



# **PROTEA GROUP**

## **Sustainable Development Strategy**



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# Sustainable development

Sustainable development efforts have been an integral part of Protea's corporate culture for over 20 years. Continuing the successful construction of a consolidated international group, we are also guided by the concern for its sustainable development. Our ambition covers all the activities of our company - along the entire value chain.

## Sustainable development strategy

We have defined the main goals of PROTEA in the field of sustainable development:

Through our sustainability strategy, we want to offer more benefits - to our customers, the community in which we are operating and our employees - while reducing our environmental footprint, where our long-term goal by 2030 is to reduce CO2 emissions by 50% per kg of steel compared to 2019.

# Main areas of responsibility

In our activities, we focus on four areas of responsibility that reflect the significant challenges and our opportunities to conduct business in a more sustainable way.

Three of them describe how we want to achieve more benefits for customers, consumers, shareholders, our employees and the communities in which we operate:

- innovation, industry, infrastructure;
- economic growth and decent work;
- gender equality.

The remaining area defines how do we want to reduce our environmental footprint:

- climate related activities.

In order to maintain the dynamics of positive changes, in each of the key areas of responsibility, we have set specific goals for 2022 and the following years:

➤ Innovation, industry, infrastructure

Innovation, which is a significant competitive advantage of PROTEA and guarantees its strong market position, is determined by the pursuit of sustainable development of the company.

### ACTIVITIES PLANNED

Our Research and Development Centre will be expanding the range of PROTEA small-series products intended for the renewable energy sector.

In 2022, work on the following prototypes will be completed:

- improved, in cooperation with the customers, offshore wind farms service crane;
- overhead crane for onshore wind farms towers.



## ➤ Economic growth and decent work

The priority is to maintain work safety standards and broadly support the professional education of employees.

### ACTIVITIES PLANNED

- implementation of training in the field of safe and hygienic working conditions;
- supporting the education of employees at all educational levels (including financing of higher education, vocational courses, specialized training, etc.);
- organization of apprenticeships for at least 15 students from nearby towns and villages;
- organization of six-month student internships.



➤ **Gender equality**

Protea ensures the same working and pay conditions regardless of gender.

**ACTIVITIES PLANNED**

- maintaining women's access to all management positions;
- organization of a social room for women within the PROTEA production and assembly hall;
- in 2022, an evaluation of equal pay for women and men in comparable positions will be performed.



➤ **Climate related activities**

Our strategy assumes that by 2030 we will become a company friendlier to the climate, thus actively contributing to its protection .

**ACTIVITIES PLANNED**

- by 2023, by covering a large part of the energy demand from our own photovoltaic farm and / or wind turbine, we assume an increase in the share of the renewable energy in the PROTEA energy mix up to at least 500kW;
- we assume a gradual replacement of vehicles powered by conventional fossil fuels engines into electric vehicles.
- by 2023, we plan to reduce CO2 emissions by 25%, per kg of steel, compared to 2019.