



CSR Report 2024

Zakład Poligraficzny POL-MAK Sp. z o.o.





Our commitment to responsibility



At Zakład Poligraficzny POL-MAK, as a family-owned business with 100% Polish capital, we feel a daily responsibility for our environment and for future generations.

For many years, we have been committed to social responsibility, caring for the natural environment and the well-being of our stakeholders. Our continuous improvement in this area is supported, among other things, by findings from audits conducted by certified institutions. POL-MAK has been a SEDEX member since 2013. Our efforts have been recognized with prestigious EcoVadis medals and with the titles of Energy Transition Leader - honors we have received for both 2024 and 2025, among many other achievements.

We invite you to review our CSR Report 2024.



Mission, vision, and goals of a sustainable family business



Our mission is to meet our customers' expectations and requirements by delivering sustainable products on time, products that are safe, created with care for the natural environment, of high quality, and offered at an attractive price.

Our vision is a world where the end customers, using decorative paper products manufactured by POL-MAK, experience unique moments and know how to appreciate them, valuing quality time with loved ones in a slow lifestyle.

For generations, **our goal** at Zakład Poligraficzny POL-MAK has been innovation, stable growth, and sustainable development.

Our dynamic development since 1986

Discover our path to sustainable development

Starting a business
on a 50 m² area
in Przemierowo

Company growth and
the creation
of the first jobs

Construction
of a production facility
with an area of 140 m²

Construction
of a production facility
with an area of 540 m²

Doubling
of the industrial area
to 1,000 m²

Our first product:
greeting cards

Development of the
greeting cards offer

Purchase of the first
production machines

Expansion of the
machinery park with the
first 4-color printing
machine

New products:
decorative paper bags,
gift wrap paper

1986

1991

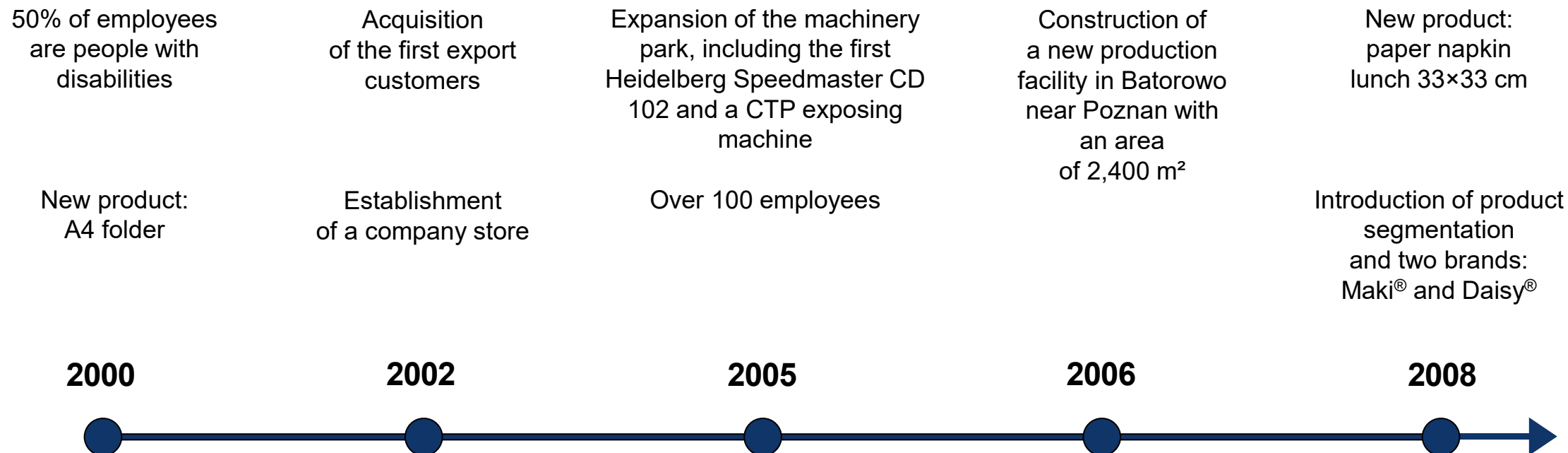
1993

1995

1997



Ongoing expansion of our offer and machinery park



More than 10 years of environmental, quality, and ethical certifications



Almost 40 years of experience as a family-owned company



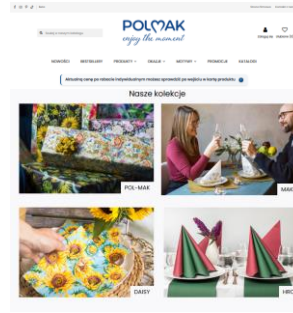
Discover our path to sustainable development



2024 - continued growth



Expansion of total area to 30,000 m²



Launch of our online store b2b.pol-mak.com.pl



New products in preparation for 2025

Expansion of the production and storage area by 12,500 m² in Ilawa



New products:

- trays 13 × 20 cm
- transparent cellophane



New technology: a combination of flexo and digital printing



POL-MAK awarded a prestigious EcoVadis medal



Sustainability
is the only way
forward.



We are proud
to follow this path.

In 2024, Zakład Poligraficzny POL-MAK ranked among the top 35% of companies best rated for sustainable development by EcoVadis. Since then, more than 130,000 companies from over 180 countries and 200 industries have been evaluated by EcoVadis.

The EcoVadis medal is one of the most important international awards in the field of sustainability assessment. The EcoVadis rating confirms that POL-MAK operates in accordance with the best practices in sustainability.

The assessment methodology is based on international standards such as the Global Reporting Index (GRI), ISO 26000, the principles of the UN Global Compact, and the UN Sustainable Development Goals.



Fundacja Qualitas
Awards



POL-MAK awarded for its flagship product

EUROPEAN QUALITY CERTIFICATE® 2024

Zakład Poligraficzny Pol-Mak Sp. z o.o.

in the category: **product**

for: **decorative napkin produced from tissue
paper**

www.fundacjaqualitas.pl

Members of the Chapter:

mgr Marcin Kałużny
Chairman

dr inż. Wojciech Henrykowski
Member

dr hab. inż. Marek Roszak, prof. nzw. w Pol. Śl.
Member

Fundacja
Qualitas is a member of 

check number: I-2024/EQC/01

In 2024, we received the European Quality Certificate® for our decorative napkins manufactured at Zakład Poligraficzny POL-MAK. This award is the result of many years of commitment to quality, confirmed through a process of self-assessment, audit, and evaluation by the Competition Jury. It is also a recognition of the hard work and dedication of our employees involved in the napkin production process, to whom we are deeply grateful.

The certificate is awarded by the QUALITAS Foundation, an active member of the Polish Forum ISO 9000 Club.

Our 2024 contribution to the UN SDGs



ESG environmental scope (E):

1. Reduction of greenhouse gas emissions
2. Reduction of emissions in the value chain and achievement of net zero emissions by 2050
3. Ensuring high environmental standards at every stage of production

ESG (S) social responsibility scope:

1. Safe and healthy workplace
2. Commitment to promoting human rights
3. Development of local communities

Scope of ESG corporate governance (G):

1. Prevention of corruption and unethical conduct
2. Development of a responsible supply chain
3. Establishment of partnerships for sustainable development

Our new commitments in 2024



In March 2024, in recognition of the values that have shaped the development of our business, we were accepted into the Family Business Foundation, which promotes best practices among family businesses.

WE SUPPORT



In July 2024, we joined the United Nations Global Compact initiative. We believe that supporting this initiative contributes to the achievement of the Sustainable Development Goals worldwide. Given our longstanding commitment to these values, becoming a member was a natural step for us. As a signatory of the United Nations Global Compact, POL-MAK supports its Ten Principles.



SIGNATORY

In October 2024, we became a signatory to the Diversity Charter – an international initiative supported by the European Commission. This is our commitment to eliminating discrimination in the workplace and to creating and promoting diversity, which we will continue to develop in 2025.

An aerial photograph of a dark, irregularly shaped lake surrounded by lush green forest and grassy fields. The lake is the central focus, with its dark water contrasting with the vibrant green of the surrounding landscape. The forest appears dense and healthy, with varying shades of green indicating different types of trees or vegetation. The grassy areas are lighter green and appear to be open fields or meadows. The overall scene is a natural, undisturbed landscape.

Minimising environmental impact



At the end of 2024, we introduced a new Environmental Policy that clearly defines our commitments in this area, as follows:

(...) At Zakład Poligraficzny POL-MAK Sp. z o.o., we place particular emphasis on the efficient management of raw materials and the rational consumption of water, gas, and electricity. To reduce our carbon footprint, we are gradually investing in modern technologies, such as energy-saving machines, which - thanks to advanced control systems - allow us to significantly decrease energy losses during operation. An example of such modernization is the installation of photovoltaic panels, which - under favorable weather conditions - enable us to partially become independent of external energy supplies and, at the same time, reduce carbon dioxide emissions. We are continuously considering further investments in renewable energy sources, including heat pumps, which can further increase the energy efficiency of our plants and help reduce operating costs.

Environmental Policy of Zakład Poligraficzny POL-MAK, 2024

POL-MAK's Declaration on Greenhouse Gas (GHG)



In our Environmental Policy, we proudly announced our commitment to sustainable development and environmental protection by reducing Scope 1 and Scope 2 greenhouse gas emissions.

Base year and emission reduction targets

To effectively measure our progress, we have established 2022 as a benchmark for our activities.

This year, we recorded:

Scope 1: 283 tCO₂e

Scope 2: 2,641 tCO₂e

Our goal is to reduce these values:

Scope 1 by 75% by 2030

Scope 2 by 100% by 2025



Carbon footprint

(summary)

2023-2024

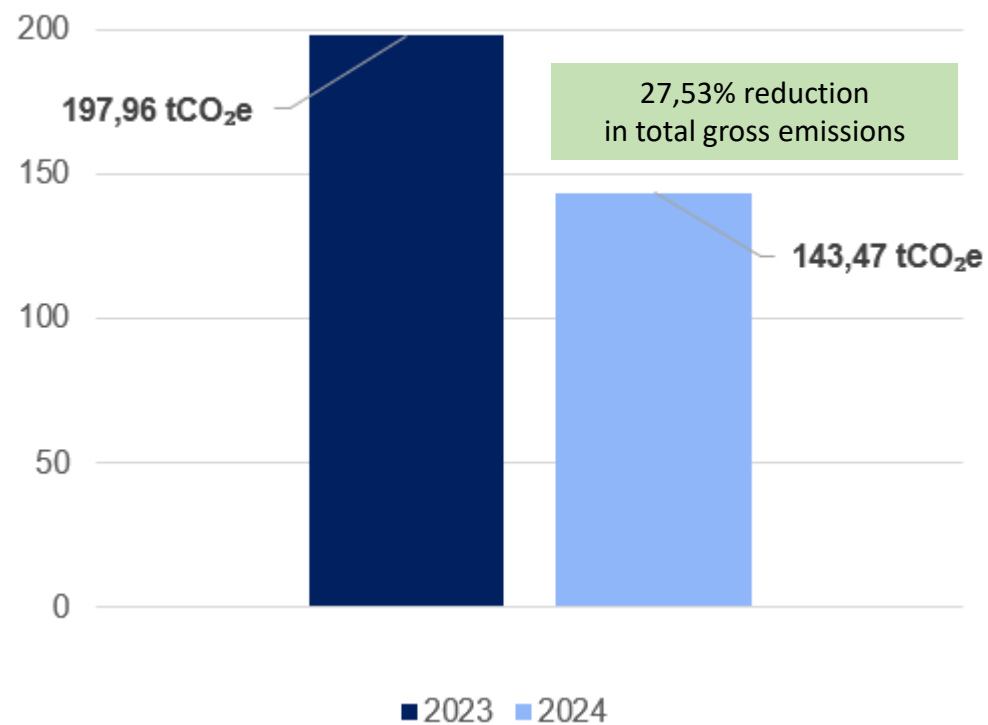
Emission source	Emission (tCO ₂ e) in 2023	Emission (tCO ₂ e) in 2024
Scope 1	197,96	143,47
Scope 2	2850	0
Scope 3	-	In progress

Source: EcoVadis Carbon Estimator – GHG Emission

Direct emissions (2023 vs. 2024)



Scope 1

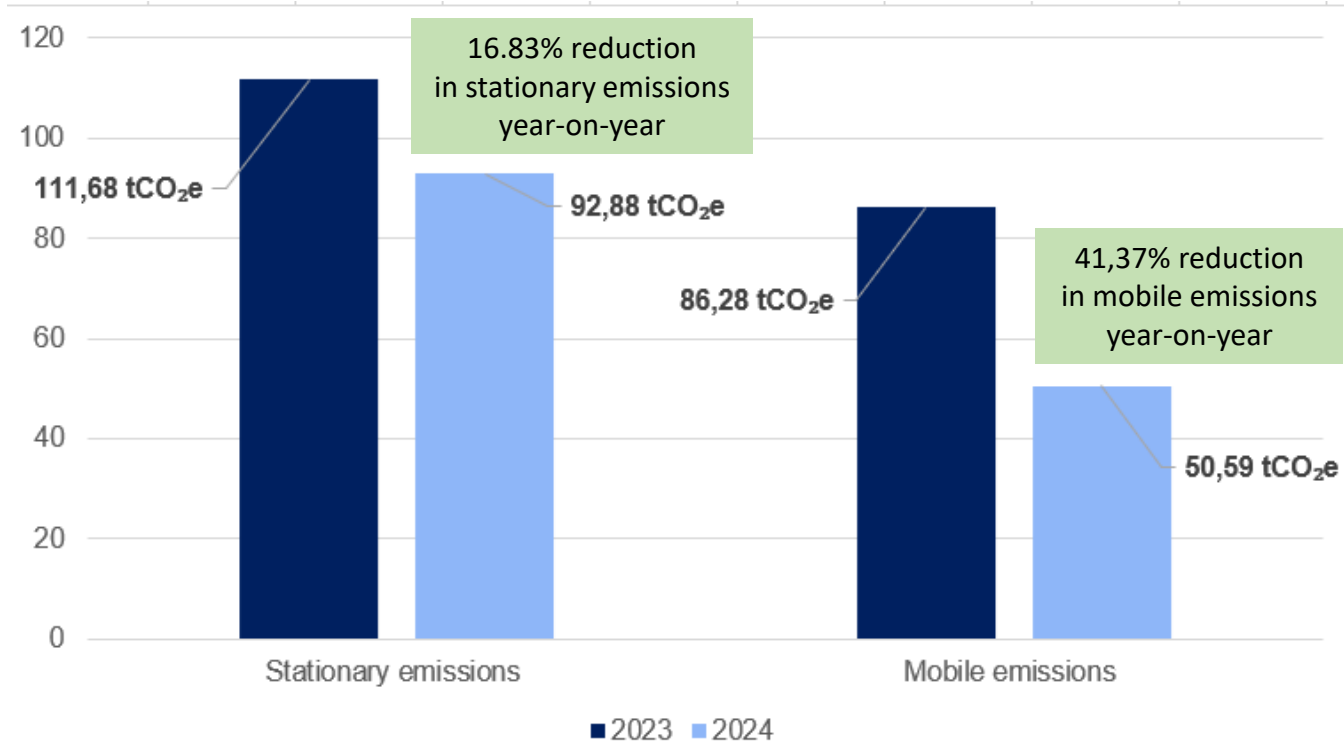


Source: EcoVadis Carbon Estimator – GHG Emission

Direct emissions (2023 vs. 2024)



Scope 1

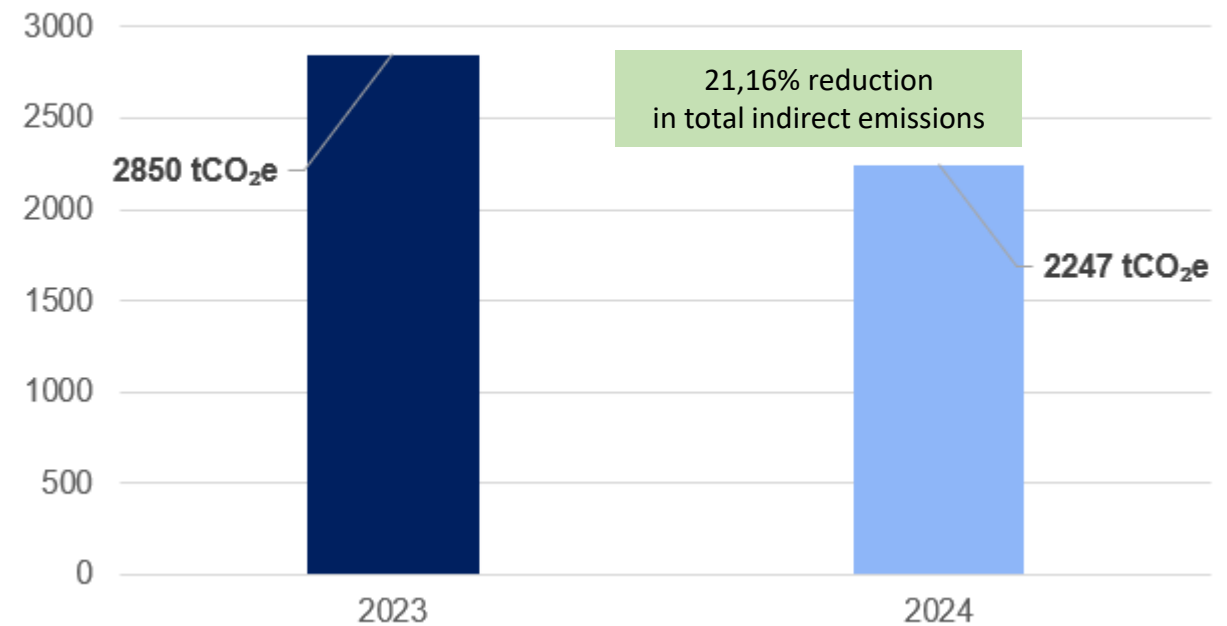


Source: EcoVadis Carbon Estimator – GHG Emission



Indirect emissions (2023 vs. 2024)

Scope 2 (location based)



Source: EcoVadis Carbon Estimator – GHG Emission (2023)



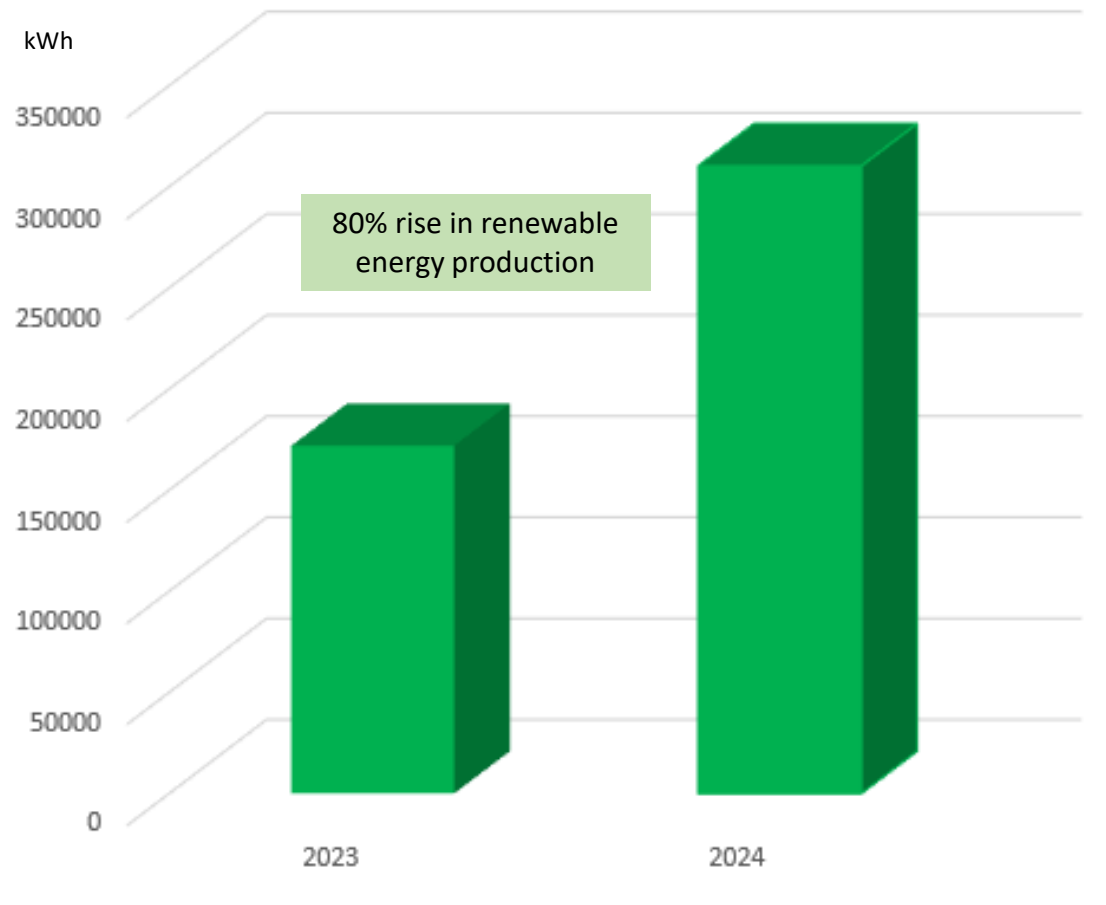
Indirect emissions (total gross)

Scope 2 in 2024

Emission source	Emission (tCO ₂ e)
Total gross Scope 2 GHG emissions (market based)	0

In 2024, POL-MAK purchased 3,567 MWh of electricity. The document issued by TGE S.A. (see next page) confirms that the company supplied the same amount of energy generated from renewable sources, as certified by guarantees of origin or parts of guarantees of origin, into the distribution or transmission network.

Growth in renewable energy production



In 2024, we increased our renewable energy production for the second year in a row, nearly doubling the previous output. Since 2022, POL-MAK has consistently invested in its own renewable energy systems. We maximize self-consumption, reaching the highest possible level.

No indirect emissions in 2024



Rejestr Gwarancji Pochodzenia

Document ID: RGP_GFGMSA_2025-03-03_1418
Warsaw, 2025-03-11

CONFIRMATION DOCUMENT

issued by
TGE S.A, with its registered office in Warsaw, at 4, Książęca street, postal code: 00-498,
for:

Global Factor Green Markets Sociedad Anonima

VAT no.: ESA72746183 Registry code: GFGMSA
Court registration number: 72746183 Address: COLON DE LARREATEGUI 26 1º BILBAO, 48009 Bizkaia

in order to confirm to the end user*:

Zakład Poligraficzny Pol – Mak sp. z o.o

VAT no.: PL7771026248 Purpose: Energy source disclosure
Court registration number: Applicant's Comment:
Legal form: Limited Company Domain/Country: Poland (PL)
Type: End User
Address: ul. Słoneczna 6, 62-081 Przeźmierowo
Energy use period: 2024-01-01 - 2024-12-31

that the amount of energy specified below, which has been entered into the distribution or transmission network,
has been produced from renewable sources, as evidenced by the guarantees of origin, or parts of guarantees of origin, specified below:

Total amount (MWh):	3 567
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The guarantees of origin which have been listed in this document, have been cancelled due to redemption. Therefore, they cannot be redeemed by another entity, traded, or in any other way appropriated by any other entity. A detail list of guarantees of origin cancelled on behalf of the end user listed in this document is presented in the Guarantee information table.

* Data in the table concerning the final customer are the values stated by the Applicant at their responsibility. Towarowa Giełda Energii S.A. does not confirm the truthfulness of the data provided by the Applicant and disclaims any responsibility for the content of the comments.

TOWAROWA GIEŁDA ENERGII S.A.



Page 1 of 2

TGE SA is a pioneer in implementing innovative solutions in commodity trading. As the only licensed commodity exchange in Poland, it is authorized to operate a regulated market. The Polish Power Exchange is supervised by the Polish Financial Supervision Authority with regard to trading on the markets operated by the exchange, including the electricity market, natural gas market, property rights market, and the CO₂ emission allowance market.

Scope 3 in progress

2024

In preparation for 2025 Scope 3 emissions calculations, Zakład Poligraficzny POL-MAK is mapping significant emission sources in its value chain—including raw material procurement, transportation, and downstream product use. The company will gather key environmental data from suppliers, partners, and subcontractors, while also reviewing its internal operations to identify indirect emissions and opportunities for reduction.



Extension of certificates for our raw materials



In 2024, we obtained the right to use the PEFC certificate, which confirms that the raw materials used in the production come from PEFC-certified forests and other controlled sources, and that the company complies with PEFC practices in the production process and supply chain.

This is following certificate used by POL-MAK, following FSC®.



Development of eco-friendly products



In 2024, we continued our commitment to environmentally friendly product initiatives that had been launched in previous years. Our product range still includes items that are suitable for both industrial and home composting. We maintained the availability of napkins made from recycled tissue paper, and we secured certification confirming the recyclability of our napkin packaging foil. Additionally, all our products are packed exclusively in recycled cardboard boxes, further demonstrating our commitment to sustainable packaging practices.

Improvements in energy efficiency



New heating system

In 2024, at the POL-MAK Batorowo plant, a new gas boiler and two heat pumps replaced the old, less efficient central heating boiler. Additionally, hot air generated by the compressor coolers is now used to support hall heating.

New compressors

At the POL-MAK Batorowo plant, the previous compressors (with peak usage of approximately 67 kW and off-peak usage of approximately 37 kW) were replaced by a variable-speed PR37 compressor (peak: approximately 37 kW, off-peak: approximately 20 kW).

Application for energy efficiency certificate

As evidence of our energy efficiency improvement measures, we submitted an application for an energy efficiency certificate. This project involved replacing an existing fixed-speed air compressor with a variable-speed, higher-efficiency compressor featuring heat recovery. The planned energy savings over a 10-year period have been estimated and documented.

New solutions for water management



A new 240 m³ retention-soakaway tank was commissioned in 2024 at the POL-MAK Batorowo site. This hydrotechnical structure temporarily collects excess rainwater and gradually releases it into the ground, reducing flood risk and supporting local ecosystems. The final target capacity will be 675 m³. The implementation design is included in the as-built documentation.

Awarded as Energy Transition Leader 2024



On the occasion of the Polish Climate Congress, we were honored with the title of “Energy Transition Leader 2024” in recognition of our comprehensive energy efficiency modernization efforts carried out between 2020 and 2023. Our investments in the energy transition enable us to maintain attractive prices, ensure operational stability, and support a sustainable supply chain. As a family-owned company, we take our responsibility to the community and future generations seriously, ensuring that our energy transition efforts are pursued with care for the planet.

Employees first: health and safety at work



Our employees are our most valuable asset, which is why we ensure they have a safe and healthy workplace. Thanks to our actions, we maintain appropriate levels of productivity and work efficiency.

Our activities include, among others:

- Providing modern machinery that meets the highest safety standards.
- Regular safety training and skills enhancement sessions for our employees.
- Securing all necessary collective and individual protective equipment.
- Fostering work-life balance.

Our green social impact



In 2024, we took part in FSC Forest Week – an international initiative promoting responsible forest management. We conducted our first workshops on forest protection for primary school students.

Starting from autumn 2024, for the first order placed in our [online store](#), we will plant a tree in cooperation with the Posadzimy.pl organization.



New Human Rights Policy



In 2024, we transformed our Code of Ethics into the „Zakład Poligraficzny POL-MAK Human Rights Policy”. This document sets out principles for respecting the dignity, equality, and safety of all employees. To familiarize our staff with its guidelines, we initiated a series of training sessions for all personnel.

These actions strengthen our commitment to creating a safe, diverse, and inclusive workplace. We believe this enables every employee to reach their potential and feel like a true part of the team.

Please find our new policy [PL] [here](#).

Together with employees for those in need



In 2024, we joined forces with our employees to support people and animals in need. We assisted flood victims by participating in charity events organized by Caritas Poland. Additionally, this autumn we responded to an urgent request from a local animal shelter near Poznań, organizing a collection of food and essential supplies. These activities demonstrate our ongoing commitment to local communities.



For and with employees

In 2024, we organized on-site mammography screenings for the first time as part of our breast cancer prevention efforts. Thirty-five of our female colleagues took advantage of this opportunity. We encourage everyone to get tested—it's worth it!

The BookCrossing campaign has also become a permanent feature in our canteens. Thanks to this initiative, books brought in by our employees are given a 'new life' and continue to share knowledge and joy within the team.



Supporting the discussion on the Women on Boards Directive



In light of the implementation of the Women on Boards Directive, which aims to ensure a quota of women on company boards, we contributed to the discussion by sharing our long-standing experience in promoting women's participation in management at the Women Leaders Conference in Warsaw. For nearly four decades, women have constituted 50 percent of the boards in our companies. Our experience demonstrates the value of gender diversity in leadership roles and underscores our ongoing commitment to equality and inclusion.



Responsible supply chain



In 2024, we expanded our existing „Code of Conduct for Suppliers” into a comprehensive „Code of Conduct for the Value Chain”.

The commitments outlined in the new Code for our suppliers focus on two main areas:

- Due diligence regarding human rights
- Climate-related requirements

As the next step, we will inform our suppliers about the new Code and request that they complete a self-assessment of their sustainability practices. This process will help us ensure that the highest standards of responsibility and sustainability are upheld across our entire value chain.



KONTAKT

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