KAYAKU SAFETY SYSTEMS EUROPE

CSR AND SUSTAINABILITY REPORT 2023

PLACE:	Bobrky
DATE:	1 April 2023 – 31 March 2024
FOR:	TMM
BY:	CP

COMPANY INTRODUCTION

Company Name:	**Kayaku Safety Systems Europe a.s.**
Top Representative:	Akinori Kanno (President)
Foundation Date:	20 March 1997
Business Start:	1 January 1999
Paid-in Capital:	CZK 361 mil
Common Stock:	361 shares
Shareholders:	Nippon Kayaku 100% (since Apr. 2004)
Company Central Office:	Bobrky 2271, 755 01 Vsetin, Czech Republic
Plant Addresses:	Location 1: Jasenice 713, 755 01, Vsetin Location 2,3: Industrial zone, 756 23, Jablunka Location 4: Bobrky 426, 755 01, Vsetin
www:	kse-cz.com

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STAKEHOLDERS

The parties considered to be stakeholders in our company are:

- Suppliers
- Customers
- Employees
- Labour union
- Regional Authorities
- Investors / Shareholders
- Local community – ecology, charities, schools

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OUR VALUES

Safety & Quality
Reliability, responsibility
Equal opportunities
Environmental Protection
Sustainable management

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CONTENT

1. Vision & Strategy
2. Employees
3. Cooperation with the non-profit sector
4. Sustainability

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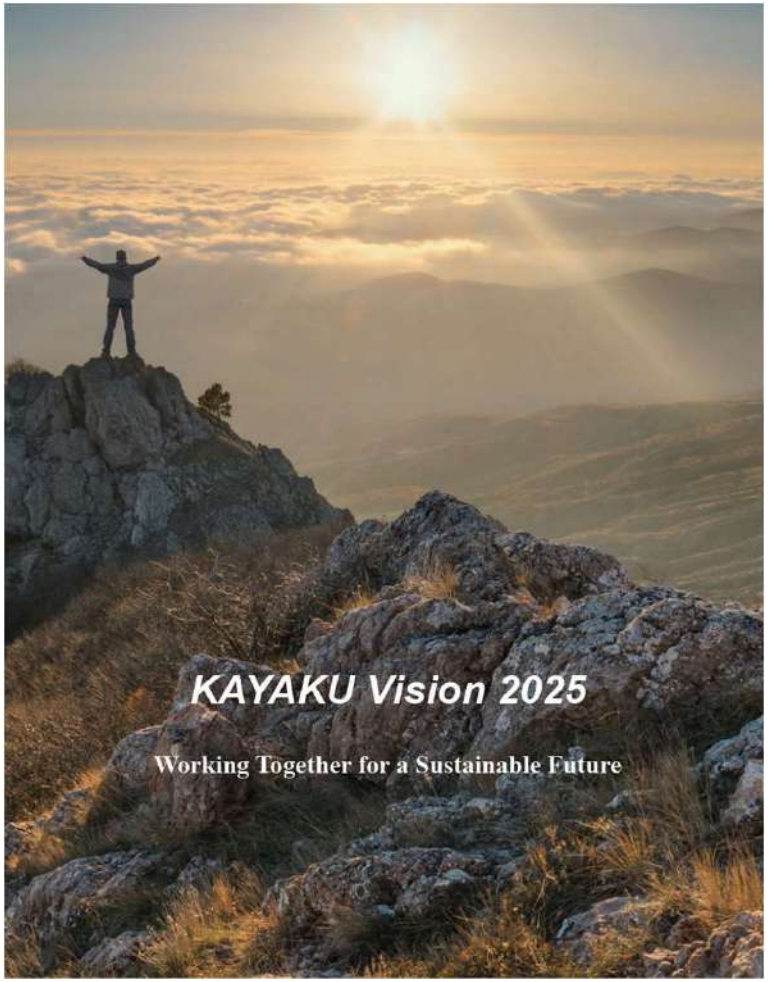
1. VISION & STRATEGY



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GROUP´S MISSION

Atsuhiro Wakumoto, Nippon Kayaku Co., Ltd. president

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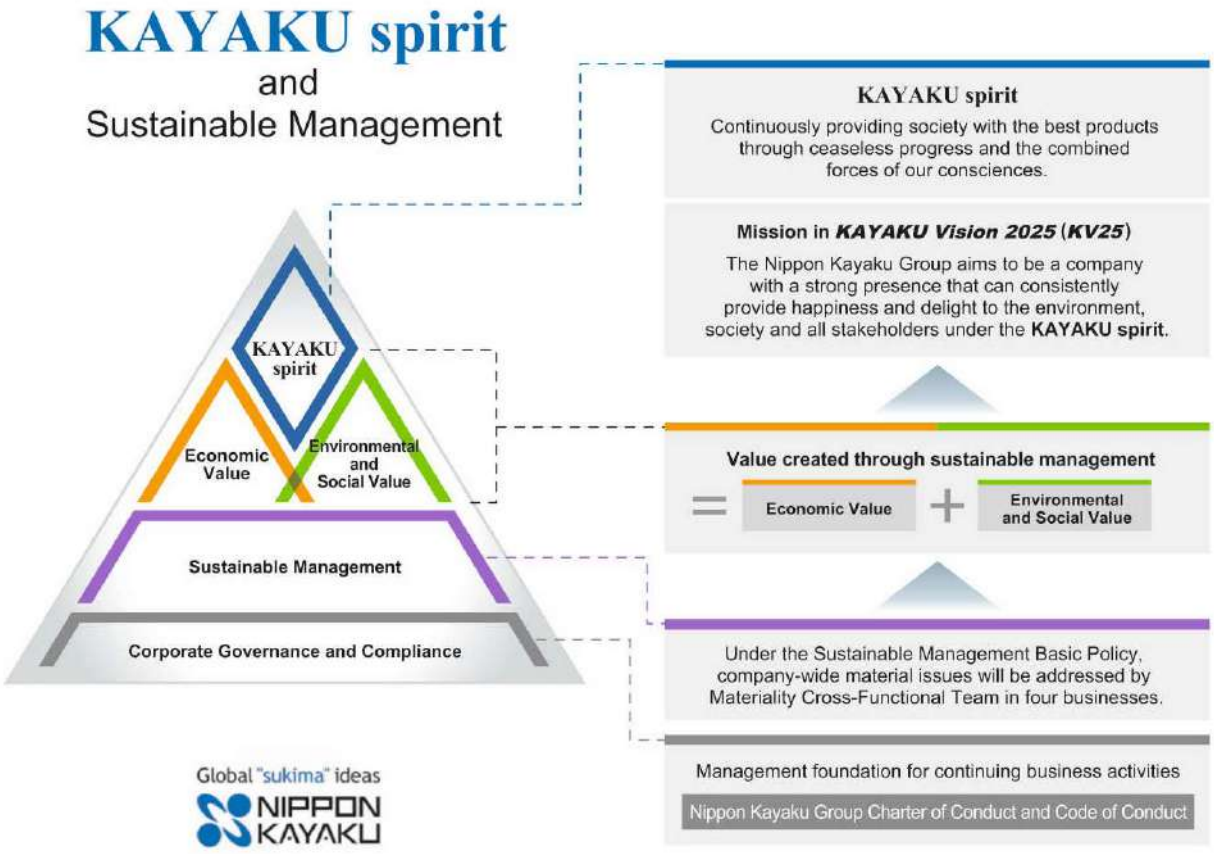

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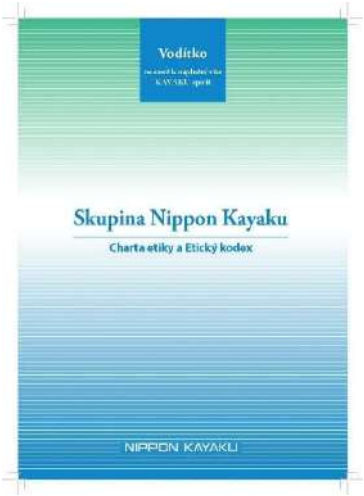
TRANSPARENT PROCEEDINGS

At KSE, employees always keep in mind, that the transparent proceedings must always be assured. **The transparent proceedings of our company are governed by the Charter of Conduct and the Code of Conduct, which emphasize the following main areas:**

- **Product safety and quality**
- **Certification, Self-Assessment**
- **Fair and impartial trade**
- **Cyber Security, Data Privacy & Protection, TISAX certification**
- **Non-Retaliation/Whistleblowing**
- **Priority on ethics**
- **Anti-bribery**
- **Anti-corruption**
- **Code of Conduct**
- **Prohibition of pursuit of individual benefits**
- **Compliance with local laws and regulations and respect for international norms, cultures and customs**
- **Health & Safety**
- **Active efforts for operational improvement**
- **Exclusion of anti-social forces, criminal and / or other illegitimate sources**
- **Social action programs**
- **Exchange with local societies**
- **Thorough crisis management**
- **Prohibition of insider trading**
- **Environmental Coexistence**
- **Environmental protection efforts**
- **EU End-of-life**
- **REACH**
- **Conflict minerals**



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2 . EMPLOYEES

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973* employees

4 locations

*as of 31 March 2024

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Our employees are key to us. We place high demands on them in terms of professional knowledge and in terms of the activities performed.
We take care of their working environment, equal opportunities and transparent proceedings.

Also in 2023, we stayed **one of the most important employers in the Vsetin region.** The company has a trade union OS KOVO, with its registered office in Vsetín, Dolní náměstí 309.

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From 2023, the company must, according to Act No. 171/2023 Coll. on the protection of whistleblowers, receive, handle, and investigate notifications. The information is handled in accordance with the legal requirements and the whistleblower is informed about the progress of the investigation. The anonymity of the whistleblower is strictly protected by law and it is known only to the person concerned.
If the whistleblower deliberately includes false information in the notification, the whistleblower is not covered by whistleblower protection and also faces a fine of up to CZK 50,000.

WHISTLEBLOWING

- For our employees, **whistleblowing** under the **Whistleblower Protection Act** can mean protection against retaliation by colleagues, for example in the form of dismissal or bulling, and gives them the opportunity to call attention to wrongdoing and change a dysfunctional system.
- Thanks to the notification, we can quickly detect problems and take such measures that lead to their solution.

KSE employees can submit a complain:
***By email**
***By phone**
***Verbal notification**
or
***Mailbox at Bobrky Office**

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BALLANCE OF EMPLOYEES

31.03.2023						
EMPLOYEES	**Total**	**L1**	**L2**	**L3**	**L4**	**Bobrky**
Women	445	177	103	50	90	25
Men	500	197	139	71	68	25
Total	945	374	242	121	158	50

31.03.2024						
EMPLOYEES	**Total**	**L1**	**L2**	**L3**	**L4**	**Bobrky**
Women	471	180	113	59	92	27
Men	502	198	141	72	67	24
Total	973	378	254	131	159	51

- The average age of our employees is 43.

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EDUCATION

As part of employee education, the use of the e-learning platform with an **expanded range** of **internal company courses** continued, professional courses and English language courses were in full swing.

Cybersecurity training become also a part of company education.

Our employees undergo systematic training in the area of working with explosives. Last year we organized 3 long-term pyro courses.

In total, we trained 41 employees in 2023 and 132 hours were taught.

DOKLAD O ABSOLVOVANÉM KURZU

Garant kurzu:
PREVENT s.r.o., Březiněveská 2, Praha 8, IČO 25100998, DIČ CZ25100998, tel.: 284 684 334, fax: 284 680 230, e-mail: info@prevent.cz, URL: http://www.prevent.cz/.

Organizace: Kayaku Safety Systems Europe a.s.

Jméno pracovníka:

Název kurzu:
Školení řidičů referentských vozidel

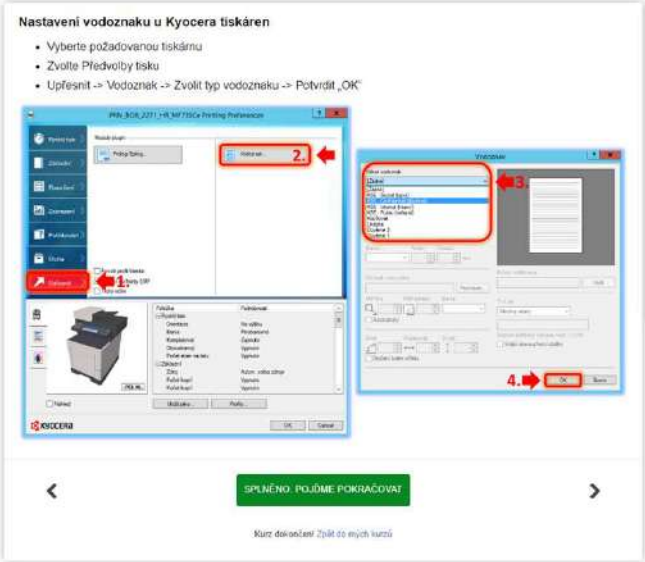
Osnova kurzu:
- Zvláštní právní úprava a požadavky BOZP při řízení vozidel na pracovních cestách
- Nastavení ovládacích prvků před jízdou
- Provozní – revizní, závěry a vybraná problematická ustanovení
- Cesty do zahraničí
- Řešení dopravních nehod
- Povinnosti předpisů a riskantky
- Zásady bezpečné jízdy
- Mikrospánek
- Bezpečnost ve vybraných situacích
- Defenzivní jízda
- Chyby z praxe
- Interaktivní řešení praktických situací na silnici

Předpisy:
- 361/2000 Sb.
- 247/2000 Sb.
- 111/1994 Sb.
- 294/2015 Sb.
- 61/1997 Sb. -
168/2002 Sb. -
168/1999 Sb. -
341/2014 Sb. -
56/2001 Sb. -
262/2006 Sb

Ověření znalostí: testem Časový rozvrh: 60 min

Potvrzení absolventa: kurz jsem absolvoval a dané problematice rozumím v požadovaném rozsahu.

Lektor Kurzu: Ing. Jan Hes | Podpis absolventa | 16.03.2023 Datum absolvování | 16.03.2024 Platnost certifikátu



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BENEFITS

We use the **e-Benefit** system of optional employee benefits. Each employee receive an amount of **CZK 8,000** on his annual virtual account, which he can use to purchase services and products according to his own preferences.

Other benefits provided include, for example a contribution to employee transport, rewards for submitted improvement proposals, loyalty bonuses, and many more . . .

Occupation pension insurance (PI) - the employer´s allowance for the PI is meant for KSE employees after their 3-month trial period. The employer contributes monthly to the employee´s PI at a rate of 100% of the employee´s contribution amount agreed in the Agreement on Pension Insurance. Min. contribution is CZK 500 and max. contribution is CZK 700.

Employees Insurance - We have set up accident insurance for each employee, valid continuously, 24 hours 7 days a week.
The insurance covers burns, fractures, and hospitalization resulting from an accident. The inability to work due to an accident is covered by 150 CZK a day, 7 days a week and payable from 8th day of the inability to work.

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OTHER ENJOYABLE EVENTS

Christmas gifts

As an expression of gratitude from KSE management, all employees receive a Christmas gift every year.

Christmas Party

Traditional Christmas party with a rich hospitality and program.

Mother's and Father's Day celebration

At KSE, we gift not only mothers and fathers, but all women and men on their Mother´s and Father´s Day. Everybody received a **gift.**

Dental health packages

We distributed an oral health package to each employee.

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SKATING WITH KAYAKU was a regular sport activity organized for KSE employees and their family members.
We enjoyed St. Nicholas skating with gifts for our employees´children.

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TO WORK BY BIKE

- The aim is to motivate as many people as possible to use a bicycle, scooter or any sustainable form of transport, including running and walking. **KSE paid its employees the entry fee for this challenge.**
- everybody could join the challenge, not only with commutes to work. Next to the rides on a bicycle, it was possible to record shopping trips, walks with dogs, or exercising at home.
- **83 KSE employees created 24 teams and 2 teams achieved 100% regularity and 3 teams achieved 95%+ regularity.**

Winning team

The team with the highest score **(5308,7 km)** was the team from Jasenice (L1) called **Galusky na Kayaku.** This team won for the fourth time in a row with 100% regularity.

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TO WORK BY BIKE

- As part of the To Work on a Bike campaign, we also organized 2 **„Breakfasts with Kayaku“** In this way, we made the beginning of the working day more pleasant for all participants ☺
- We paid the entry fee for all 83 participating employees.

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3 .

COOPERATION WITH THE NON-PROFIT SECTOR

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AREAS OF INTEREST

	SAFETY / CULTURE / SPORT
	CHARITIES
	EDUCATION
	VOLUNTEERING

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SAFETY / CULTURE / SPORT

We support various youth sports activities, karate, judo, rope skipping, volunteer firefighter units, professional firefighter units and their - Rescue from crashed vehicles competitions.

Donated amounts:

Culture	15,000 CZK
Sport	225,000 CZK
Safety	85,000 CZK
Total amount	**325,000 CZK**

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CHARITIES

In Vsetin region we support charities as well as non-profit organization to get better service for disabled, disadvantaged, old and ill people.

- **Charities – Diakonie Vsetin (CZK 200T)** charity Nový Hrozenkov (CZK 70T)

- **Other Non-profit organization**
  - VKCI – Social Therapy Workshop (CZK 22T)
  - Naděje Vsetín (CZK 20T)
  - SONS – visually impaired (CZK 15T)
  - Elim Vsetín – social rehabilitation (CZK 20T)
  - **Mobile Hospic – palliative care (CZK 40T)**
  - Internal challenge – overcoming Wallachian peaks (CZK 52.5T)

KSE support in FY 2023:
594,000 CZK

- **Children support**
  - **Na cestě** - low-threshold facility for children and youth **(CZK 100T)**
  - Auxilium – services to children and young people with the most severe degree of disability (CZK 20T)
  - Special primary school – stimulation and relaxion aids (CZK 20T)

- **Vsetin Hospital** – Day with your hospital (CZK 10T)

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Donation Thank You letter from **Diakonie Vsetín** and mobile **Hospic Strom života.**

Dear Mr. Kanno,

please accept our thanks for the financial donation intended for the expansion of the Zahrada Day Care Center which is used as a day care for seniors with Alzheimer's disease. We greatly appreciate and are grateful to you for the support and empathy that you, together with us, give to our clients, who cannot cope without others help.
We do our best to ensure that all clients have everything they need for their lives. We take care not only of their bodies, but also of their souls, and we try to make their time as pleasant and varied as possible. We make sure that they feel kindness, safety and love with us. By using the latest findings of science and medicine, we extend their active life as much as possible, train their memory and the ability to manage basic daily tasks as independently as possible.

Before the start of Lent, together with the children from primary schools, we organize carnival feasts. Everyone always looks forward to them. We prepare masks and frie donuts with our clients. Children and seniors enjoy their time spent together. As you can see from the expressions in the picture, even little things can bring a lot of joy to our days.

Dear Mr. Kanno, please accept our thanks once again, because thanks to you Diakonie Vsetín can continue its beneficial activities, for which it was awarded in the national NROS competition as the Non-Profit Organization of the Decade in the category of *Strong Community, Strong Story*!
With heartfelt thanks

Ing. Dan Žárský
Director

Vsetín 29.02.2024

Vážený pane Kanno, vážená paní Ondruchová,

přijměte naše **poděkování za finanční dar** určený na rozšíření Denního stacionáře Zahrada, který je využíván k denní péči o seniory s Alzheimerovou chorobou. Velmi si vážíme a jsme Vám vděční za podporu a empatii, kterou spolu s námi věnujete našim klientům, kteří se bez pomoci druhých již neobejdou.

Staráme se o to, abychom všem klientům zajistili vše, co ke svému životu potřebují. Pečujeme nejen o jejich těla, ale také o spokojenost jejich duší a snažíme se jim čas co nejvíce zpříjemnit a zpestřit. Dbáme, aby u nás cítili vlídnost, bezpečí a lásku. Využitím nejnovějších poznatků vědy a medicíny co nejvíce prodlužujeme jejich
paměť a schopnost zvládat základní každodenní úkony co nejsamost

Před začátkem půstu pořádáme spolu s dětmi ze ZŠ na našich domov
Všichni se na ně vždy velmi těší a připravují, vymýšlejí se masky a sm
si pak společně děti i senioři pochutnávají. Jak můžete vidět z výra
ličkosti mohou přinést spoustu radosti do našich dnů 😊.

Vážený pane Kanno, vážená paní Ondruchová, přijměte ještě je
to, že i díky Vám Diakonie Vsetín může pokračovat ve své prospě
byla oceněna v celostátní soutěži NROS jako **Neziskovka desetil**
společenství, silný příběh!

Se srdečným poděkováním

Ing. Dan
ředitel

Jsme opravdu moc rádi, že jste s námi, že nám pomáháte ve vašem okolí! Vážíme si toho!

Ceníme si Vašeho soucitu a Vaší dobrosrdečnosti! Vaší pomocí nám dáváte najevo, že Vám záleží na osudech lidí, jejichž čas je krátký a kteří pomoc potřebují právě teď. Tímto darem nám umožnujete naše služby zkvalitnit a provádět na vysoce profesionální úrovni.

je za nás v pořádku. Budu tedy čekat na její podpis
ěze bychom podepsali my.
aše webové stránky.

ste skvělí!

a buďte zdravá!

We are really glad that you are with us, that you are helping us in your area! We appreciate it!

We appreciate your compassion and your kindness! With your help, you show us that you care about the fate of people whose time is short and who need help right now. With this donation, you enable us to improve the quality of our services and perform them at a highly professional level.

The donation contract is fine for us. So I will wait for its signature from your side and then we would sign.
We will place the logo on our website.

Thank you, you are great!

Have a nice day and be healthy!

Petr Janík, DiS. péče o dárce, fundraiser
Mobilní hospic Strom života
Kostelní 71/37, Nový Jičín
+420 737 525 997
www.zivotastrom.cz

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CHARITIES

200,000 CZK

KAYAKU TO SAVE FOOD

We contributed to the **construction of a new food warehouse** of the Food bank in the Zlin region. It is located close to Vsetin. It will be used to store food, which will be further distributed to the residents of Vsetin region. Our company covered the costs associated with the creation of the construction project. The Food Bank's mission is to fight hunger and food waste. The goal of the Food Bank is to obtain free food and then distribute it free of charge to **children** and **adults** in tough life situations. **This also reduces waste.**

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SUPPORT OF EDUCATION

We are developing cooperation with local secondary schools.

Schools which provide **secondary education**

- **J. Sousedik Vsetin Secondary School**
- **ISS-COP Valasske Mezirici** – Open day, school competitions
- **SPSS Vsetin** (Secondary School of Mechanical Engineering)

KSE support 80,500 CZK

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VOLUNTEERING
CZECH DAY AGAINST CANCER

One of the biggest charity collections in the Czech Republic.

KSE employees had the opportunity to buy a symbolic flower at our company, the same as in previous years. Through this act, they helped the Anti-cancer League to fulfill its mission, which is to spread information about cancer prevention, to improve the quality of life of oncological patients, to support oncological research and to equip oncological workplaces.

KSE employees donated to this charity collection **CZK 12,320**

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VOLUNTEERING
REACHING OF WALLACHIAN PEAKS (VKV)
INTERNAL CHALLENGE

- **Principle of reaching of Wallachian peaks is to conquer the VKV peaks and obtain a money for charity and help those in need.**
- **KSE employees** do not pay the entry fee, they take a pictures on the peaks.
- Every peak that employees reached in any „non-motorized“ way raised **CZK 100 for charity.**
- **In 2023 we conquer 525 peaks (345 on bike, 180 on foot)**

KSE donated 52 500 CZK from VKV project to twins Liliana and Nikolas and Barunka for their sensory aids.

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REACHING OF WALLACHIAN PEAKS (VKV)

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PINK RIBBON DAY

9th year of the campaign focused on the prevention of breast cancer with KSE as main organizer.

Goal: Breast cancer prevention

REASONS FOR SUPPORT:

- Importance of prevention awareness as well as hand out help contacts and informations to public.

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PINK RIBBON DAY

- Members of Onko-Duha Vsetín together with secondary medical school students show the correct technique of self-examination on scale models and distribute leaflets with self-examination techniques.
- Along with the explanation, people also receive a small presents with pink ribbon symbol.
- All of our employees also received pink pen and notebook, where all techniques, nessesary contact numbers and much needed information were noted.
- We presented in Vsetín Hospital as well as in Vsetín Smetanova shopping mall.

Amount donated:
CZK 79,000

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KSE AWARDED FOR SUPPORTING THE NON-PROFIT SECTOR

Award from the mayor of the Vsetín city for a significant corporate support in the social, cultural, sports, educational and other fields.

April 2023

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4.
SUSTAINABILITY

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INTEGRATED MANAGEMENT SYSTEM

DNV·GL

MANAGEMENT SYSTEM CERTIFICATE

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ISO 14001:2015

- **The basic premise of successful long-term operations is unending progress**.
- Year 2000 - ISO 9001 certified (expiry date:11/2026)
- Year 2001 - QS 9000 certified
- Year 2002 - ISO 14001 certified (expiry date:12/2026)
- Year 2003 - ISO/TS 16949 certified (in place of QS 9000)
- Year 2008 - Integration of QMS and EMS system into one Integrated Management System (IMS)
- Year 2017 - IATF 16949 certified (in place of ISO/TS 16949) (expiry date:11/2026)

- Year 2023 – TISAX assessment - Information with Very High Protection Needs (expiry date:1/2026)

- The current Integrated Management System was developed according to IATF 16949 (with respect to QMS), ISO 14001 (with respect to EMS), requirements for the Safety Management System (without certification) and Information Security Management System (ISMS) according to the TISAX standard and applies to the design and manufacturing of pyrotechnic components for safety systems in the automotive industry and other industrial applications.

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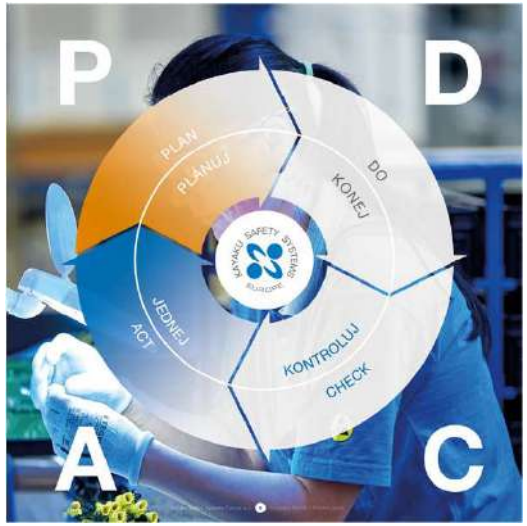
IMPROVEMENTS IN GENERAL

- **PDCA improvement cycle**

- The basic premise of a successful and long-term operation is ceaseless improvement. This requirement is formally defined as the PDCA improvement cycle in the norms of a quality management system according to ISO 9001.2015, IATF 16949:2016 and the environmental care management system ISO 14001:2015. Nippon Kayaku has taken over this improvement commitment in the form of KAYAKU spirit.



- **KAIZEN**

KAIZEN – the meaning of this word, improvement process, is familiar to almost every employee of our company from production to management. This system has been functioning in our company since 2002.

In 2023, the **total number of Kaizen proposals** submitted was only **622**, however 211 people submitted 622 Kaizens, which means a nice activity for those involved.

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ENVIRONMENT – GOALS AND IMPROVEMENT ACTIONS

- No ecological accidents and penalties, complying with the law.
- All reports for environment will be send in time to the central database ISPOP.

- **Climate care**
  - Reduction of carbon footprint
  - Photovoltaics
  - Energy reduction:
  - Gas reduction, Installing heat pump.

  - Decreasing of air pollution reducing amount of waste solvent &

  Project „Regenerator for aceton waste“

- **Waste**
  - Reduction of paper usage, paperless office - reducing amount of paper about 90% using to HEG
  - Reducing amount of waste solvent with charges to disposal in burning place (L3) about 30 %.

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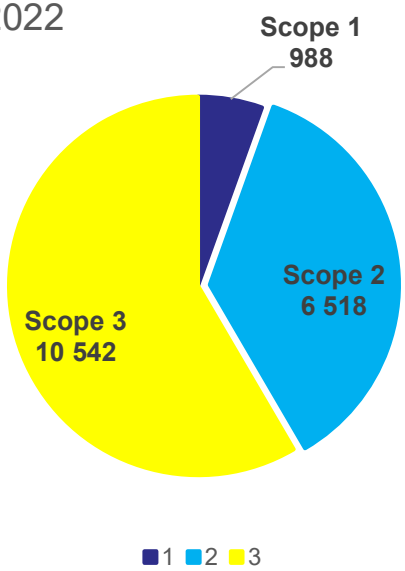
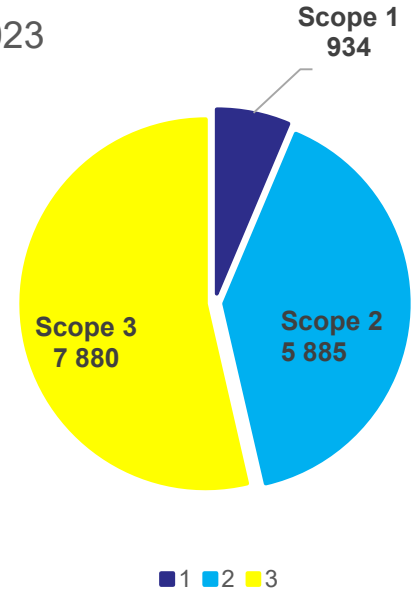
ENVIRONMENT

- Since 2019, we have been evaluating the distribution of the carbon footprint and the results become an important part of carbon footprint management at KSE.

FY 2022



FY 2023



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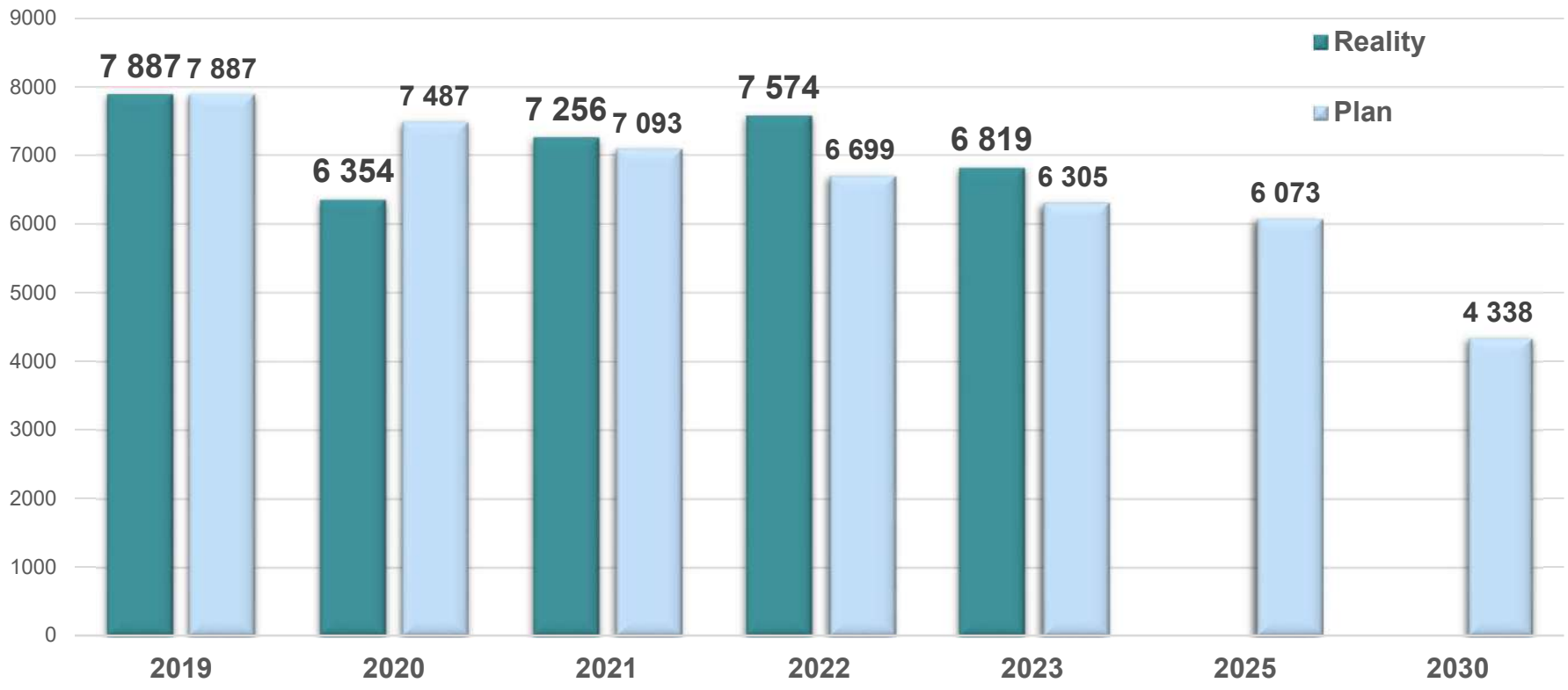
ENVIRONMENT

Carbon footprint (Scope 1 + Scope 2) - fulfilment of the plan

tCO2



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PHOTOVOLTAICS

- We continue in activities for **Carbon footprint** and **energy reduction** goals.
- **Sustainable** and **renewable** source of **electricity.**

Bld.104-106-105 Jablunka (75,6 kWp)
realization 3/24

Bld.17 Jasenice (49,9 kWp)
realization 9/23

Future goals of photovoltaics for 2024 – 2025

Obj.18-25 Jasenice
Obj. 462, 426,101 and KSE main office

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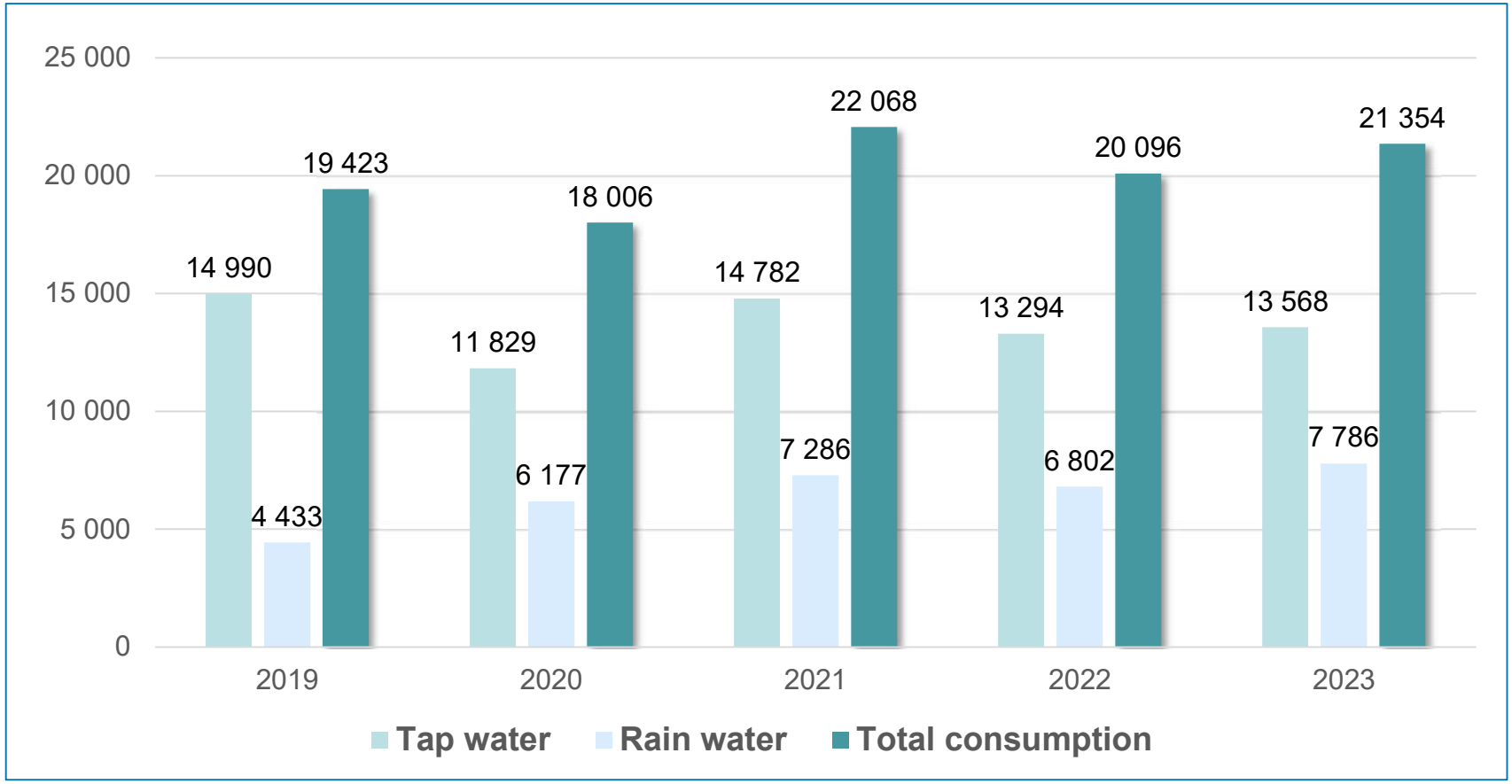
WATER TREATMENT IN FY 2023

The following chart illustrates water consumption at KSE by sources:



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WATER TREATMENT IN FY 2023

The following table illustrates water treatment at KSE:

	Items	Unit	Data	Remarks
Water Treatment	**BOD***	Ton/year	0,0354	Industrial wastewater from sumps from charge production and related processes
	COD	Ton/year	0,2655	
	Water consumption**	Thousand m^3/year	13,568	Only drinking water is included in the calculation.
	Total wastewater***	m3/year	21 354	Only industrial water + water treatment plants are included
	Kind of used water	1. Tap water 2. Industrial w. 3. Rainwater 4. Groundwater 5. Fresh w., such as rivers or lakes	Tap water = 13,568 m3 Rain water = 7 786 m3	7. Others (concretely):

- We regularly monitor the quality of waste water, we carry out analyzes 4 times a year and we have been meeting the limits set by legislation for a long time.

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SUM UP OF INSTALLED RAIN WATER TANKS 2019 - 2023

5 years
in operation

748 m3
capa installed

24 698 m3
of drinking water saved

2,6 Mil. CZK savings

- In the fiscal year 2023, we saved **7,786 m3**, of tap water, it is around **CZK 780 515** (comparing to FY 2022 / 6,802 m3 and 608,875 CZK)

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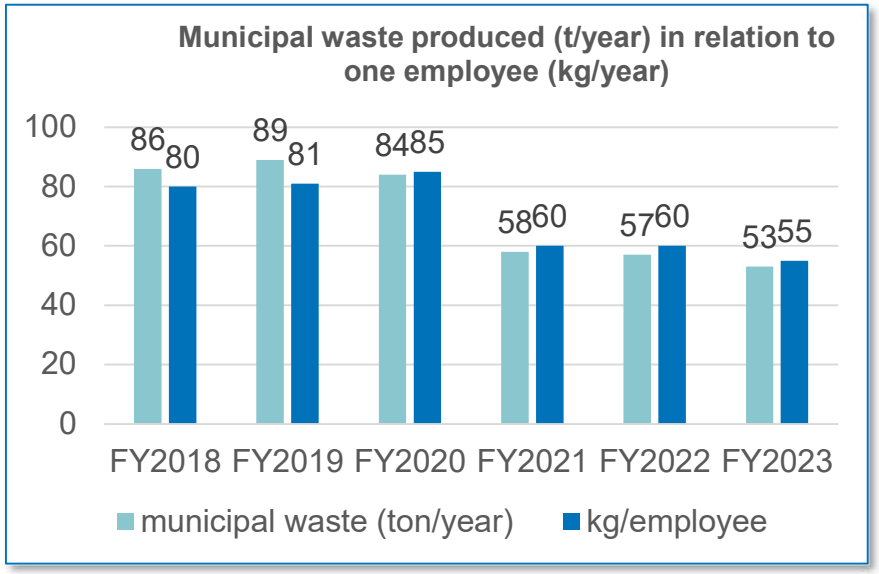
WASTE

Municipal waste

In FY 2023, the amount of sorted **municipal waste** declined to a total **53 tons**. On a per employee basis, this is **55 kg per employee.**

- **Total amount of sorted waste per employee is 322 kg/year**.

	Items	Unit	Data	Remarks
Waste / Rubbish	**Hazardous waste -** quantity	Ton/ year	30 t	Hazardous waste – i.e. spray cans, dirty cloths from oils, dies, varnishes, solvent residues, chemicals, oils, etc.
	Other type of waste - quantity	Ton/ year	283T	Other type of waste – municipal waste, plastic waste, iron, paper, metal covers, composite covers, plastic inputs etc.



- We have less municipal wastage than a previous year due to a **wastage separation improvement.**

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PAPER WASTAGE

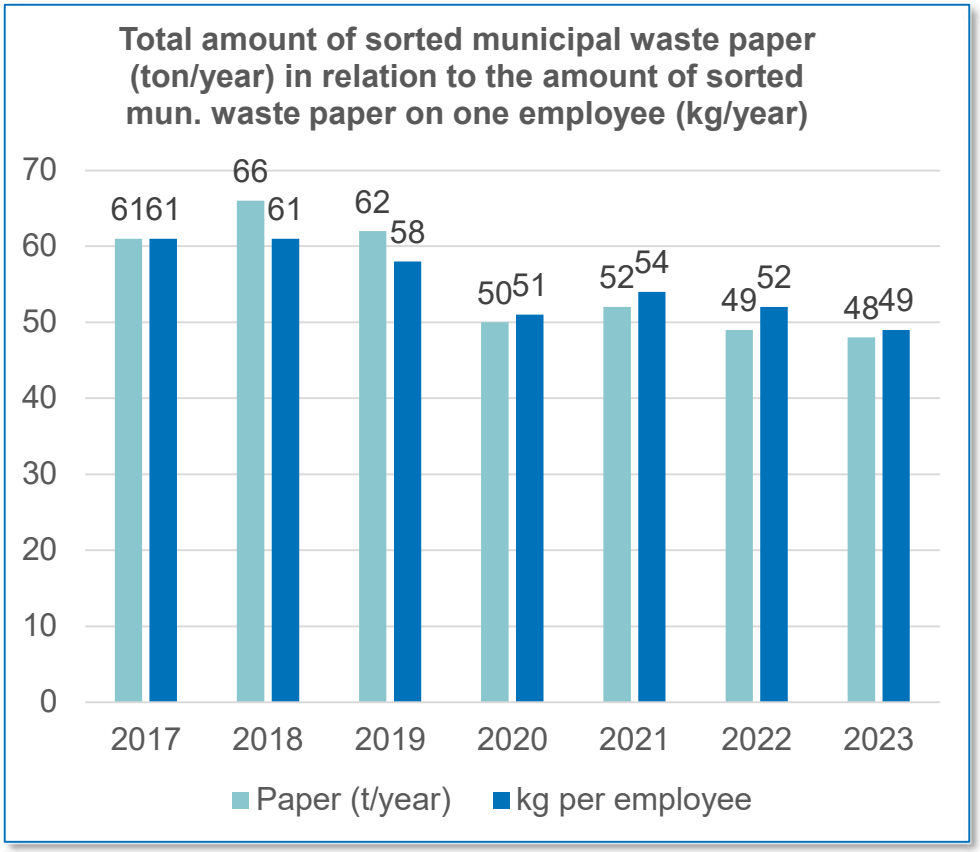
Sorting of waste - PAPER

In FY 2021, the amount of sorted municipal waste paper **increased** by 2 tons. On a per employee basis, this is **54 kg per employee**.

In FY 2022, the amount of sorted municipal waste paper **decreased by 3 tons.** On a per employee basis, this is **52 kg per employee**.

In FY 2023, the amount of sorted municipal waste paper **decrease by 1 ton.** On a per employee basis, this is **49kg per employee.**

We believe, that it is worth sorting the waste since the environmental **benefits of such activities are great. When it comes to sorted paper, it can be recycled and reused.**



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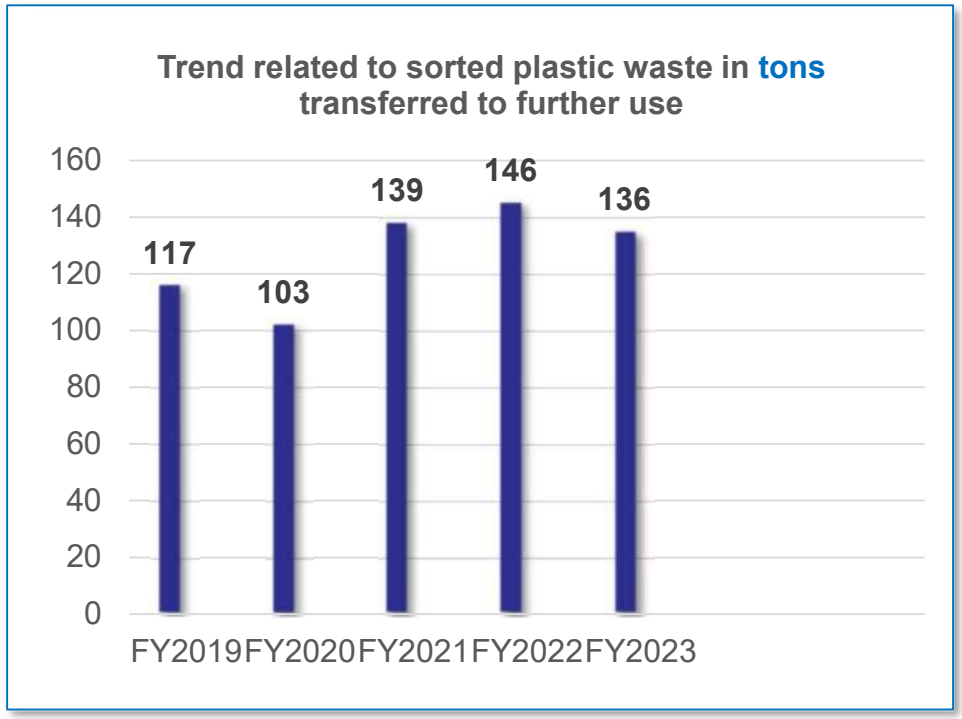
PLASTIC WASTE AND ITS FURTHER UTILIZATION

The **industrial plastic waste** is recycled and used for the production of flowerpots and other plastic products.

The plastic excess produced during the manufacture of injection moulds is further used for other purposes.



- In FY2023, the KSE´s profit for transfer of the industrial plastic waste to the cooperating company was 1,280,000 CZK.

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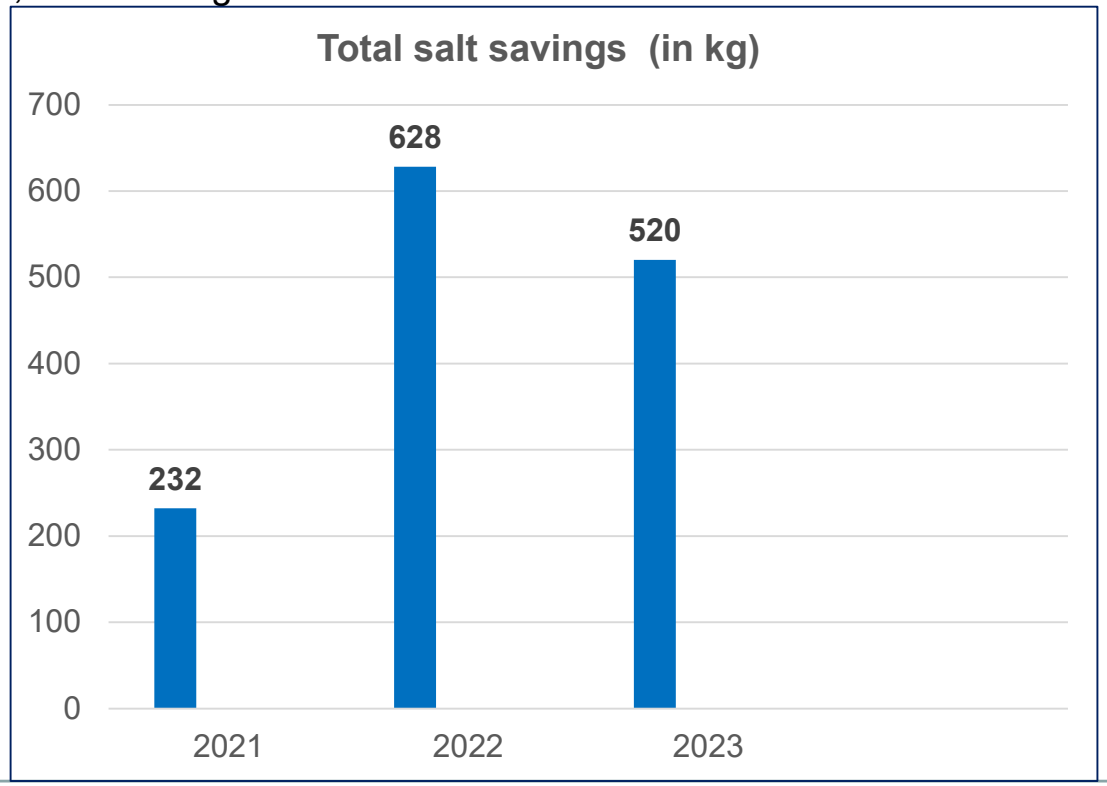
OUR ACHIEVEMENTS IN ENVIRONMENTAL PROTECTION

DECREASED CONSUMPTION OF SALT WATER

- The salt is used in softening water in air conditioning units. We reduced industrial salt concentration in waste water by extending the interval for adding salt and reduction of salt consumption.
- We extended the successful pilot project of salt water reduction from 2021 to other operations.
- The total salt saving for **FY2023** was **520 kg.**
- Another benefit of this, is extending the life of the device.



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OUR ACHIEVEMENTS IN ENVIRONMENTAL PROTECTION

- **Use of residual heat** from compressors for hot water heating

- **Recycling of gold**

This procedure is based on degilding pins, connectors etc.. The gold gained from this process is **repeatedly used for further processing.**
In the fiscal year 2023, KSE´s profit from this process was **7,143,000 CZK** for **5,749kg** of recycled gold.

- **Recycling of the waste solvent mixtures**

Recycling of the waste solvent mixtures and their repeated use in the production process of charges (bld.163 is ready, FY2024 goal is bld.161)

- **Recycling of oil refills**

Recycling of oil refills by filtering and therefore prolongation of their useful life.

- **Organic waste sorting**

And many others…

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SAFETY AND WORKING CONDITIONS

Demands on the workplace, machinery equipment and tools are subject to strict regulations and internal standards. Workplaces are designed and equipped with a maximum emphasis on ensuring employee safety in order to minimize any risks or negative impact on the health and lives of our employees.

Reduction of risk factors in the work place:

- In connection with the continuous improvement of the working conditions, the measurements of risk factors are regularly conducted at our company.:
  - One of these factors is **local muscle stress**, which represents an increased level of burden on hands while handling products.
  - We strive for reduction of this risk factor through **implementation of technical measures, such as automation of the production in particular** and improvement of work organization.
  - We are reducing muscle stress on operation Jig to jig where manual tool for pushing PLSQ semi product from smaller pallets to bigger pallet is eliminated by upgrading of PLSQ machines. New upgraded PLSQ machines can be fed by small pallets directly.
  - Regular safety audits, identification, evaluation and elimination of risks and risk factors in the workplace are undertaken **to ensure occupational health and safety.**

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WORK INJURY

YEAR *	ACCIDENTS	INJURIES
2020	1	3
2021	0	7
2022	0	3
2023	**3**	**5**

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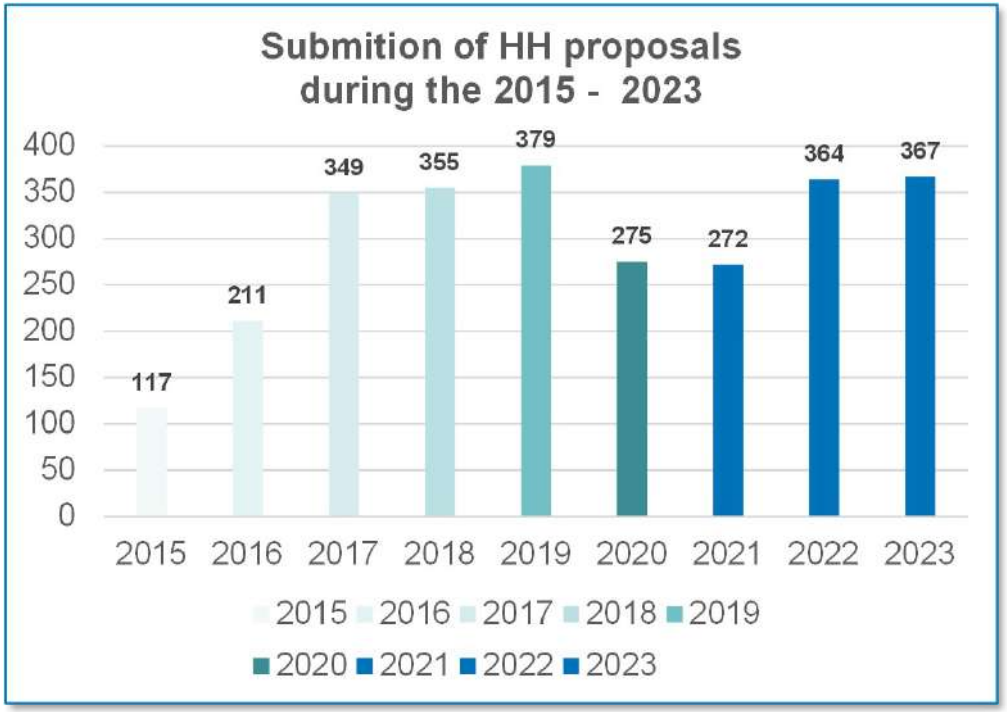
Hiyari Hatto (HH)

- Employees are encouraged to actively seek out potential risks. For this purpose, the HH system was established.
- The purpose of the HH submission is to **effectively reduce the number of serious accidents**, **fatal or serious injuries and effectively increase protection of our employees´ health and life, company assets (property) and the environment**.
- Submission of HH proposals is an effective means of eliminating potential risks in the employees´ work place and in the company´s surroundings. The number of submitted HH proposals is set according to current number of employees.



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THANK YOU FOR YOUR ATTENTION

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