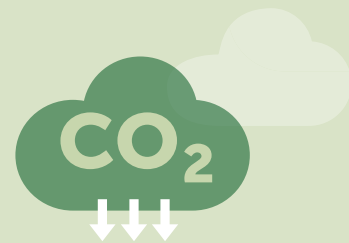


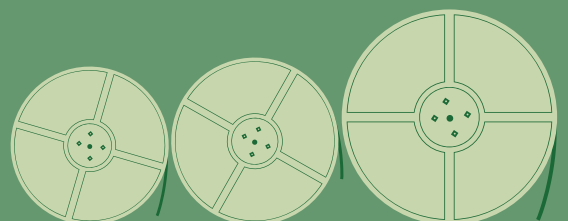


# ESG

R E P O R T  
2 0 2 3



*Measuring What Matters: Our ESG Compass for Success*



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# Forward

TT Cables Group strategic commitment to **Sustainability** propels us to meet and exceed expectations set by accepted standards, our markets and moreover by our Group's predominant and intrinsic yearning to play our role in bettering the world we live in.

This second annual voluntary Sustainability Report published by TT Cables Group manifests our progress in key areas of environmental safekeeping, social impact and responsible governance.

Our methodology is guided by the Global Reporting Initiative Standards where applicable and the data found in this Report pertains to TT Cables' FY 2023 (January 1st, 2023 – December 31st, 2023) for operations owned and managed by TT Cables. Materiality considerations were

taken in the reporting process as well as contextual relevance to our operations.

Consolidated financial statements and related data in this Report includes all subsidiaries of TT Cables. Disclosures in this Report are related to TT Cables Group performance worldwide including our subsidiary companies (TT Cables GmbH Austria, TT Kabeli doo Croatia, TT Cables Nordic UAB Lithuania, TT Kabeli doo Serbia), unless otherwise noted.

This Sustainability Report was compiled by the TT Cables ESG Team; Team Leader - Eugen Susak, Deputy CEO

# Leadership Message

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At TT Cables Group, we continue to deeply embed a dedicated and structured approach to serving our customers worldwide through quality, competitiveness and sustainable long-term growth.

2023 was indeed extremely challenging in many aspects including significant international geopolitical turbulences, notable economic slowdown in the Eurozone linked to rising interest rates as well as consumer and government spending skepticism which represented a resolute impediment to growth potential in all markets.

Notwithstanding these obstacles, TT Cables has succeeded in continuing

our path of growth and expansion while strongly emphasizing our role in positively impacting sustainability issues and goals – we shall make continual improvements and align our strategies with Global Goals.

Intensive preparations and planning have been undertaken during FY 2023 for **two new factories** in Croatia and North Macedonia and we expect groundbreaking ceremonies in 2024.

Dedication to improving everything we do has resulted measurably in all segments of Sustainability at TT Cables. Our entire family of 350+ employees has directly or indirectly contributed to our improved impact on our local and

global community through activities and achievements set forth in the Report to follow – we take this opportunity to sincerely thank them for their efforts in this segment and for the overall success of our Group of Companies.

**Dario Tomić**

*Chairman of the Board and CEO, TT Cables LTD*



# Corporate Overview

TT Cables LTD (legal name TT Kabeli d.o.o.) was founded in 2007 as a small producer of Low Voltage Cables located with Headquarters in the City of Siroki Brijeg in Bosnia and Herzegovina, less than 40 KM from the EU border. It is a family-owned Limited Liability Company from its establishment.

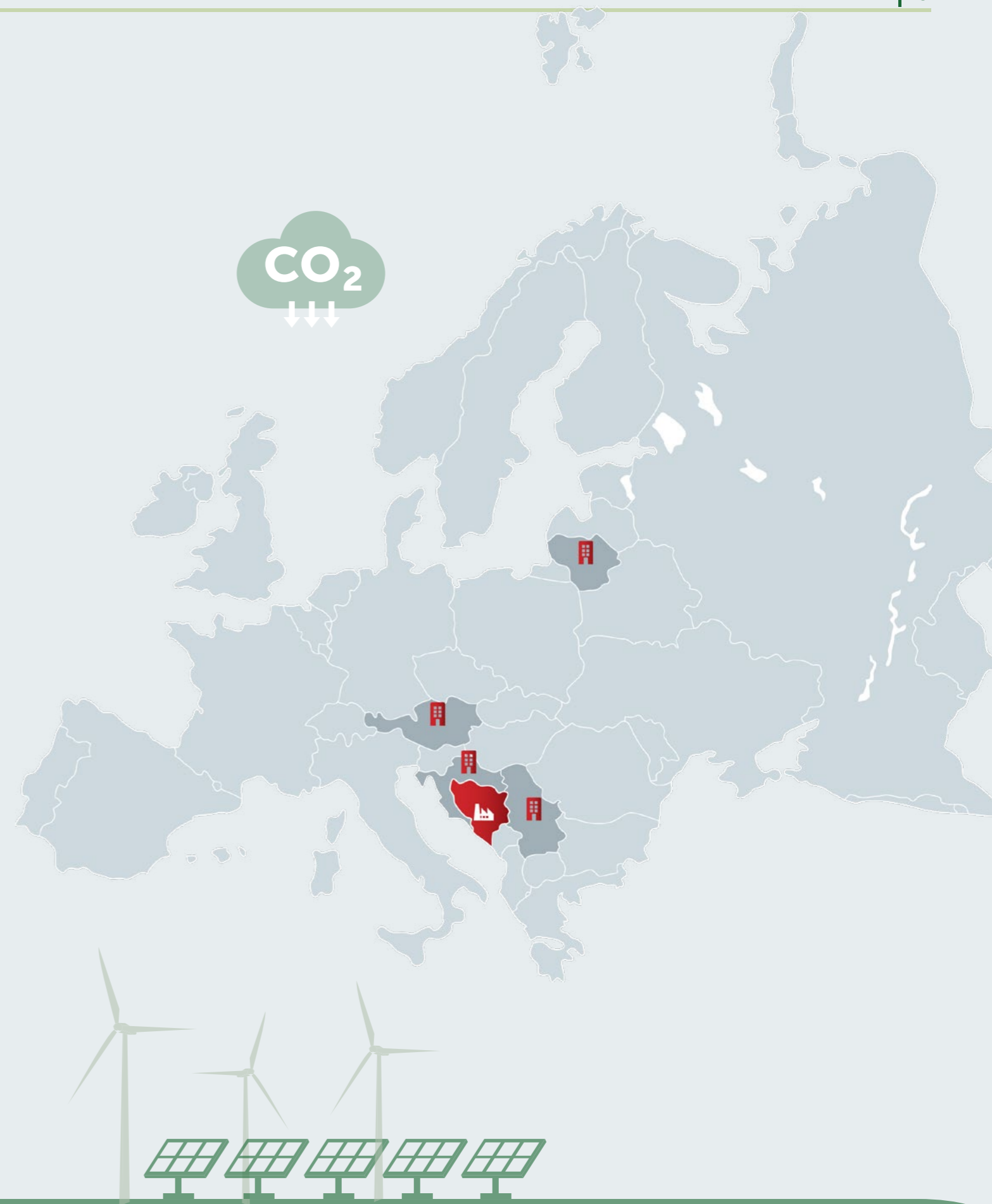
As a key player in the metal processing industry, today we are the largest cable producer in the region and a key player in the European cables market with subsidiaries in Croatia, Lithuania, Austria, and Serbia. We proudly maintain a strong family of **employees** which exceeds **350** including our subsidiaries.

We offer all cabling solutions to our continually growing customer base located in over **35 countries** including the United States and Israel. Our main customer channels are wholesalers, power utilities and contractors while our

suppliers of materials are world renowned producers mainly stemming from the European Union.

Our wealth of International Certificates confirm our dedication to quality and adherence to stringent standards set by various accredited organizations worldwide.

Our product lines play an integral role in renewable energy projects including wind and solar plants as well several other infrastructures such as business complexes, residential buildings, sports facilities, industrial plants, transport infrastructure and data centers.



# 2023 IN A FLASH



**359**  
Permanent FTE Employees  
(Group average)<sup>6</sup>

**5<sup>th</sup> POSITION**  
on list of Top Exporters in  
Bosnia and Herzegovina  
for 2023



**255.3** million €  
Consolidated Income,  
↑ 19% y/y

**35 COUNTRIES**  
Serving markets in over  
35 countries worldwide



**35,000** tons  
of finished goods produced  
annually<sup>7</sup>



**ZERO  
EMISSIONS**  
by 2050

over **500**  
**CUSTOMERS** currently  
managed by TT Cables Group  
Worldwide



**4**  
subsidiaries:  
Croatia, Serbia, Lithuania, Austria

# Our Green Milestones

- Green Energy Model contracted with our Power Supplier
- First EPD issued for our HIK-AL-S Cable

**2023**

- LCA and EPD project started for 7 groups of products
- First ESG Report published (first cable manufacturer in the Region and one of the first Sustainability Reports in the Country)
- Green Chemicals Project with UNDP

**2022**

First GHG measurements completed

**2021**

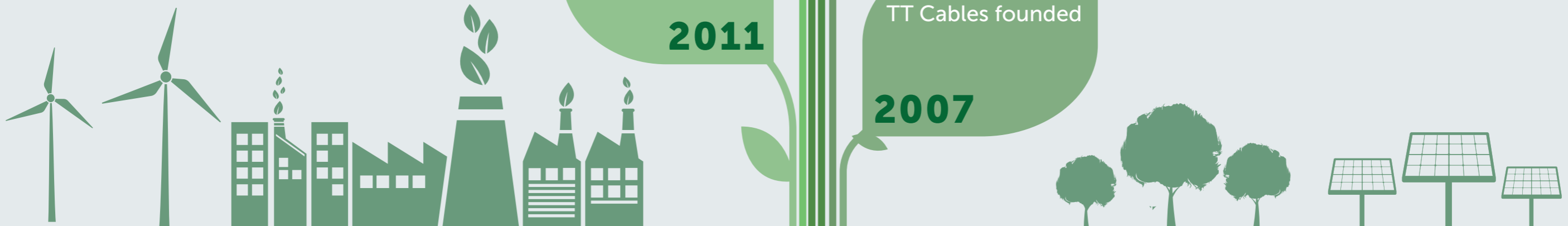
Certified for ISO 50001

**2018**

Certified for ISO 14001

**2011**

TT Cables founded

**2007**

# TT CABLES' SMALL STEPS CONTRIBUTE TO THE BIG LEAP – UN SUSTAINABLE DEVELOPMENT GOALS



TT Cables has been doing its part for years in contributing to the 17 Goals to Transform Our World where applicable. Universal values have always been embedded in our corporate culture and playing our role in achieving global development goals is done with pride and a moral obligation for each and every one of us at TT Cables.

Our contribution to these goals is founded in our Company Policies, activities we undertake on an ongoing basis, communications with partners and employees are an integral part of our Non-Financial Reporting System, including this Sustainability Report.

The Ten Principles of the UN Global Compact serve as a guiding star for us at TT Cables in shaping our business model.

These principles are entrenched in our policies which continually improve our systems while adherence is meticulously screened and documented.





## ENVIRONMENT

# WORKING WITH MOTHER EARTH

At TT Cables, we came to the realization a long time ago that change comes in tiny steps and that only a **sustainable business model** guarantees long-term success. That is why we have been working on sustainability projects for many years.



Our approach to the environment is strongly embedded in our belief that the Earth and its biosphere is the giver and sustainer of life.

We strive to minimize or eliminate any negative impacts our business may have on the natural equilibrium in our surroundings. Notwithstanding existing contextual constraints encountered, at TT Cables we strive to make every effort in caring for our environment through continual implementation of **ISO 14001 standards**, internal recycling programs, reducing waste and researching new solutions for waste management in-house.

We continue to **recycle** paper, cardboard, nylon, aluminum and copper with certified companies while remaining scrap and municipal waste is handled in accordance with local regulations by the local public utility and an authorized management company.

We are proud of the fact that we were one of the **pioneers in measuring GHG emissions** and publishing Sustainability Reports in our country - subsequently raising awareness and invigorating others to do the same.

Greenhouse Gas Emissions <sup>8</sup>

In 2020 at TT Cables Group the importance of measuring GHG emissions was embedded into our strategic planning processes and 2021 was selected as our Base Year for measuring GHG emissions according to ISO 14064-1:2018.

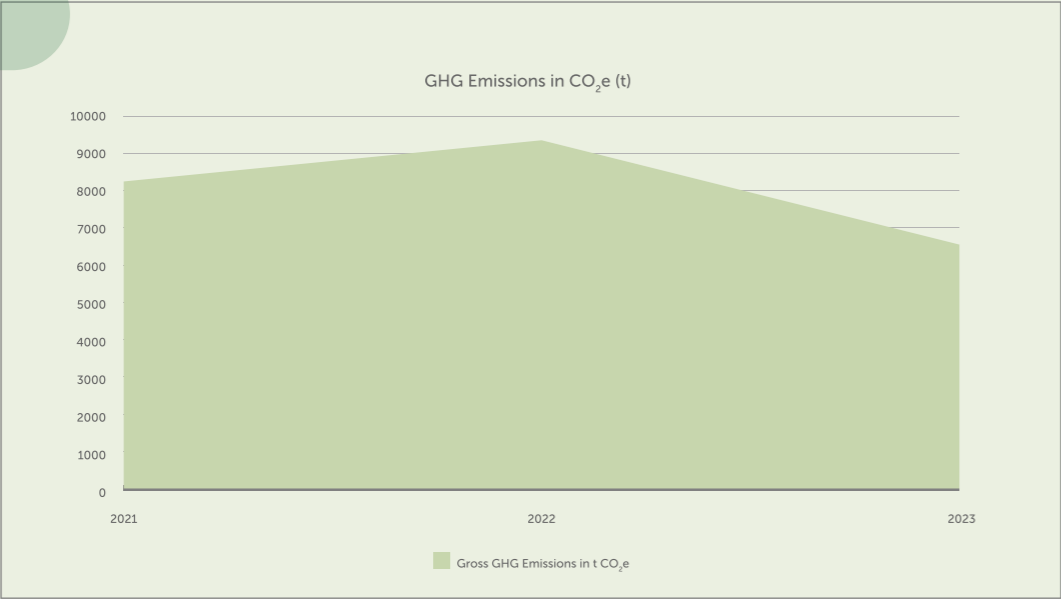
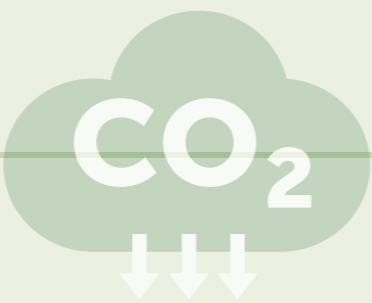
Our measurements cover Direct emissions (Scope 1) and Energy indirect emissions (Scope 2) including the following gases: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC and SF<sub>6</sub>. Emissions have been converted to standardized CO<sub>2</sub>e (t).

Global Warming Potential (GWP) rates taken from IPCC's 5th Report. Consolidation approach used for emissions is operational control, 100% of emissions at our subsidiary companies.

In the 2021-2022 period, the Location-Based Principle was exclusively applied for Indirect Emissions (S2) which gave a tainted picture of true emissions due to the national factor used for BH which is elevated because of coal power generation in other parts of the country. Electrical energy at TT Cables' Manufacturing Facility and Headquarters is purchased exclusively from our local power utility (EPHZHB) which generates energy from renewable sources only. In 2023 (August-December) a Green Model was contracted and the Market-Based Principle was applied significantly reducing emissions in S2.


Furthermore, increased capacities including new production lines, new market penetration and the subsequent and significant increase in output increased emissions to a lesser extent for S1 and a greater extent for S2 over the 2021-2023 period.

	2021 (Base Year)	2022	2023
Gross direct emissions (Scope 1) in t CO <sub>2</sub> e	364	514.14	622.83
Biogenic emissions in t CO <sub>2</sub> e	0	0	0
Gross location-based indirect emissions (Scope 2) in t CO <sub>2</sub> e	7,875	8,846.45	10,056.53
Gross market-based indirect emissions (Scope 2) in t CO <sub>2</sub> e	n/a	n/a	5,902.62



Full details on our GHG emissions is available in our GHG Emissions Report for 2023 which has been verified by Bureau Veritas – according to ISO 14064-1.<sup>9</sup>

TT Cables Group GHG Emissions Intensity in 2023

 **18.5 t CO<sub>2</sub>e**  
emissions per FTE  
(Full-time employee)

 **194.23 kg CO<sub>2</sub>e**  
emissions per metric ton of finished  
goods (manufactured by TTC)

 **25.5 t CO<sub>2</sub>e**  
per / million EUR income

Overall, **↓38%** from previous reporting period.



Emissions were reduced as a result of several factors including initiatives pertaining to LED lighting and Green Model Contracting with our electricity supplier.

**100% Energy from renewable sources** at our production facility. Green Model contracted with our power utility in August/2023 which guarantees that 100% electrical energy at TT Cables originates from renewable sources



In 2023 a multidisciplinary **ESG Team** was nominated for better implementation and coordination of Sustainability Strategies. The team is comprised of staff from all key departments within the company and each subsidiary has a member position.

## Sustainable Procurement

TT Cables adopted a new Sustainable Procurement Policy in 2023 including a clearly defined Screening Process for Key Suppliers which covers several Sustainability Issues including recycling programs, measuring CO2 emissions, ESG reporting, information security and many more.

The screening process dictates accompanying documentation in order to assure that our Key Suppliers maintain or surpass the minimum requirements set by TT Cables Group for Sustainability and quality in general.

**100% of existing and all new Key Suppliers screened<sup>11</sup>**

**Conflict Minerals Policy** adopted and screening process implemented

**REACH and ROHS Compliant**

Ultimately and in accordance with Global Targets we plan on achieving **Carbon Neutrality by 2050**

## PLANS FOR 2024

- 1.** Measure CO2 emissions according to ISO 14064 and implement measures in our Action Plans
- 2.** Begin training and preparations for S3 measurements in 2025
- 3.** Contract the "Green Model" Agreement with our Power Utility (Elektroprivreda HZHB) for the entire year
- 4.** Complete Life Cycle Analysis Study & Environmental Product Declarations for seven groups of cables
- 5.** Continually screening suppliers (complete Screening of Key Suppliers, screening for Conflict Minerals - 100% of Suppliers)
- 6.** Apply for EcoVadis Sustainability Rating
- 7.** Find new & better solutions for scrap recycling, improve data collection system



S

SOCIAL

## A PILLAR OF OUR COMMUNITIES

Our unwavering **commitment to social issues** are demonstrated through our continuous efforts to foster inclusivity, equity, and community engagement across all levels of our organization.



As a dedicated Corporate Citizen, TT Cables continues to play a recognized role by positively impacting our surroundings in several segments of society.

We meticulously select projects and programs that have a significant and positive impact on our communities covering a vast array of activities across all of our operations.

TT Cables takes pride in being a good neighbor...

## Saving lives

They say that blood is a cure and people are the only source of this cure.

Our community hospital is in constant need of blood and blood products for a general supply and continuously has substantial shortages and emergency situations.

In 2023, TT Cables continued our cooperation with the Transfusion Center of the Mostar University Clinical Hospital and the local Red Cross Association by organizing our regular on-site blood drive.



+

+

+

**22**  
DOSED DONATED



**27**

**EMPLOYEE VOLUNTEERS**



## Giving back to our Neighborhoods

TT Cables continued to play a visible role in our community through various sponsorships, direct participation in key programs as well as helping individuals and associations in need. We aim to steer our contributions to programs that have the greatest overall positive impact in our communities.

Promoting healthy lifestyles for youth through participation in sports activities is the key reason for our substantial support to local sports clubs.

We are the **proud General Sponsor** and Steering Committee Member of the Siroki Brijeg – TT Kabeli Basketball Club, Main Sponsor and Steering Committee Member of the Siroki Brijeg Soccer Club, several other smaller sports clubs (futsal, tennis, karate to mention a few) in BH and Croatia - all of which have Youth Camps which **promote a healthy and safe lifestyle for children**.

TT Cables also participated as a sponsor to several cultural festivities and humanitarian aid organizations which in a systematic fashion reach out to those in need. We also helped electrify local communities with our cables and donated products to a devastated area in the Ukraine in 2023.



## Community organization partnerships and sponsorships



PRUZIMO IM OSMIJEH



## A Teaching Company

We continually to play an integral role in the dual education system through apprenticeships, traineeship programs and mentorships at local and regional vocational schools and universities including the following institutions:

- The Siroki Brijeg Vocational School
- The Faculty of Mechanical, Electrical Engineering and Computer Science at the University of Mostar, Bosnia and Herzegovina
- The Faculty of Chemical Engineering and Technology at the University of Zagreb, Republic of Croatia

The Siroki Brijeg  
Vocational  
School in 2023:

**24 STUDENTS**  
56 days / 224 hrs. of training

The Faculty of Mechanical, Electrical Engineering and Computer Science at the University of Mostar:

**1 STUDENT**

The Faculty of Chemical Engineering and Technology at the University of Zagreb:

**2 STUDENTS**

TT Cables also helped equip the **Second Elementary School Siroki Brijeg** with much needed AV and IT equipment, and engineering works at a school in **Uskoplje** which helped upgrade the quality of the education system there with modern technologies.



## Stimulating the Local Economy

Wherever possible, we give advantage to **local SME's** for contracting of goods and services.

## PLANS FOR 2024

1. Organize 2 Blood Drives and continue to promote the importance of giving blood to our employees;
2. Continue with philanthropical work through sports, cultural and other associations & organizations at all of our operations;
3. Continue to support the local economy through SMEs by subcontracting and sourcing;
4. Improve and expand cooperation with the local Vocational School and our partnered Universities, sign new Partnership with Vocational School in Tomislavgrad.



# OUR KEY ASSETS ARE OUR EMPLOYEES...





## Employee Health & Safety

In keeping a healthy and safe work environment for our employees we go above and beyond regulatory requirements. We maintain an inhouse Specialist at our Occupational Health and Fire Safety Department where we continually work on improving these systems with technical assistance from certified external consultants who are complimentary.

This segment is regulated by local Employee Health and Safety Laws as well as Fire Safety Laws which prescribe minimum requirements in each country.

We have additional internal guidelines including Rulebooks on Occupational Health and Safety and Fire Safety, a Risk Assessment for all positions in the Company, and a vast array of internal guidelines and procedures covering requirements for all employees.<sup>12</sup>

Our EH&S Manager continually analyzes the system through quarterly reports using KPI's and takes necessary steps to continually improve the health and safety of our employees as well as reduce fire risks.<sup>13</sup>



**709,556**  
HOURS WORKED



**96** EMPLOYEES ATTENDED EHS TRAINING SESSIONS

**82** EMPLOYEES ATTENDED FIRE SAFETY SESSIONS<sup>14</sup>

**31** EMPLOYEES COMPLETED FIRST AID TRAINING

**115** EMPLOYEES UNDERWENT PREVENTATIVE MEDICAL EXAMS SPONSORED BY OUR COMPANY

## Occupational Health & Safety indicators <sup>15</sup>



**↑32%** in expenditures y/y per employee  
for improved EH&S equipment & useables

**0** fatalities as a result of work-related injury

**55\*** rate of recordable work-related injuries  
(97% slight injuries: minor - cuts, slips,  
bruises, contusions etc.)

**1.41\*** rate of high consequence work  
related injuries



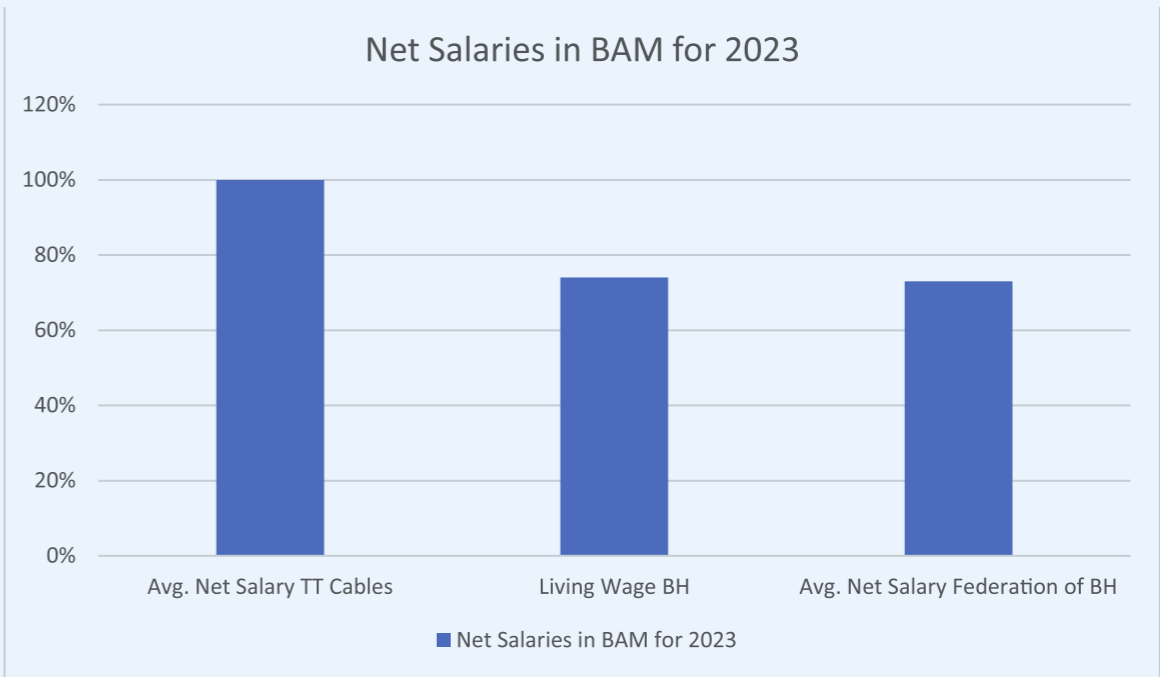
## Content Employees

At TT Cables Group we have worked arduously over the years to maintain a motivated family of employees in all aspects of the work experience. Ranging from compensation, career growth, relations inside the company with colleagues and managers, recognition and clearly disseminating of strategic goals, we continually strive to better conditions for our team.

 **11%** IN NET SALARIES OVERALL Y/Y AT MANUFACTURING FACILITY & HQ IN BH

 AVERAGE NET MONTHLY SALARIES AT TT CABLES BH EXCEED FEDERAL AVERAGE BY **37%** IN 2023

 ENTRY LEVEL WAGE **1.6x** HIGHER THAN MINIMUM WAGE REGARDLESS OF GENDER<sup>16</sup>



\* Indicators for manufacturing facility in BH.  
Data sources: Federal Statistical Institute Bulletin & WageIndicator.org

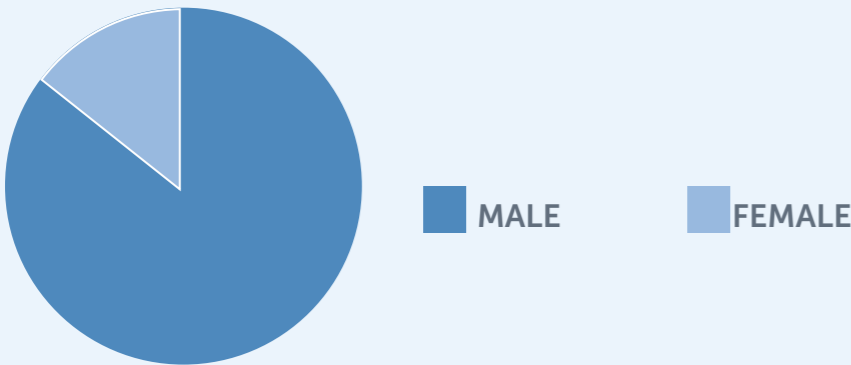
- Target-based monthly **Bonus Budget** allocated to most productive employees in production plant.
- Off-to-school **stipends for employees with children** in elementary school Holiday bonuses throughout the year
- Employee experience-achieving annual improvement in employee retention, measured by **Voluntary Employee Turnover Rate: 14.2%**<sup>17</sup>
- **Parental Leave**<sup>18</sup> - 2 employees (F) benefitted during reporting period; 100% Employees entitled
- **Employee Well-Being Policy** adopted which guarantees a minimum “Living Wage” for all employees at TT Cables Group

## Equal Opportunity & Development

“If you prick us, do we not bleed?” – an infamous quote from Shakespeare in symbolic reference to equality which is the guiding tenet in our approach to employee recruitment, development and non-discrimination at the TT Cables Group.

We continue our pragmatic approach in hiring and promoting the most qualified candidates and staff, notwithstanding personal traits while strongly considering diversity issues. Our Women Engagement Program introduced a few years back has proved to be extremely successful with mutual benefits and satisfaction as well as an unexpected and positive multiplier effect at other industrial manufacturing facilities in the region.

Our bottom line is equal pay for equal work and stimulative remuneration based on targeted outcomes.



**8 WOMEN**  
in Upper Management positions  
at TT Cables Group

Basic salary and remuneration ratio of women to men is **EQUAL FOR ALL EMPLOYEE** categories at TT Cables Group (equal salary for equal work principle) <sup>19</sup>

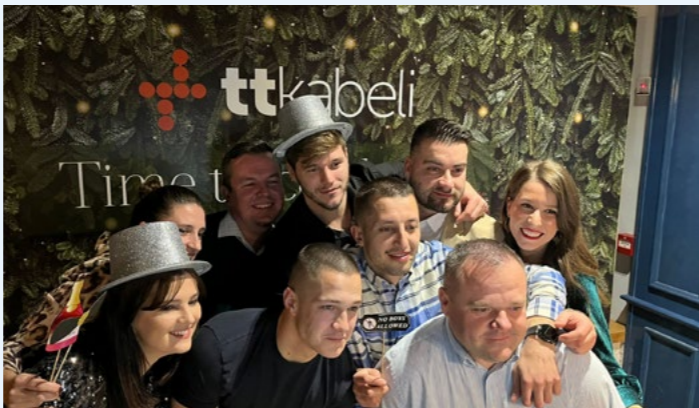
9 Employees with **DISABILITIES**

100% of Senior Management **SOURCED LOCALLY** for all operations <sup>20</sup>



## Our TT Cables Family

Our Team Building Sessions and group trips significantly contribute to strengthening Team Spirit in various surroundings.



*"The strength of the team is  
**EACH INDIVIDUAL MEMBER.**  
The strength of each member is  
**THE TEAM."***

Phil Jackson



## Collective Bargaining Agreements<sup>21</sup>

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All of our employees at our production facility and Headquarters in Siroki Brijeg are covered by the Collective Bargaining Agreement for Metal Producers and Processors signed between the Government of the Federation of BH and the Employers Association of the Federation of BH.

Employee representatives (Council) are also nominated according to local regulations but activity within the Council is absent due to disinterest of employees.

**100%**

of Employees have guaranteed negotiated minimum rights through Collective Bargaining.

## PLANS FOR 2024

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1. Anonymous Employee Satisfaction Survey twice annually
2. General Bonus plan covering all production employees linked to production targets on a monthly level
3. Expand other symbolic benefits including birthday gifts and service awards, sponsored trip to UEFA Euro 2024 (lottery)
4. Rewards for participation and implementation of strategic projects such as LEAN 5S/6S & Kaizen
5. Improvement of the Health and Safety Environment through training, equipment and monitoring
6. Maintain/reduce employee turnover rate
7. Foster education and advancement opportunities



**GOVERNANCE  
& INTEGRITY**

## LEADING WITH INTEGRITY

Our commitment to governance is steadfast, and we promote transparency, ethical practices, and accountability in all parts of our operations to ensure long-term growth and stakeholder trust.



## Corporate structure and composition<sup>22</sup>

The Company is structured in accordance with the Companies Act with a five-member Executive Board responsible to the General Assembly consisting of a sole shareholder.

The Board is nominated by the General Assembly for an undefined period based exclusively on competencies and experience while retained on the basis of achieving strategic goals, financial and non-financial.

Selection is made pragmatically based on measurable results and potential value-added to the Group without any way, shape or form of prejudice. All members are Executive Members of the Board with particular management areas, rights and responsibilities defined by the Company Statute. The Board has operational control over all of the subsidiary companies.

Planning processes encompass ethical, risk assessment and performance aspects while considering long-term development. Reporting systems are continually improved with an accent on relevant Key Performance Indicators which keep us on track and play an important role in decision making and

improving business activities.

TT Cables' approach to corporate governance assures that all basic principles are satisfied. Sustainability Reporting is reviewed and approved by the Board including other relevant documents considering material topics in accordance with Company Bylaws.<sup>23</sup>

Adherence to international best practices and common standards is reflected in our maintenance of Quality Systems Certificates and accompanying systems for key segments of our business. We continually work on integrating, harmonizing and improving our systems and to achieve these goals we have nominated a QMS Manager at TT Cables as well as ISO Contact Points in relevant departments who disseminate information on new Policies, Procedures, Instructions and other documents from the system to their subordinates. This approach helps with the implementation flow and understanding of new approaches.

Our Certificates are verified on a regular basis by the United Kingdom Accreditation Service and their authorized affiliates.

## Certificates

- 1. ISO 9001** Quality Management Systems
- 2. ISO 14001** Environmental Management System
- 3. ISO 45001** Occupational Health and Safety Management Systems
- 4. ISO 50001** Energy Management
- 5. ISO 27001:2022** Information security, cybersecurity and privacy protection (in progress)



## Policy Commitments<sup>24</sup>

Our distinct commitment to the United Nations Sustainable Development Goals is palpable through Policies at TT Cables Group which cover topics from Quality Education, Gender Equality, Decent Work and Economic Growth to Sustainable Cities and Human Development as well as others.

Our Corporate Social Responsibility Policy, Anti-Slavery and Human Trafficking Policy, Anti-Corruption Policy, Whistleblower Policy and several others are overseen on a regular basis through our Compliance Department and monitored through our reporting system. All Policies are publicly viewable on our website [www.ttcables.com/our-policies](http://www.ttcables.com/our-policies).



## Corruption

**100%** of our customers originate from countries with a 35+ Score according to Transparency International's Corruption Perceptions Index (2023)

**0 Reports** filed according to Whistle Blowing Policy

## Compliance with laws and regulations

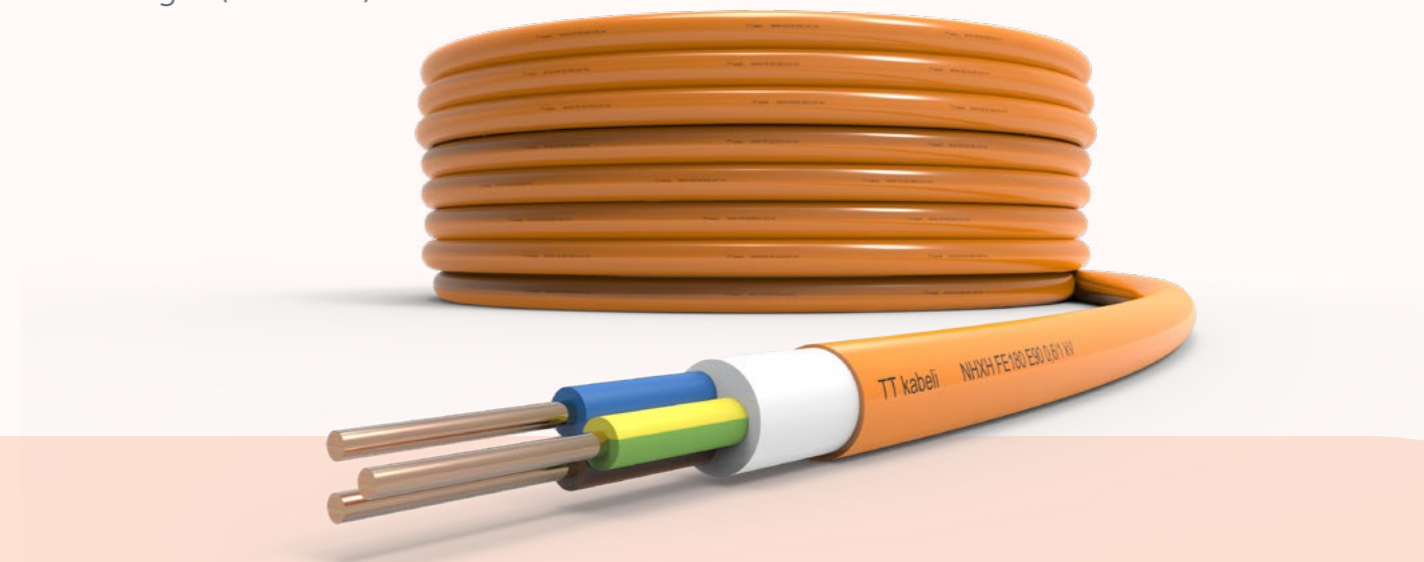
With an abundance of laws, regulations and guidelines we must adhere to in doing our business we continually strive to align the way we work in order to satisfy them:

**0 fines** or non-monetary sanctions incurred in the Reporting Period<sup>25</sup>

## Membership Associations<sup>26</sup>

At TT Cables Group we endeavor to play an active role in our community through advocacy and participation in several bodies in order to make a significant contribution to the community and business environment. Our role is aligned with our key values and positively impacts our surroundings

- The Foreign Trade Chamber of BH (member)
- Austrian Economic Chambers (member)
- The American Chamber of Commerce, Croatia – (member of the ESG Work Group and General Assembly)
- X Energy Croatia (member)
- The National Electrical Engineering Business Association (NETA), Lithuania (member)
- The Siroki Brijeg Business Association (Vice-Presidential Position)
- The Metal and Plastics Cluster, Mostar BH (member)
- The Technical Committee for Electric Cables and the Institute for Standardization of BH (member)
- BH K Cigre (member)



## Information & Cyber Security

TT Cables has committedly been working over the last few years on protecting our data and that of our clients in accordance with standards and other regulations. During the reporting period new procedures for information security and cybersecurity, mainly stemming through implementation of ISO 27001:2022 were adopted and disseminated throughout the company via our QMS Manager and ISO Contact Points.

In accordance with planned activities pertaining to reducing cyber risks, the SIEM tool was implemented in 2023. The software covered 150 devices and in a short period of time a significant number of vulnerabilities were detected and consequently managed.

1. Vulnerabilities **REDUCED 10X** from implementation of SIEM in a short period of time – 98% of critical vulnerabilities eliminated, continual monitoring

2. **0 BREACHES** of customer privacy and losses of customer data<sup>27</sup>

## Digitalization

Better, stronger and faster through automatization of processes is the reason we continually digitalize. Digitalization in itself is a complex and continuous process requiring constant updates and

other changes in order to align the tools with company goals.

We have three main goals in the substantial number of digitalization processes ongoing at TT Cables Group:

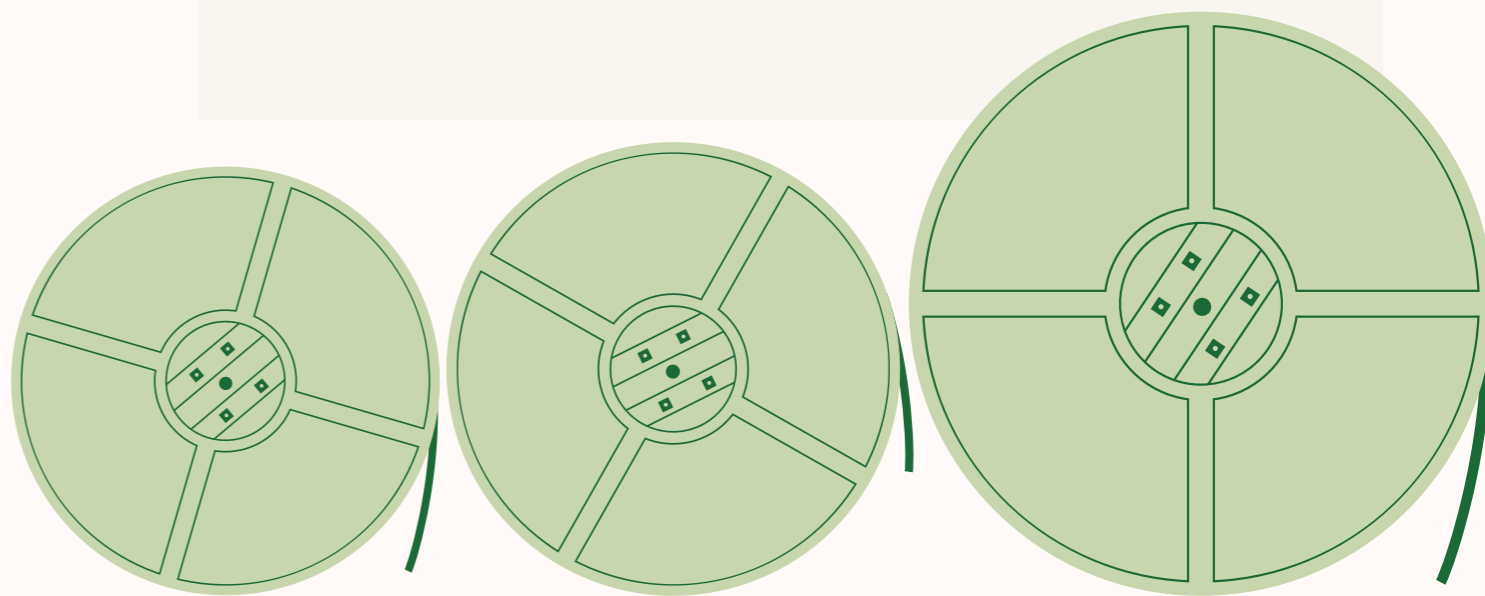
- Expedite processes by eliminating unnecessary, non value-added activities
- Eliminate unnecessary use of paper considering environmental impacts and costs
- Derive scientific based data on selected processes which is useful in decision making and improving systems – as Drucker stated “If you can’t measure it, you can’t manage it”

At TT Cables Group we took several steps forward in implementing our planned key digitalization processes in 2023:

- Routine and Preventative Maintenance System - fully implemented & in use
- Manufacturing Execution System in process of minor hardware assemblies for existing and new machinery, configuration once complete
- Cable Design Software System – continual data input

## PLANS FOR 2024

1. Finalize implementation of ISO 27001, perform 2 internal audits and Certification by the end of FY
2. Make preparations for ISO 9001 Certification in two of our subsidiary companies using the existing system at Headquarters.
3. Improve reporting system for SIEM
4. Train IT staff for Ethical Hacking Certificate
5. Format quarterly reports with KPI's for Preventative Maintenance System
6. Procure, train and implement the following solutions: DMS – Document Management System, BPM – Business Process Management System, CRM Customer Relations Management Tool, Logistics Software (assignment), Open Project software
7. Play a more active role at membership associations



## GRI Standards used in compiling this Report

- <sup>1</sup> GRI Disclosure 2-3 Reporting period, frequency and contact point
- <sup>2</sup> GRI Disclosure 2-2 Entities included in the organisation's sustainability reporting
- <sup>3</sup> GRI Disclosure 2-22 Statement on sustainable development strategy
- <sup>4</sup> GRI Disclosure 2-1 Organizational details
- <sup>5</sup> GRI Disclosure 2-6 Activities, value chain and other business relationships
- <sup>6</sup> GRI 2-7 Employees
- <sup>7</sup> Production facilities are presently located exclusively at our Headquarters in Široki Brijeg, Bosnia and Herzegovina all other subsidiaries are trading companies.
- <sup>8</sup> GRI 305-1, GRI 305-2 Direct ( Scope 1 ) GHG Emissions ; Energy indirect(Scope 2 ) GHG Emissions
- <sup>9</sup> GRI Disclosure 2-5 External assurance
- <sup>10</sup> GRI Disclosure 305-4 & 305-5 GHG Emissions Intensity ; Reduction of GHG Emissions
- <sup>11</sup> GRI 308-1 New suppliers that were screened using environmental criteria
- <sup>12</sup> GRI Disclosure 403-2 Hazard identification, risk assessment, and incident investigation
- <sup>13</sup> GRI Disclosure 403-9,Related injuries, *Indicators apply to manufacturing plant only Work*
- <sup>14</sup> GRI Disclosure 403-5 Worker training on occupational health and safety
- <sup>15</sup> GRI Disclosure 403-9 Work - related injuries
- <sup>16</sup> GRI 202-1. Ratios of standard entry level wage by gender compared to local minimum wage. *Indicator used for wages at manufacturing facility & HQ in BH. Legal Minimum wage in FBH reference point.*
- <sup>17</sup> GRI 401-1 New employee hires and employee turnover
- <sup>18</sup> GRI 401-3 Parental leave
- <sup>19</sup> GRI 405-2 Ratio of basic salary and remuneration of women to men
- <sup>20</sup> GRI 202-2 Proportion of senior management hired from the local community. *Senior Management refers to all positions above and including Line and Shift Managers to Board Level. Local geographical position is the country of operations.*
- <sup>21</sup> GRI Disclosure 2-30 Collective bargaining agreements
- <sup>22</sup> GRI 2 Disclosure 2-9 and 2-10 Governance structure and composition, Nominations and selection of the highest governance body
- <sup>23</sup> GRI Disclosure 2-14 Role of the highest governance body in sustainability reporting
- <sup>24</sup> GRI 2 Disclosure 2-23 Policy commitments
- <sup>25</sup> GRI 2 Disclosure 2-27 Compliance with laws and regulations
- <sup>26</sup> GRI 2 Disclosure 2-28 Membership associations
- <sup>27</sup> GRI Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customers data





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