

Annual Report 2019

Etisoft Sp. z o.o. has been a participant of the Global Compact initiative since December 2010.

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General Data

Principles of conduct applicable at Etisoft sp. Z o.o.[Ltd.]

These principles of conduct apply at all the organizational units and non-resident branches of Etisoft Company.

General Requirements

All the organizational units of the Company, non-resident branches, suppliers and their subcontractors are obliged to act under these principles of conduct. In case that suppliers outsource the supplies of products, materials, equipment, services, etc., for Etisoft Sp. z o.o., the supplier shall be responsible for ensuring that such subcontractor observes the requirements determined herein.

Specific Requirements

Child labor

Etisoft does not accept any form of employing children below the age of 16. In justified cases concerning employing minors between 16 and 18 years of age, the employer is obliged to provide working conditions, working hours and remuneration adapted to the minors' age and pursuant to the applicable laws.

Forced labor

No form of labor provided against the employee's free will or conscious choice is tolerated at the Company.

Health and safety

All the employees of the Company should be provided with a safe and healthy labor environment. The employer should also take all the reasonable measures aimed at the elimination of the reasons for negative working conditions.

Discrimination of employees

Etisoft treats all the employees equally, disregarding any cultural, religious differences, political views, trade union membership, sexual orientation, age, sex, disability. Any decisions on employment, remuneration, professional promotion, training courses, etc. are made basing on the skills and qualifications held by an employee only.

Workplace harassment and abuse

No employee of Etisoft may be discriminated or harassed, the result whereof being the violation of the employee's dignity, humiliating or degrading them. Such behavior may include physical, sexual, psychological or verbal elements.

Working hours

Etisoft recognizes that the employer must not require from its employees work within hours exceeding the agreements contained in the "Working Rules".

Remuneration

Etisoft employees are entitled to remuneration for the work provided in the amount as defined in the employment agreement, however, the remuneration, including the extra components, must be equal or exceed the level of minimum remuneration as defined by the applicable laws.

Freedom of association and right to negotiate collective agreements

All the employees are entitled to free establishment and joining any organizations representing their interests as employees. No employee may be intimidated or harassed due to exercising its right to association. The employer must also observe the employees' right to negotiate any collective agreement.

Compliance with environment protection requirements

The rules of conduct of Etisoft in the scope of the Company environmental impact have been defined in the „Integrated Management System Policy” at Etisoft Sp. z o.o.”.

Our company is registered into Packaging Waste Management System (BDO).

Monitoring and conformity

The obligation to monitor the conformity of the company functioning with the principles of conduct implemented and the necessity to inform the employees on the measures taken up and their results lies within the responsibilities of the Company management.

Employee turnover
1,02%

Employee retention
0,28%

Implemented Kaizen Ideas
59%

Etisoft Human Capital

- Knowledge, competences, experience and motivating employees for the organization's development.
- Motivation for improvement and development of processes, products and services, including the abilities of employees related to leadership, management and cooperation.
- High safety culture.

Our aims in the scope of human capital management:

- Guarantee of and development of all the employees, for the effective accomplishment of the business strategy.
- Permanent improvement of awareness and commitment level of managerial staff, employees and subcontractors in the improvement of occupational safety.

Key measures:

- Responsible recruitment and adaptation to working environment.
- Introduce training and development programs: Employee Development Program (Teach employees to own their career development), Management Development Programs and Knowledge and experience sharing program (Internal Trainers Program).
- Creating an involving workplace.
- Observance of the ethical principles in business.
- Engaging the managerial staff in dissemination of proper Occupational Health and Safety attitudes among the employees.
- Promotion of healthy lifestyles (Etisoft Bike Team, Etisoft Ski Team, Etisoft Running Team).
- Involvement in activities for homeless animals (A warm blanket for a winter night – the third collection of gifts for homeless animals).

Employee turnover and Personnel costs in 2019

Employee turnover	Approximately monthly personnel costs/employee
1,02%	6 576,84 PLN

Business process improvement in 2019

Kaizen Forms	Implemented Kaizen Ideas
229	135

Professional promotions in 2019

Total number of promoted employees	Percentage of internal promotions
34	9,37 %

Training budget implementation
58%

All trainings
156

Training hours
6097

Trained employees
758

Key development measures:

Total amount of trainings in 2019 – 156 trainings

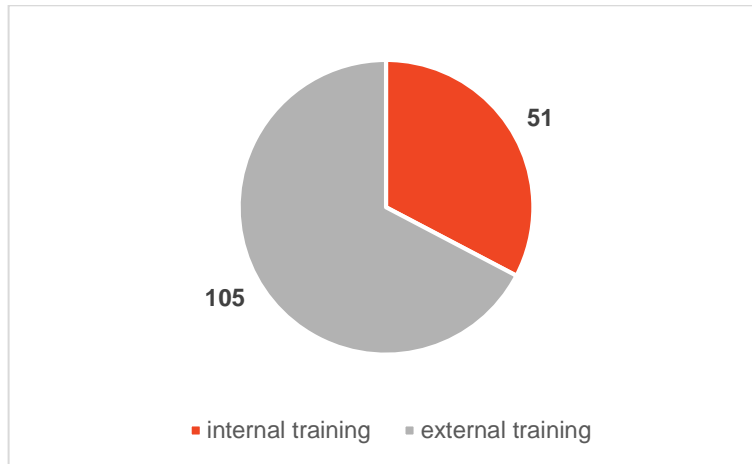


Diagram 1

Total training hours in 2019 – 6097 hours

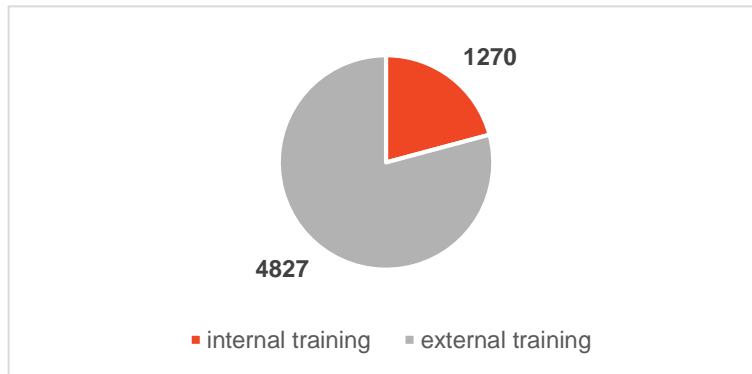


Diagram 2

Total amount of trainings and trained employees 2018 vs 2019

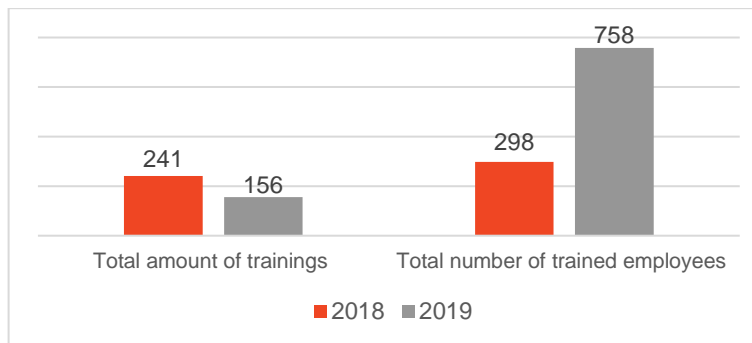


Diagram 3

Total amount of qualification improvement costs 2018 vs 2019

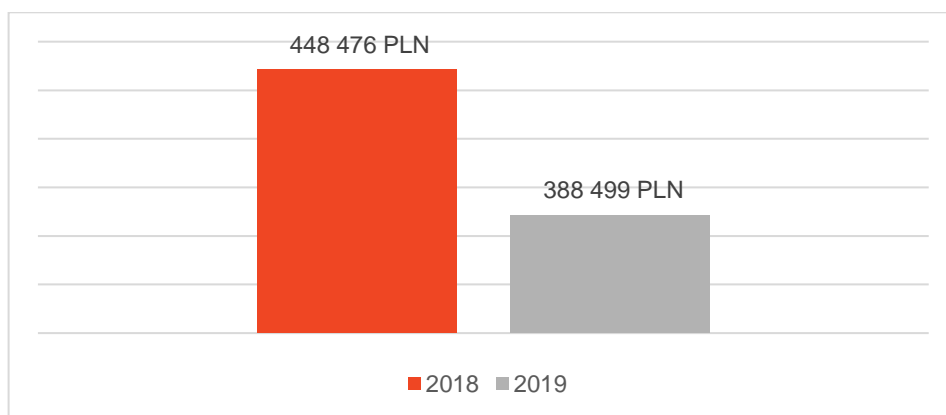


Diagram 4

Training, language and university education, conferences costs 2018 vs 2019

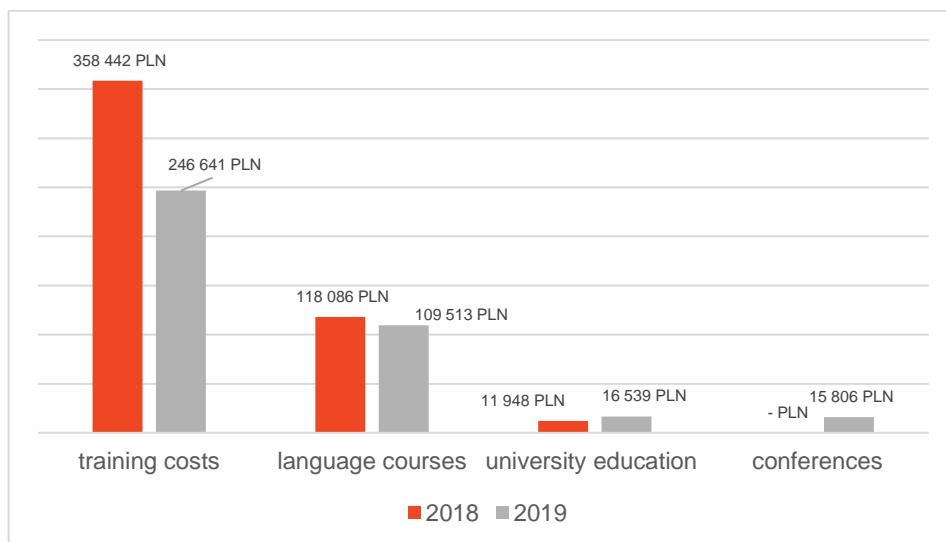


Diagram 5

Total amount of training costs 2018 vs 2019 (PLN)

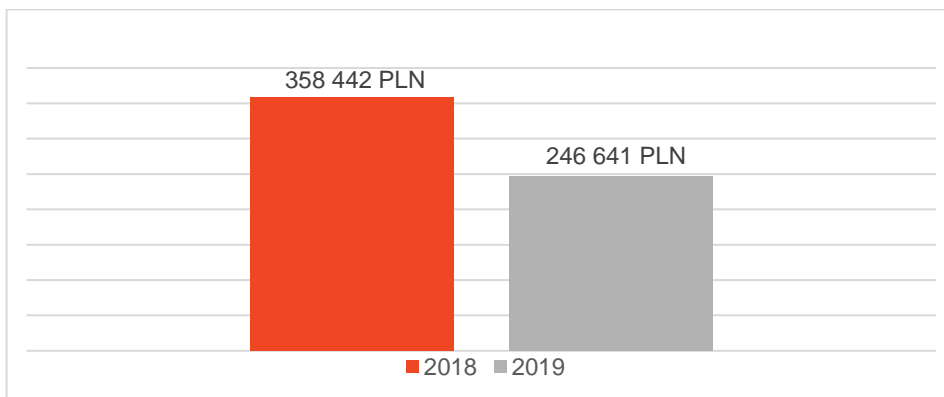


Diagram 6

Our headcount structure is as follows:

Headcount for the end of 2019		
Headcount	363	
women	175	48%
men	188	52%
disabled employees	9	2%
Average age	38	10%
Distribution according to age		
18-25 years	32	9%
26-30 years	63	17%
31-40 years	136	37%
41- 50 years	92	25%
51-70 years	40	11%
employment contracts	363	

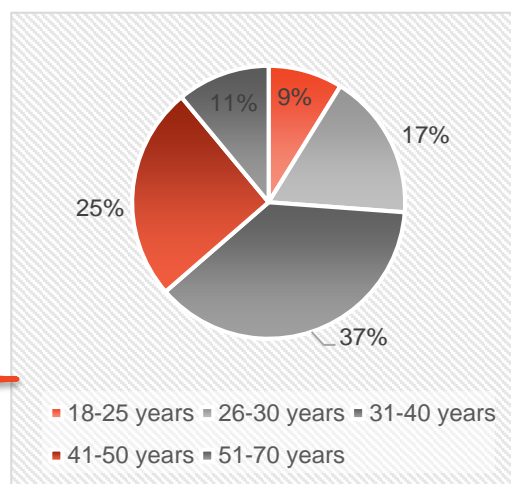


Diagram 7

Customer Satisfaction
4,99

Customer Satisfaction

Customer Satisfaction Key measures:

- In order to provide high quality of customer care, we conducted a Customer Satisfaction Survey at the end of December 2019.
- The Survey was conducted in a group of 27 clients.
- Customer Satisfaction Survey Report provides an overview of the satisfaction of Etisoft customers with a range of services offered by Etisoft.
- The survey was consisted of 9 questions. Questions from 1-7 assessed selected areas of the Company's activities: 1. Marketing 2. Sales 3. Research and Development 4. Customer Service Office 5. Production and Logistics 6. Service 7. Quality.
- Questions from 8-9 assessed two others areas: 8. Competition (reasons for making purchases from the competition). 9. Improvement and development (reasons for making purchases from the competition). As a result, the level of customer satisfaction in 2019, amounted to 4,99.

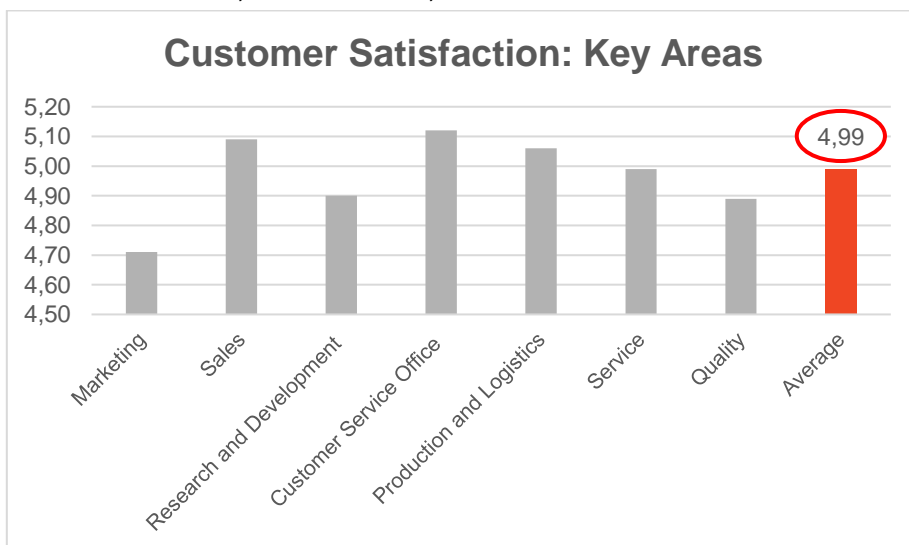
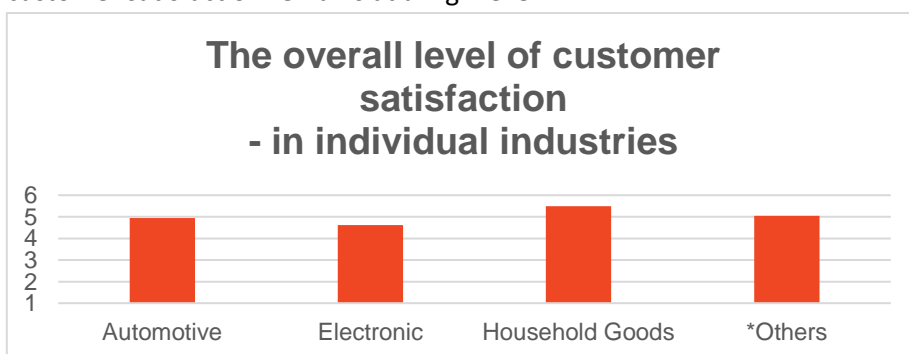


Diagram 8

- The Customer Service Office and Sales received the highest scores.
- The Customer Satisfaction Survey conducted in 2019 shows that the level of customer satisfaction remains at a high level.



*Others industries:
Chemical
Construction
Plastics
Service

Diagram 9

Performance of environmental measures for 2019

Waste management at Etisoft Sp. z o.o.:

- Quantities of hazardous and non-hazardous waste produced:

No	TYPE OF WASTE	2018		2019	
		QUANTITY (Mg)	Net AMOUNT payable	QUANTITY (Mg)	Net AMOUNT payable
1.	Hazardous waste	10,632	9 862,30	11,494	22 969,50
2.	Non-hazardous waste	4,792	4 427,70	4,683	10 548,05
3.	Non-hazardous waste (technological waste)	570,130	142 319,70	578,920	211 305,80
4.	Non-hazardous waste (collected free of charge)	1,751	-----	0,605	-----
TOTAL:		587,305	156 609,70	595,702	244 823,35
5.	Non-hazardous waste (the segregation of which we paid for)	50,930	16 371,41	53,730	16 550,80
TOTAL QUANTITY OF WASTE COLLECTED:		638,235 Mg		649,432 Mg	

- The quantities of municipal waste produced:

2018		2019	
QUANTITY (m ³)	Net AMOUNT payable	QUANTITY (Mg)	Net AMOUNT payable
492,50		461,10	
of which [locations]:		w tym:	
Szara 21 –332,50Sowińskiego	PLN 22 655,00	Szara 21 – 297,50	26 282,70
11 – 160,00		Sowińskiego 11 – 135,00	
		Jeziorańskiego 39 – 28,60	