

Corporate Social Responsibility Report

2023

DAKO[®]

PACKAGING
& CARDBOARD
SOLUTIONS





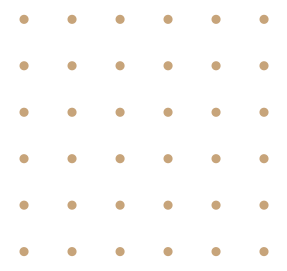
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COMPANY OVERVIEW

We are one of the leading producers of packaging and corrugated cardboard in Poland. We manufacture the highest quality products that meet the requirements of our customers and essential standards.

DAKO specializes in large-volume, mass-produced, and highly refined packaging solutions tailored for requiring industries. Our services encompass both offset and flexo printing techniques, ensuring exquisite quality and precision in every design. Currently, we operate two production facilities spanning a total area of 80,000 m².



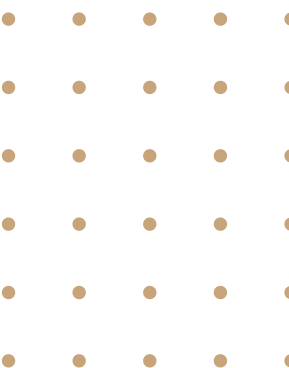
Since its establishment in 1974, DAKO Printing House has developed from a family project born out of a passion into one of the key experts in the packaging industry in Poland.





OUR SUSTAINABILITY APPROACH

In light of the repercussions of climate change caused by human activity, we strive to continually minimize our impact, recognizing environmental issues as one of the paramount challenges of our time. We are committed to ensure that our performance and products meet the specified requirements.



REDUCING WASTE

To **conserve natural resources**, DAKO Printing House has implemented rules aimed at minimizing both hazardous and non-hazardous waste. For instance, we are actively reducing the volume of waste paper, specifically identified with the code 03 03 08 - waste from sorting paper and cardboard intended for recycling, we reduce from the very beginning of the implementation of the accepted order.

Rolls of paper with **precisely tailored web widths** are ordered for each individual order. To **minimize paper waste**, we meticulously plan the **optimal layout** for printing on the sheet of paper. This way, less scrap is generated during the die-cutting process. Restrictions were also introduced during printing, e.g. the number of sheets intended for "trials - turnouts".



Adjusting the amount of materials to the planned production allows you to reduce waste, especially codes 07 02 13 - plastic waste, 15 01 02 - plastic packaging and 15 01 04 - metal packaging.

The use of microfiltration on machines allows you to reduce waste code 13 02 05* - mineral engine, gear and lubricating oils that do not contain organochlorine compounds. Checking the condition of machines, systematically performing inspections, **replacing filters** and operating fluids helps extend the life of machines and devices.



REDUCING WASTE



Waste code 16 02 13* - used devices containing hazardous elements other than those listed in 16 02 09 to 16 02 12, are **minimized by using higher quality materials.**

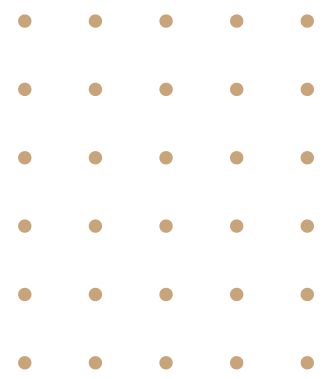
Namely, materials with a longer service life as a product, which reduces the frequency of replacements and thus reduces the amount of waste generated, e.g. fluorescent lamps. Employees are trained in the scope of waste management, environmental aspects, and packaging life cycle.

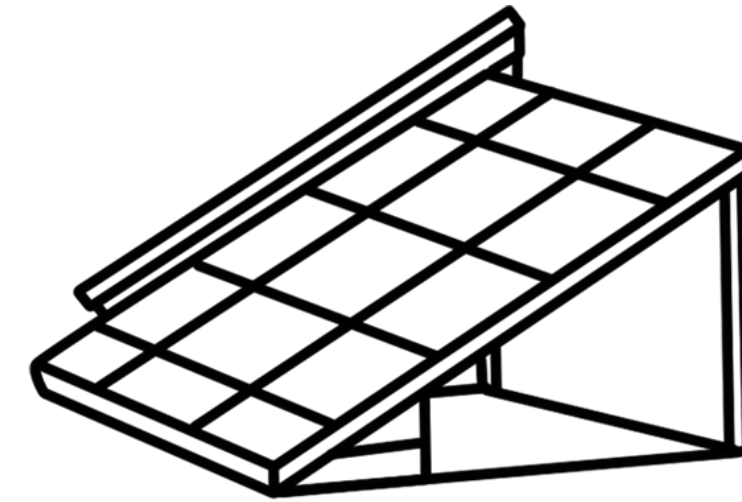
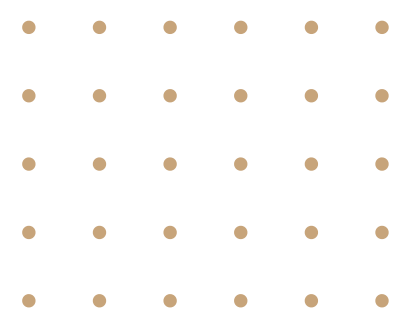


FIFO PRINCIPALE

Our environmentally friendly practices include regularly checking the expiration dates of chemicals and ensuring that containers with substances are used until the expiry date. This applies especially to paints, because the ink that is unused in the printing process thickens, then expires and must be disposed of. We ensure compliance with the **FIFO** principle for chemicals and papers, adhering to the 'first in, first out' approach.

The use of an efficient remover and regular cleaning, especially the washing systems in printing machines - responsible for the consumption of washing liquids, reduces the amount of hazardous waste code 08 03 12* - printing ink waste containing hazardous substances.





GREEN ENERGY

One of our key initiatives is the installation of **photovoltaic panels** on our facility. This has reduced our dependence on traditional energy sources, and we are proud to report that we have been able to generate a significant portion of our electricity from renewable sources. By investing in solar energy, we not only **reduced our carbon footprint**, but also achieved significant savings.

COGENERATION UNIT

Aiming for efficient utilization of available solutions for optimal energy consumption, we decided to install a combined heat and power (CHP) unit using high-efficiency **cogeneration technology** from Caterpillar, based on a single 999 kWe cogeneration unit powered by natural gas.

We implemented hybrid techniques and integrated the cogeneration unit with a steam generator and absorption process. Combined generation of electricity, heat, and utility cooling is a pro-environmental solution. With this barely completed investment, DAKO will cover a portion of its electricity demand from its own sources. The use of a steam generator and its integration into the existing steam boiler system will allow for more efficient **corrugated cardboard production**. Furthermore, the thermal energy released during engine operation will be utilized to provide heat and cooling to the facility, significantly enhancing working conditions.

By using **high-efficiency cogeneration**, we are acting in an environmentally friendly manner, reducing carbon dioxide emissions through the use of low-emission generation sources. This investment also **ensures improved energy security** for the facility, thanks to becoming independent of traditional sources.





EV

DAKO introduced a sustainable transportation initiative. Within our company, employees utilize electric vehicles for commuting between facilities and during business trips. Through the adoption of electric vehicles, we have successfully **lowered carbon dioxide emissions**, thus making a notable contribution to reduce air pollution.



R&D CENTER

Since 2022 when we have established our own R&D center with physical testing laboratory we conduct research dedicated to the advancement of new technologies for raw material production, packaging and carton structures. Collaborating closely with Lodz University of Technology, we are actively engaged in we work on the innovative types of packaging and materials. These solutions are set to save materials by **reduction the weight of the components** while **upholding essential strength parameters**.

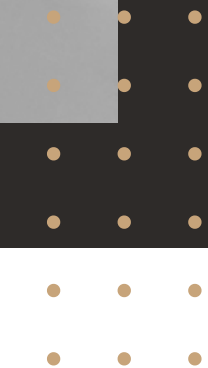
DAKO®



Politechnika Łódzka



PHYSICAL TESTING LABORATORY IN R&D CENTER



STANDARIZATION & CERTIFICATES

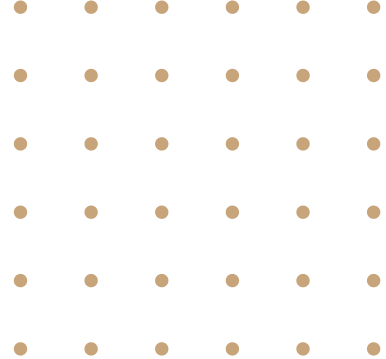
ISO department is responsible for implementing and maintaining the **ISO standards**, ensuring compliance with regulations and enhancing our quality management system. This involves overseeing processes, conducting internal audits, and collaborating with external auditors to assess adherence to ISO standards.

Additionally, the department focuses on continuous improvement, refining production processes, and providing training to employees to uphold quality standards. In collaboration with other departments they assess and constantly supervise identified potential hazards as part of the **HACCP** plan. We also apply and improve established operational preliminary programs, thus **eliminating the occurrence of defective products** at an early stage of production. Improve the efficiency of the printing house by implementing organizational changes, investing in the expansion of facilities, purchasing and renovating machines and improving hygienic, environmental and health and safety conditions.

We have implemented the **FSC CoC** system that supports sustainable forest management, it confirms that the wood used to produce paper, thus packaging was obtained as a result of responsible management.

In essence, our ISO department is dedicated to ensure that our company operates in accordance with international quality standards, contributing to efficiency, cost reduction, and competitiveness in the market.





SOCIAL RESPONSIBILITY

Thanks to the increased demand and the consequent investments, we enhanced the machine park along with the number of employees. DAKO currently hires over 1,000 employees who can benefit from medical packages, sports cards, life insurance and bonuses such as Christmas packages or prepaid christmas and lunch cards.



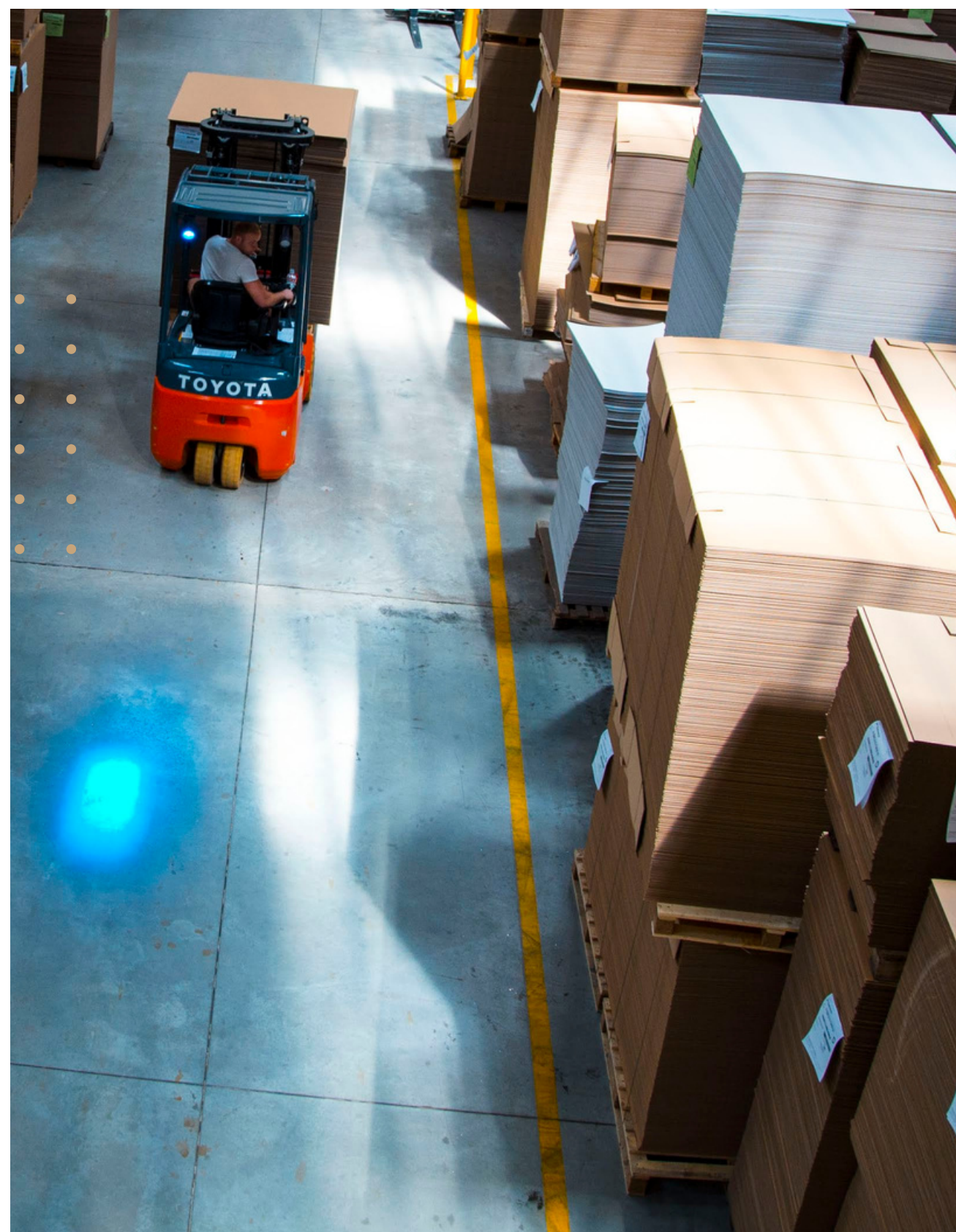
WELL BEING

In the fall of 2023, our HR department, with a keen eye on our employees' **well-being**, embarked on studies in this field at Kozminski University. The program covers areas such as positive psychology, neuroscience, medicine, dietetics, physiotherapy, interior design, employer branding, and more.

In 2024, we are poised to initiate the implementation of comprehensive well-being and health strategies and programs tailored to **meet** the varied **needs of our employees** and the entire organization. Through the introduction of innovative programs, our aim is to enhance satisfaction and foster a deeper understanding of mental health, stress management, and well-being practices.



2024



SAFETY

In our warehouses, we use a **blue light system** installed on forklifts to enhance safety for all employees, particularly those who are hearing impaired. This system incorporates blue LED lights strategically mounted on the forklifts to improve visibility and serve as a warning signal for other workers in the vicinity.

This initiative is a proactive safety measure that aims to reduce the risk of accidents and collisions by providing a visual cue that complements existing auditory signals. It ensures that **all employees, especially those who are hearing impaired can navigate the workspace safely**. By prioritizing inclusivity and leveraging innovative safety technologies like the blue light system, we are capable to create a workplace environment that promotes the security of each team member.





SAFETY

Our employees are equipped with personal protective equipment such as safety shoes, gloves, aprons, goggles, face shields, and ear protectors. Occurring accidents are classified as minor incidents. In recent years, their frequency **has decreased by an average of half.**

Company **enhances the qualifications of the staff**, which contributes to the reduction of accident rates. We improve the technical condition of the machinery and invest in **modernization** to enhance safety measures.



LOCAL INITIATIVES

In 2023, just like last year, we continued our partnership with the **Honorary Blood Donors Association**, dedicated to organizing on-site blood donation drives. Our company proudly provided branded merchandise as tokens of appreciation for individuals generously donating blood during these events. We actively promoted the campaign across our social media platforms.



YOUTH EDUCATION

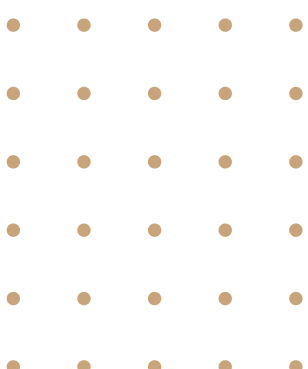
In 2022 DAKO launched a **project in cooperation with a technical secondary school** in Lubartów. We established an innovative education program, combining professional practice as a printer in our manufacturer with theoretical education. The program aims to help young people acquire technical skills before their professional career begins.

The vocational class program offers two development paths - training as an offset printer and a flexo printer. Recently, the second-year students participated in a one-month training session in Zielona Góra. In the near future, we plan to collaborate on **creating a new specialized training program** for the profession of electromechanic.

Besides our educational projects and regular cooperation with school in Lublin regarding digital printing technician internship, we also support local schools and kindergartens with printed materials.



2024



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**CZEŚĆ,
UCZNIU!**

Do naszego zespołu poszukujemy na staż osób, które są pasjonatami **maszyn i technologii**. Nasz nowoczesny park maszynowy oferuje nieograniczone możliwości rozwoju. Będziesz mieć dostęp do **najnowszych technologii** w branży poligraficznej, które umożliwią Ci eksplorację innowacyjnych rozwiązań.

CO OFERUJEMY?

- Naukę obsługi nowoczesnych maszyn i urządzeń
- Możliwość przedłużenia współpracy na podstawie umowy o pracę
- Przyszłościowy zawód dający możliwość rozwoju
- Praktykę w stabilnej i dynamicznie rozwijającej się firmie
- Wysoką jakość kształcenia

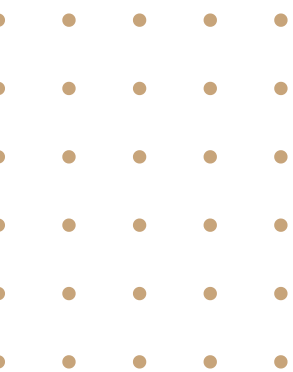
Dział HR +81 852 66 36  rekrutacja@drukarnia-dako.pl



SUPPORT FOR OUR EMPLOYEES

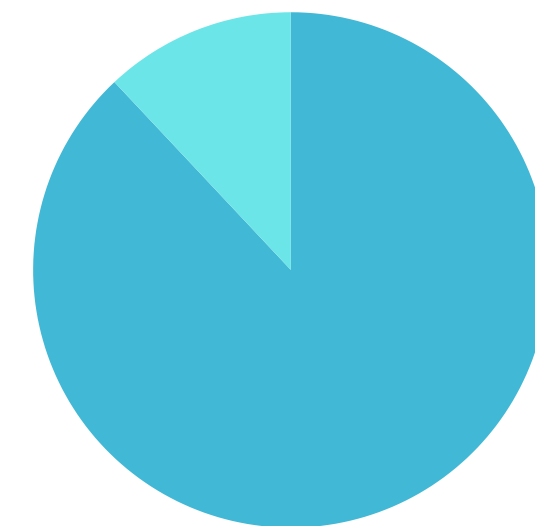
At present, our workforce consists of more than 1 000 individuals, a significant portion of whom have dedicated 10, 15, 20, or nearly 30 years of service to our company. Our employees are not merely faces in the crowd; they are often our neighbors or long-standing acquaintances. During challenging times, when they encounter adversity, **we extend our support** through non-repayable grants, providing assistance without the expectation of repayment.

Furthermore, in 2023, we introduced a program offering interest-free loans exclusively accessible to our employees, aiming to further alleviate financial burdens and promote their well-being.



TRAINING PLANS

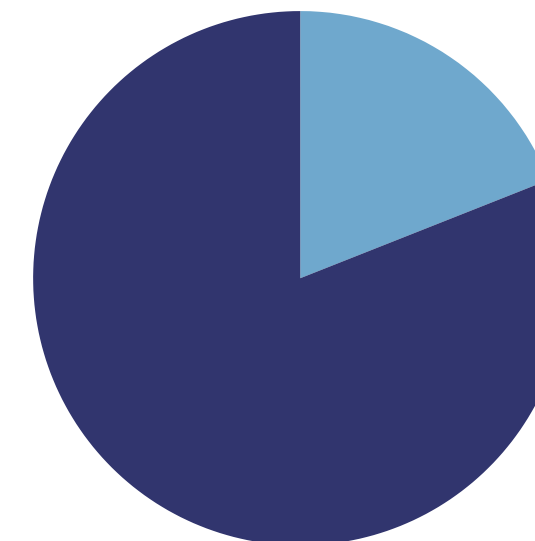
Drukarnia DAKO actively promotes professional growth, inter alia, through **executing training plans** for our employees. In 2023, we conducted 8 out of 9 scheduled **internal training sessions**, resulting in an **88% effectiveness rate** for our plan. All employees attended to the trainings, which covered topics such as BRC standards in production, FSC, quality defects, waste segregation at the facility, occupational health and safety, and related areas.



2024

In **2024**, alongside our standard internal training programs, we aspire to provide specialized anti-corruption policy training for selected departments and managerial personnel.

As for **external trainings**, 26 out of 32 were completed, resulting in an **81% effectiveness rate** in line with our plan. External trainings are sessions addressed to specialists. Our participants took part in training sessions covering among others quality control, HACCP Codex Alimentarius System, courses to enhance electro-technical and hydraulic competencies, updates on EU directives, Strategic Pricing Management, FSC, and PEFC.





INCLUSION

We promote **equality** in terms of salary, which is established exclusively based on experience, skills and know-how. Not only salary, but promotion opportunities are set regardless of gender, women hold 55% of management positions in the company. In addition, to support the smooth return to work for young mothers, we provide **flexible** working hours.

Our company embraces inclusivity by welcoming mature employees. The **Silver Generation** represents 27% of our workforce. Many of them have been dedicated members of our team for 20 years or more, generously sharing their vast experience.

DAKO is an organization that aims to break stereotypes related to the employment of people with disabilities, as well as to **eliminate barriers** and social division. We focus on establishing proper conditions for the staff and empowering every team member.





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