	0.97%	1581.98
Scope 3	Use of sold products	53.84%	88162.34
Scope 3	Handling of sold products after their life cycle	13.11%	21460.44
Scope 3	Leasing (third-party emissions of company assets)	0.00%	0.00
Scope 3	Franchising	0.00%	0.00
		TOTAL	163740.48

4.4. Greenhouse gas emissions



FIBRAIN is working to reduce greenhouse gas emissions to the greatest extent possible.

In 2023, an analysis of the Group's contracts with electricity suppliers was carried out. The aim of the review was to increase the purchase of electricity from renewable sources.

4.5. Waste management

FIBRAIN is a producer of hazardous and non-hazardous waste as well as municipal waste. Waste is collected from the company's various departments by companies with the relevant permits for the collection, transport and processing of this waste. These companies must also be registered in the BDO (Waste Data Base) national register. BDO is a database on products and packaging and waste management. FIBRAIN is registered in this database under the registration number 000007477.

The main collector of waste is METKOM, with which FIBRAIN has a contract for the collection of the above-mentioned waste. As part of the contract, METKOM regularly collects waste once the need for collection has been reported. This is done in accordance with established procedures, which are described in the Waste Handling Instructions for the company's various departments.

Every year, employees of the Environmental Department prepare a waste report, which is sent electronically in the BDO database by 15 March of the current year (the previous year is reported). We carry out continuous monitoring of the waste generated by FIBRAIN.

Amount of waste generated at FIBRAIN in 2023:

Department	Non-hazardous waste [Mg]	Hazardous waste [Mg]
Głogów Małopolski	4.377	0.003
Jasionka	312.846	11.782
Zaczernie	154.697	19.425

4.6. Biodiversity protection

FIBRAIN's 2023 activities did not result in adverse impacts on the biodiversity of the local ecosystem. In 2023, no projects were implemented that could have an adverse impact on the surrounding biodiversity. Therefore, there was no need for biodiversity avoidance, minimization, restoration and compensation measures. At the same time, it is worth mentioning that the biodiversity index for the FIBRAIN sites is low due to the specific nature of the activity (in the plastics processing sector) and the fencing of the Plant site. Taking into account the activities of FIBRAIN and the investment in Renewable Energy Sources, it should be noted that the biodiversity indicator for FIBRAIN is not conclusive for assessing the environmental impact.

The biodiversity index assesses the species diversity in an area. Different methods and approaches for assessing biodiversity take into consideration different plant and animal species combinations, depending on the specifics of the study and the available data. The analysis can include an assessment of overall biodiversity, an assessment of plant-only biodiversity or animal-only biodiversity, depending on the context and objectives of the study.

Due to the nature of FIBRAIN's activities and the location of the Branches in industrial zones and in fenced areas, the biodiversity index in the areas of FIBRAIN Branches is very low (estimated in the range of 0<1). The low index is due to the specific nature of the production of plastic processing and the manufacture of fiber optic cables as well as glass fiber and fiber optic equipment. Other sectors of economic activity that directly affect natural ecosystems will have a higher above-mentioned indicator. At the same time, the impact of FIBRAIN's activities on the ecosystem is low. FIBRAIN invests in Renewable Energy Sources as described in the Carbon Neutrality Programme at FIBRAIN Sp. z o.o. (Version 1.0), which has a positive impact on the ecosystem.

FIBRAIN intends to responsibly pursue its action strategies by protecting biodiversity and preventing the loss of biodiversity and ecosystem services at the local scale.

The management of FIBRAIN, in pursuit of its policy of conservation and sustainable use of natural resources, has set the following goals:

- ensuring the sustainable use of natural resources and raw materials for production,
- arising workers' awareness of biodiversity and its conservation,
- minimizing negative impacts of economic activities on biodiversity,
- participating in recycling and environmentally friendly behaviour promotion campaigns,
- improving the ISO 14001:2015 system.

Environmental goals for 2024:

- Reducing CO2 emissions by 18% over a period of 10 years from the completion of the investment at the Zaczernie2 department by reducing the consumption of raw materials from non-renewable energy sources and applying modern technologies using RES. Stage I - preparation of documentation (Project: H2GLASSFIBRE).
- Reduction of pollutant emissions associated with the use and storage of hazardous substances through surveillance of their contents at workplaces - zero accidents associated with leakage of substances that are used and stored through the purchase of 4 portable multi-gas detectors.
- Raising employee awareness of energy efficiency by providing employee training (minimum 60% of employees) on optimizing energy efficiency, energy conservation and reducing greenhouse gas emissions
- Achieving energy savings by replacing lighting with energy-efficient ones.
- Implementation of investment for helium recovery.

About the Report

FIBRAIN's 2023 Sustainability Report has been prepared based on the GRI Standards and its 9 Reporting Principles. The publication also includes references to the Sustainable Development Goals(SDGs). The contents of the Report include data and a description of the activities of FIBRAIN Sp. z o.o. during the period from 1 January to 31 December 2023.

The report focuses on the Company's activity in Poland in 2023.

The content and data presented were compiled and verified within the company. The report has not been externally audited.

Selection of the relevant aspects and the scope of the reported data were developed with the involvement of stakeholders of strategic importance to the FIBRAIN Group's activities.

In creating the content of the report, we took into account the analyses of: the impacts identified within the Integrated Management System, topics reported as relevant by the Company's various operational departments, the scope of data reported by other industry participants, topics relevant from a sustainability perspective by the ESG Team as well as internal policies and strategies, information relevant to clients' tender requirements. The selection of topics for reporting was approved by the Company's Management Board.

The members of the Management Board and the Supervisory Board of the Company have reviewed this Report and approved the contents presented within.

FIBRAIN reports on an annual basis. As of the date of this Report, the Company is not required to report and does so voluntarily.

This publication is the result of the work of employees representing various departments of FIBRAIN Sp. z o.o. and we would like to thank everyone involved for their input into this publication.

FIBRAIN 

**From a single fiber
to millions of satisfied
customers around
the world**

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