



SUSTAINABILITY REPORT 2022-2023

BURY COMPANY

SUSTAINABILITY REPORT – 2022/2023



Table of Content:

■ **Company presentation**

■ Data & Facts	■ 4
■ Presence in the global Market	■ 5
■ Development Strategy till 2035	■ 6
■ Main Production Plant in Poland	■ 7
■ Company development	■ 8
■ Distribution of sales	■ 9
■ HR Indicators – gender equality	■ 10
■ OEM – Automotive projects (extract)	■ 12
■ Renowned automotive supplier (Tier I, II)	■ 13
■ Awards of the OEMs	■ 14
■ Certified quality and management systems	■ 15
■ Coverage of the entire value chain	■ 16
■ Advantages	■ 17

■ **Sustainability Report**

■ Statement from Top Management	■ 18
■ Code of conduct	■ 19

SUSTAINABILITY REPORT – 2022/2023

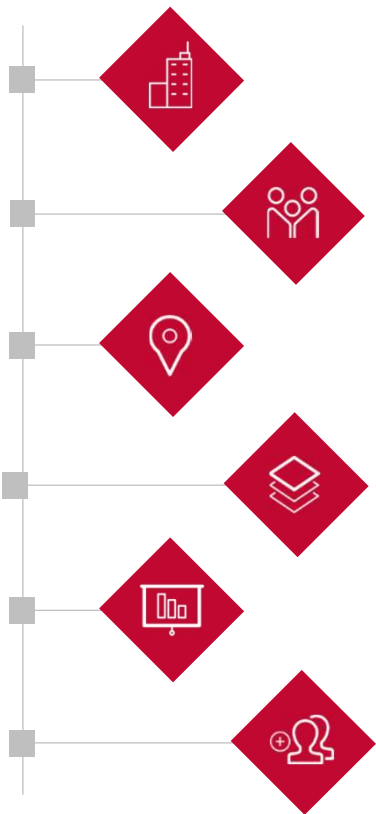


Table of Content:

▪ Governance structure	20
▪ Procurement and supply chain	21
▪ Network, memberships, external initiatives	23
▪ Stakeholder engagement	24
▪ Material topics	
▪ Management approach	25
▪ Materials	26
▪ Energy	27
▪ Emissions	29
▪ Waste management	30
▪ Water	35
▪ Enviromental compliance	36
▪ Occupational health and safety	39
▪ Trainings and education	49
▪ Environmental initiatives	52
▪ External initiatives	55
▪ Quality	62
▪ Customer privacy	63

Data & Facts

A solid family business



1987 Company founded

by the current owner and the head of the Board, Mr. Henryk Bury (p.k.a.: Engineering Office for Telecommunications)

Family business

with the founders Mr. Henryk Bury and Mrs. Renata Mansfeld-Bury as president of the board. The management board is completed by Senior V-ce President Mrs. B. Dzik and V-ce President Mr. G. Buchała.

4 Global locations

Development plants and production plants in Mielec (Poland), Löhne (Germany), Rzeszów (Poland) and Huamantla (Mexico).

More than 80 applied for and/or granted patents

defining us as leaders of new technologies, securing the business of our customers and confirming our large innovation potential.

An Equity Ratio of 70%

gives us and our customers a sense of security and stability and provides a level of freedom, which helps in making sound business decisions.

2.400 employees (including 590 engineers)

who continue to build on the success of the company with great commitment every day.



Presence in the global market

thanks to customer-near locations



Development Strategy till 2035

BURY Technologies Inc. / BURY Automotive Technology (Tianjin) Co., Ltd.



Main Production Plant in Poland

BURY Sp. z o.o. Mielec



Area:
34 490 m²

Additional expansion:
4 960 m²

Employment:
1854

Areas of Competence:

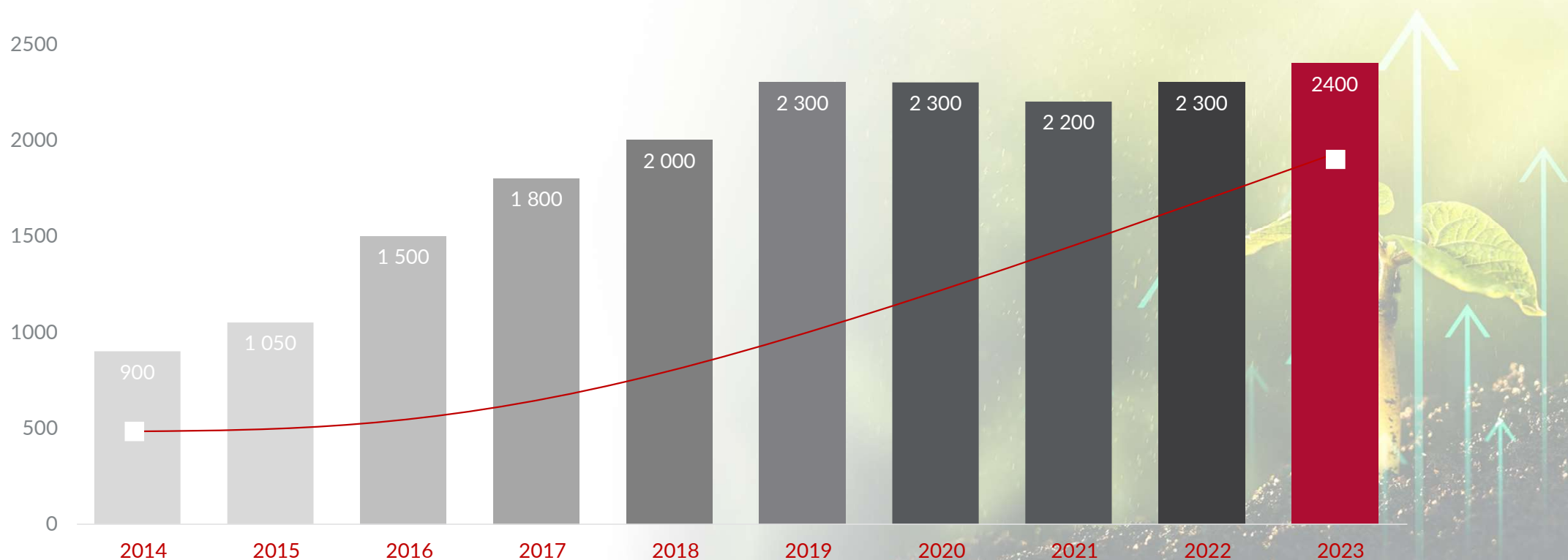
- Soft- & hardware development
- Mechanical development
- Toolmaking
- Tests & Validation
- EMC laboratory
- Production
- HR
- Marketing
- Logistics
- Administration

Company development

Number of employees



- In recent years, the company has consistently set new records. Significant growth in turnover has led to an increase in the number of employees. In 2015, the symbolic milestone of 1,000 employees was reached. Currently, more than 2,400 people contribute to the success of the entire group.

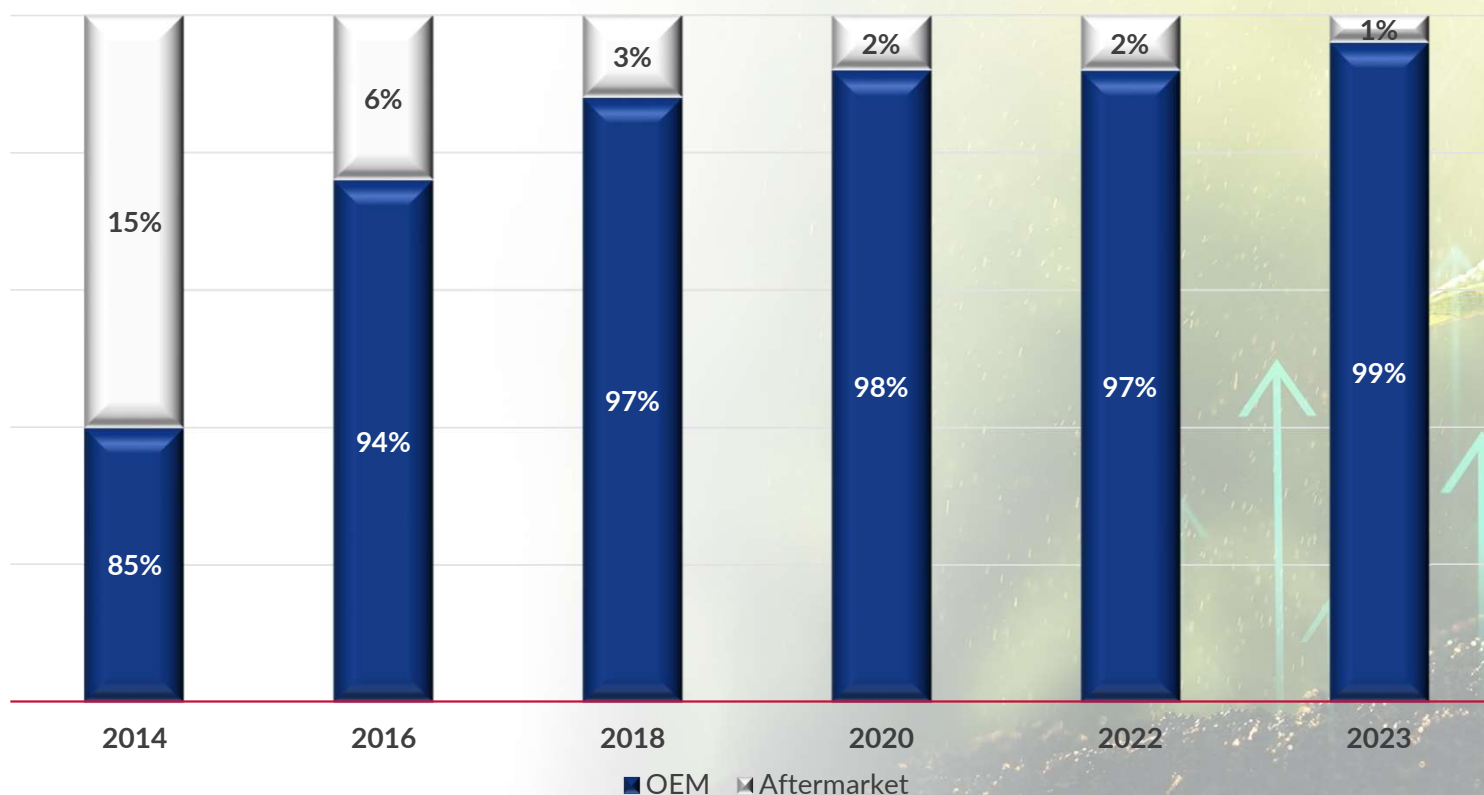


Distribution of sales

Development OEM/ aftermarket



- Sales to the OEM segment have steadily increased over the years, while the Aftermarket share has declined. By 2023, OEM sales nearly dominated the market with a 99% share, reflecting a strong preference for original equipment over aftermarket alternatives.



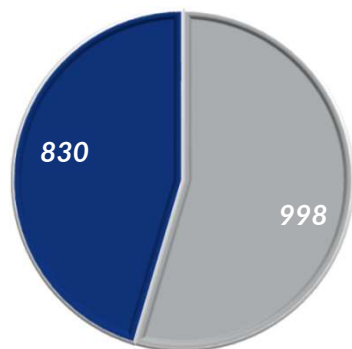
Company Presentation

HR indicators – gender equality



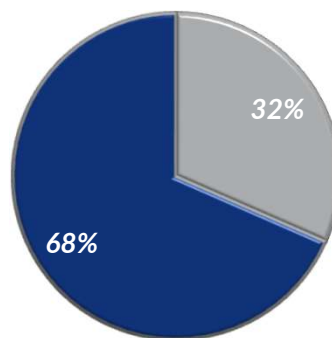
- Total number of employees of BURY Sp. z o.o. - 1823, including 658 employees with disabilities (31.12.2023)

Total number of employees by gender



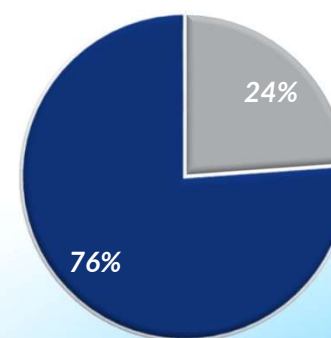
■ women ■ men

Percentage of female employees by the type of the employment contract

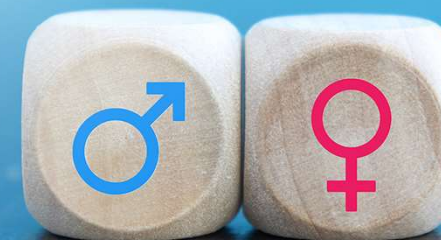


■ women - temporary contract ■ women - permanent control

Percentage of male employees by the type of the employment contract



■ men - temporary contract ■ men - permanent control

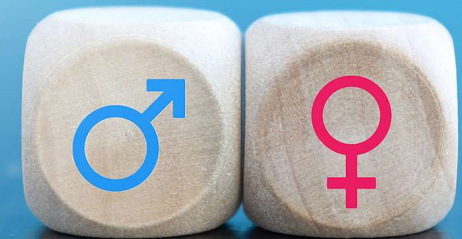


Company Presentation



HR indicators – gender equality

- We hired the employees from the whole region, **Podkarpackie, Małopolskie and Świętokrzyskie Province.**
- There are also employees who are foreigners mainly from **Mexico, Ukraine and Latvia.**



Company Presentation

OEM – Automotive projects (excerpt)



USB interfaces

VW, AUDI, Skoda, BMW,
Daimler Truck, Mercedes-
Benz, Ferrari



Comfort handset

Mercedes-Benz, Porsche,
Bentley



Mounting system

Mercedes-Benz/Smart



Wireless Charging

VW, AUDI, Porsche, Skoda,
BMW



Craddles

Mercedes-Benz



Control devices

Mercedes-Benz, Porsche



EV Chargers

Mercedes-Benz



Car roof modules

BMW, Porsche



Control elements in a comfort version

Bentley



Microphones

BMW, VW, AUDI



Control elements

Eberspächer / Webasto,
VW, BMW



eCall with DashCam

Mercedes-Benz



Gear box housing

Bentley



App

Bentley

Company Presentation

Renowned automotive supplier (Tier I, II)



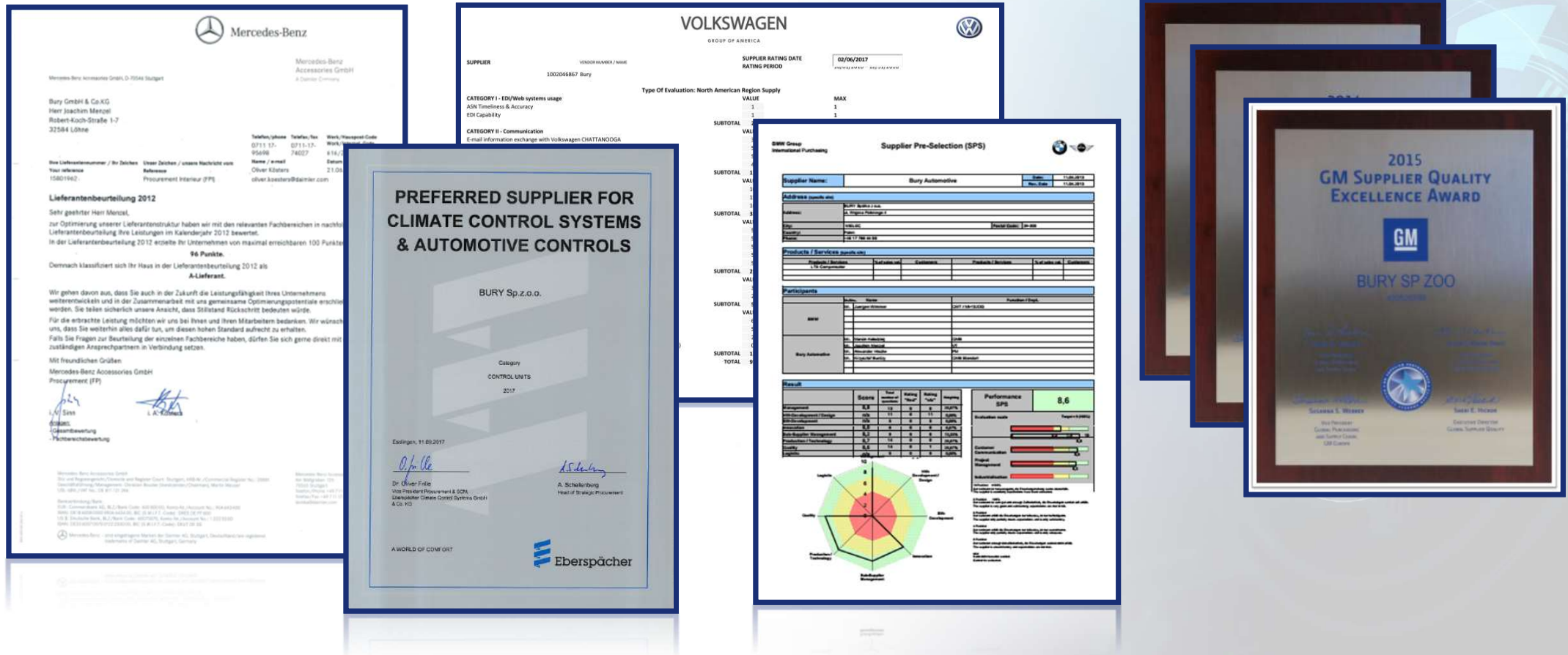
	 Mercedes-Benz			 PORSCHE	
ŠKODA 			DAIMLER TRUCK	 SCANIA	
 BUGATTI	Ferrari		VOLVO	 TOYOTA	
	 Feel the Drive	 Eberspächer	 SEAT		We will gladly provide you with further references and information upon request.

Company Presentation

Awards of the OEMs



- We continued to successfully cooperate with our OEM customers. We have been awarded significant awards:



Company Presentation

Certified quality and management systems

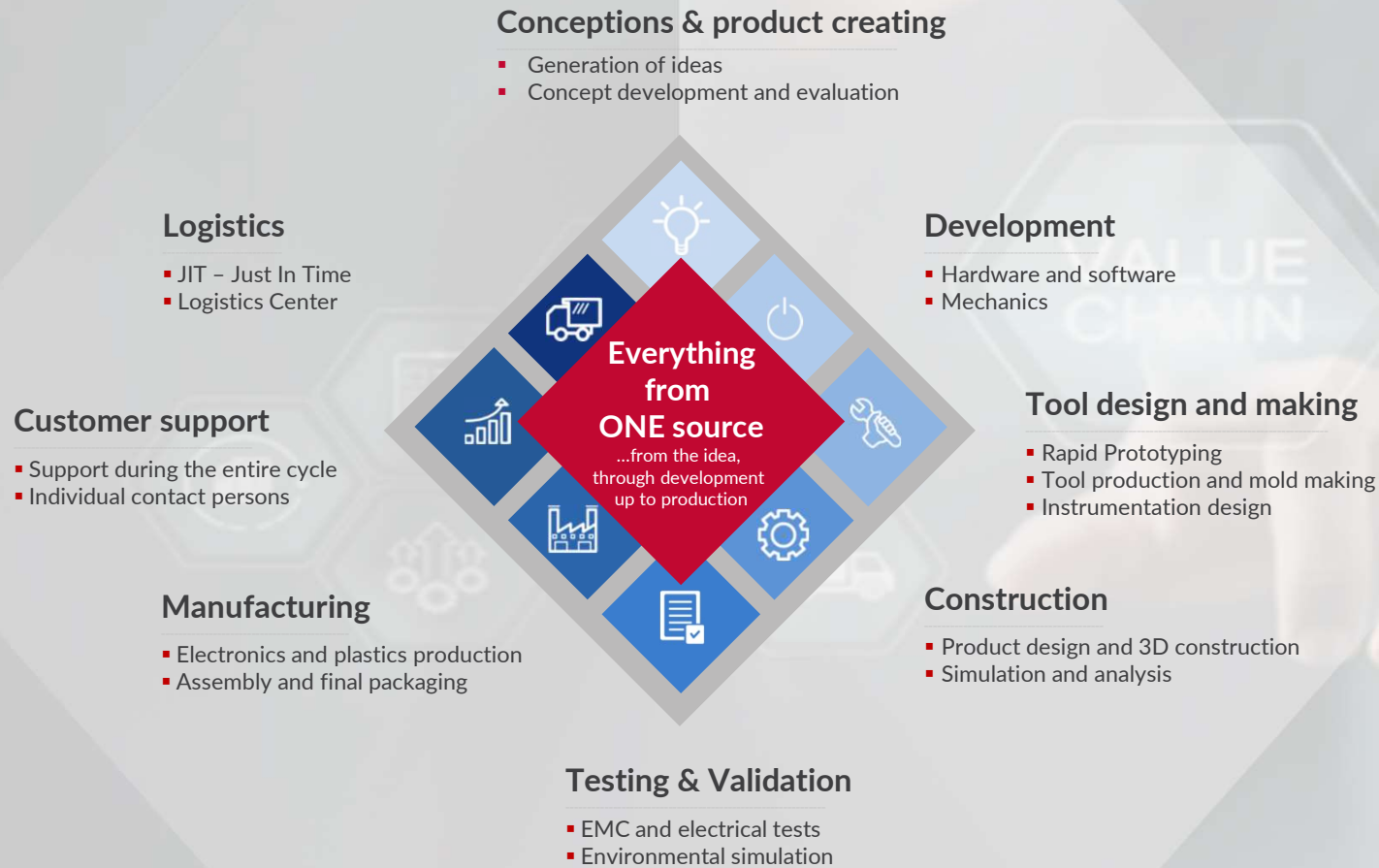


- IATF 16949:2016
- DIN EN ISO 9001:2015
- CSMS acc. to ISO/SAE 21434:2021
- PN-EN ISO 14001:2015
- PN ISO 45001:2018
- ISO 50001:2018
- Automotive SPICE® Level 2
- VDA ISA TISAX AL 3
- Customized guidelines
- Plastic design and construction guidelines
- ISO 26262 Standard for radio. Safety of road vehicles
- AEO certification
- VDE test mark for WLAN routers
- CE-marking for all products
- E-Mark certification for all products



Coverage of the entire value chain

Very high vertical integration



Advantages



Everything from one source. Everything under one roof. Everything from BURY!

+ **Fast, flexible and reliable adaptation to customer requirements**

Combination of mechanical, electronic and manufacturing expertise

+ **Attractive pricing**

Cost-effective development and production at locations close to the customer with a high degree of automation

+ **Future-proof**

Medium-sized family business (100%) with a solid and future-proof capital structure, short decision-making processes and a high degree of personal initiative



SUSTAINABILITY REPORT – 2022/2023



Statement from Top Management

In recent years, the company has faced challenges due to very high economic growth. In defining the BURY Group's strategy, the Board of Directors made every effort to balance economic, social, and environmental aspects.

In order to limit the negative impact on the natural environment, the management has committed to:

- the full identification of the Company's management and each employee with the Company's strategy; the Company's management is based, among others, on the Environmental Management System compliant with PN-EN ISO 14001 and ISO 50001,
- communicating the Environmental Policy to the employees of the Company,
- monitoring and meeting the requirements of legal regulations, requirements of the Customers and interested parties, as well as internal arrangements regarding environmental protection,
- recognition of organizational context and interested parties' interests,
- recognizing the needs and expectations of society in relation to the protection of the natural environment,
- designing products in a way that minimizes their impact on the environment during production, use, and disposal,
- managing the environmental aspects we can influence,

- actively creating and maintaining the highest level of ecological awareness, and
- organizing an environment that will allow our employees to constantly improve their knowledge and qualifications.

Together with our stakeholders, we have defined and are continuously adjusting goals and policies based on the 3E FOR SUSTAINABILITY concept: harmony between the needs of our employees, our Earth, and our business, with engineering as a pillar. We are ready to face new challenges in the coming years, related to CO2 reduction, changing environmental legislation, and a growing labor market. Together with our employees, we hope to ensure the continued healthy growth of the BURY Group.

President of the Board Bury Sp. z o.o.
Bernadetta Dzik



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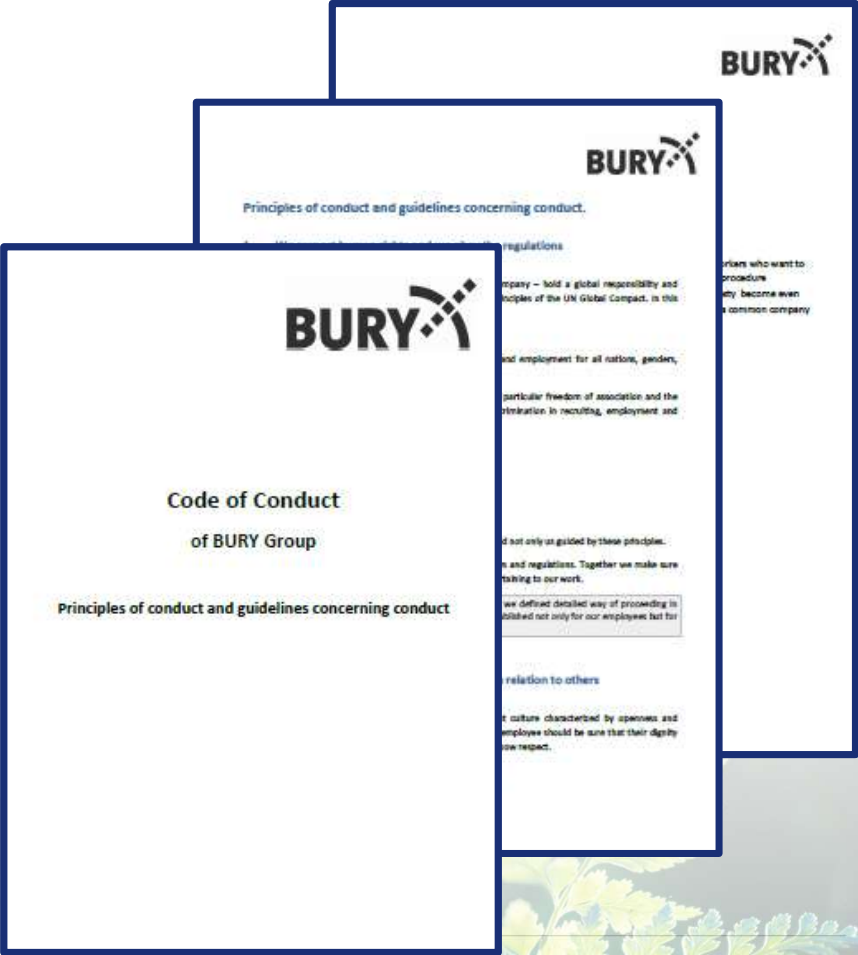


Code of conduct

A key element of the company's development is its people—employees. We rely on the Code of Sustainable Development, through which we strive to meet the expectations of employees who seek clear and transparent guidelines for conduct. This document outlines principles that allow us to meet applicable legal and customer requirements while upholding human rights. The Code of Conduct facilitates actions in accordance with the standards it defines, ensuring that our activities align with our commitments to sustainable development and social responsibility.

Each employee is required to familiarize themselves with these documents and sign a statement confirming their awareness at the beginning of their employment. As top management, we have defined and implemented corporate responsibility policies across all locations, covering key aspects such as the code of conduct for employees, anti-corruption policy, anti-bullying policy, and ethics escalation policy.

Our shared goal is to make honesty the overarching principle of conduct at BURY. Each of us can contribute to the joint creation of a company culture that reflects our commitments to responsible business and sustainable development.



SUSTAINABILITY REPORT – 2022/2023



Governance structure



SUSTAINABILITY REPORT – 2022/2023



Procurement and supply chain

Bury supply base has evolved to support the type and size of business done by Bury which is a 300M EUR sales of mainly automotive communication and mobility products for German OEMs VW-group, BMW and Mercedes Benz.

Purchase Spend and Scope (by material groups)

It accounts for an annual spend of app 200M EUR production parts or services, plus app 20M EUR indirect and capital expenditure. This is with about 200 suppliers. Purchase goods are divided in 2 main groups: 1) electronics – app. 60% of spend, 2) electro-mechanics and mechanical parts including materials – app. 40%.

The main strategic group is electronics with semiconductors and passive components. Semiconductors are about 35% of spend; Supply base are all big international corporates mainly from China, Japan or USA. All are high-tech state-of-the-art. Components which are not developed with/for Bury, Bury together with OEMs is selecting from best available solutions to meet requirements of OEM projects. Therefore Bury cannot influence or determine how these corporates develop their businesses or processes.

Electronics and electromechanics are globally mainly located in the Far East from where they are transported to Europe using different means of transport - sea or air. Bury has limited choice of producers to work with and no influence on where they produce. Former is dictated by numerous automotive branch limitations and high specialization of producers, latter is dictated by the globalization trend and geographical concentration of manufacturers in the Far East, with only few processes delivered from America or Europe.

Electromechanical/mechanical parts are mainly connectors, PCBs, castings, stampings, displays, stamping or surface-protection coatings which can be both standard and developed parts. Materials are plastics used for injection molding process and these are standard materials to select from supplied by big global producers directly or via distributors, with production processes spread globally beyond control or knowledge of Bury.

Standard vs developed parts

Another classification of supply chain is between standard parts and developed parts. App 80% of spend is on standard parts where Bury is selecting from existing solutions. Bury is very dependent on high-tech electronics which are understood to be standard because Bury is only selecting from few options available. This approach helps avoid very high development cost of customized solutions on one hand but means having to adjust to business conditions offered by big corporate producers with little possibilities to force its own preferred conditions

SUSTAINABILITY REPORT – 2022/2023



Procurement and supply chain

Type of business (direct or distributor)

While electromechanical/mechanical parts are mostly sourced directly with producers, electronics are bought also from distributors which is common for this commodity where producers are specialized in development and production, but not logistical operations. Distributors look after operations of transport, warehousing, demand management and can be both global corporates or local companies.

Localization of supply base

In our approach we do not separate suppliers between global or local because the biggest share of our purchase scope comes from narrow and high-tech specialized producers shipping mostly from the Far East (reference to 'local' can be made in case of buying from distributors who offer locally to Bury but it is them who have to import from the Far East instead)

Centralized purchasing logistics

Bury group has two manufacturing locations in Mielec, Poland (main share of total volume) and Huamantla, Mexico (for American customers). Most of purchase from electronics supply base is made by local Purchasing Dept in Mielec for both factories where Mexican portion is re-distributed by Bury Poland by sea or air. This centralized policy which adds the transportation effort and time is driven by manufacturers and distributors' way of doing business with different pricing and logistics offered on different continents.

Sustainability Standards for Suppliers

In 2023, BURY Group introduced new guidelines for our suppliers, marking a significant milestone in our mission. The updated standards encompass a wide range of aspects, including social, environmental, and ethical considerations. We strongly emphasize the importance of respecting human rights, ensuring equal opportunities for employees, and eliminating all forms of discrimination.

We collaborate exclusively with suppliers who commit to reducing CO2 emissions and employ innovative technologies to decrease water consumption, mitigate air pollution, minimize waste generation, and reduce noise. We require our business partners to operate in compliance with applicable laws and ethical norms.

At the same time, we encourage suppliers to actively engage in supply chain management, considering issues related to conflict minerals. Our collective efforts aim not only to achieve business objectives but also to make a positive impact on society and the natural environment.

SUSTAINABILITY REPORT – 2022/2023

Network, memberships, external initiatives



Air Fuel Alliance
is a global, non-profit association of industrial companies to develop new wireless charging standards.



Wireless Power Consortium
defines the specification of the Qi standard and is working on its further development.



Bluetooth Special Interest Group
is a community of interests interested in the development and dissemination of Bluetooth technology.



SD Association (SDA)
is a non-profit organization that sets memory card standards designed to simplify the use of consumer electronics and optimize consumer performance in every country.



Charging Interface Initiative
is an association that promotes and develops the Combined Charging System (CCS) for quick and easy charging of electric cars.



USB IF
The USB Implementers Forum (USB-IF) is a non-profit organization with the goal of promoting and managing the Universal Serial Bus (USB).



Fair Standards Alliance
is an organization for all companies for whom it is important that standard essential patents are licensed by their owners on fair, reasonable and non-discriminatory terms (FRAND).



AUTOSAR
AUTOSAR (AUTomotive Open System Architecture) is a worldwide development partnership of automobile manufacturers and suppliers, Service providers and companies from the automotive electronics industry, Semiconductor and software industry.



Eurofins
is accredited as an independent certification body according to international standards and offers a wide range of certifications.



SUSTAINABILITY REPORT – 2022/2023



Stakeholder engagement – Context of organisation

Our organisation context contains full list of our stakeholders. They have been chosen according to **PESTLE / SWOT** method.

During preparation of sustainability report we took into consideration the engagement of our interested parties such as:

- Annually evaluation of satisfaction of our employees
- Monthly customer satisfaction indicators
- Results from internal and external audits
- Annual Results from obligatory and additional environmental measurements
- Monthly Reports regarding utilities consumption
- KAIZEN program.

BURY		ORGANIZATION CONTEXT		Rev. 09 29.12.2022	
INTERNAL CONTEXT					
Item	Item	FACTORS	STRENGTHS	WEAKNESSES	
1		VALUES			
	1.1	Code of Conduct and ethical escalation policy	Practicing rules of ethical conduct - employment of juvenile workers not allowed, use of other forms of employment not allowed, employment of women, corruption practices not allowed. No one can be favored, discriminated against, passed over or rewarded on account of race, ethical background, sex, religion or beliefs, handicap, age or sexual identity. Dedication to the issues of human rights, freedom of beliefs and tolerance.	High employee turnover.	
	1.2	Quality policy	Clearly defined and documented overriding goals and vision of the organization.	Insufficient awareness of quality policy in all organization processes Insufficient visualization of all the policies at the Company	
	1.3	Employee satisfaction	Employee loyalty and identification with company (many years of service) Monitoring employee satisfaction	Limited ability to meet a wide spectrum of all employee expectations	
Stake holders	1.4	Work Safety and Hygiene Policy	Promoting and implementing good practices related to work safety	Insufficient awareness regarding product safety in the context of IATF16949 requirements - despite there being no characteristics related to safety. Insufficient visualization of all the policies at the Company	
COMPANY MANAGEMENT AND COMPANY OWNER	1.5	Environmental Policy	Clearly defined and documented overriding goals and vision of the organization. Undertaking green initiatives	Insufficient visualization of all the policies at the Company	
	1.6	Personnel motivation	Implementing KAIZEN green initiatives Organizing company functions for all company employees Extending social package	Gaps in employee evaluation system No formalized incentives policy No formalized employee development plans	
	1.7	Employment stability	Stability of employment - low turnover among skilled employees	An outflow of employees from direct production areas Insufficient independence in decision making of functional persons	
	1.8	Organization strategy	Practical implementation of sustainable growth strategy	Low awareness of employees regarding organization strategy	
	1.9	Conflict Minerals Policy	Supervising and observing conflict minerals rules.	Limited verification potential of the application of rules with respect to suppliers.	
	1.9a	ISMS Policy	Security and supervision of safety of information; definition of goals and supervision of their realization	Insufficient policy awareness in all processes of the organization Insufficient visualization of all the policies at the Company	
	1.10	Energy Policy	Implementation of measures to improve the energy result, care for energy efficiency, use of renewable energy sources	Limited possibilities of influencing the energy result, insufficient infrastructure allowing for the use of renewable energy sources	
	1.11	Cybersecurity Policy	Securing and supervising cybersecurity in the organization's processes and products as well as setting CS-related goals and monitoring CS-related activities	Insufficient awareness of policy in all organizational processes Lack of sufficient visualization of the policy in the company	
	12	company operation results according to plans	regular evaluation of completion status of particular measures and reporting to management	S01; S02; S03; S04; S05; S06	
	13	Full identification and meeting binding legal and regulatory requirements	Continuous cooperation with Law Office and Skorpion company	M01	
14	Product safety	Identification of legal and regulatory requirements regarding product safety. Appointing Proxy for Product Safety (PSB). Meeting the requirements of IATF 16949 with respect to product safety.	M01; M04; C05; C06; S01; S03; S05; S06		
15	Observing local community rules and integrity	Code of Conduct, ethical escalation policy and company labor regulations.	M01		
16	Successful and effective process management	Implementation of a new process map consistent with modified organization chart. Developing and monitoring new process indices. Definition of process roles	M01; M02; M03; M04; C01; C02; C03; C04; C05; C06; S01; S02; S03; S04; S05; S06		
17	Increasing effectiveness of manufacturing process	Optimization of processes with respect to deficiencies and efficiency	C06		
18	Maintaining high level company culture and ethics	Defining guidelines for conduct (Code of Conduct) and communication channels.	M01; M03		

SUSTAINABILITY REPORT – 2022/2023



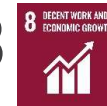
Material Topics – Definition and management approach

To define the content of the Report we use four Reporting Principles: Stakeholder Inclusiveness, Sustainability Context, Materiality and Completeness. We used context of organization in which we consider the needs and expectations of all our stakeholders and our internally. During elaboration of context we followed PESTLE method. We grouped factors and interested parties with political and legal, financial and economical, socio-cultural, technological, environmental and internal impact on our organisation. It allowed us to look on this report's content in complex way.

Then we chose important topics for three pillars of our sustainability: environmental, economical and social development and select as a material topic these that influence our organisation of stakeholders the most.



SUSTAINABILITY REPORT – 2022/2023



Material Topics – Materials

The basis for activities undertaken in the company, clearly resulting from the adopted development strategy is care for the natural environment. The three key initiative undertaken by BURY Group is emphasis on choosing the right material for production, reducing the energy consumption and rational waste management.

Materials being used in production have a big impact not only on the environment, but also on safety of people. That's why since 2013 the BURY Company has participated in Conflict Free Sourcing Initiative (CFSI) which secured us from using so-called conflict minerals.

On Aug. 22, 2012, the final rule regarding sourcing of conflict minerals under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (Dodd-Frank Act) was approved by the U.S. Securities and Exchange Commission (SEC). The rule requires companies listed on U.S. stock exchanges to make reasonable inquiries, and depending on the circumstances, undertake further due diligence to try to determine the source and chain of custody of conflict minerals that may be used in their products, and to publicly report on an annual basis whether any such conflict minerals originate and finance armed groups in the Democratic Republic of the Congo (DRC) or adjoining countries. The conflict minerals are tin, tantalum, tungsten and gold (also known as 3TG).

Although the BURY company does not directly purchase any raw 3TG minerals, it purchases component parts from its suppliers that can potentially include 3TG derived from mines in the DRC or adjoining countries.

In 2019 we updated the conflict-minerals policy in which we declare that in order to assure highest possible standards, the Policy introduces in BURY internal responsible supply chain management system based on criteria identified in current legal regulations, international guidelines and customer requirements. BURY creates a supply chain in a responsible manner and in the field of its activities takes all possible measures to use raw materials derived from legal sources and produced in a sustainable manner in regions not affected by military conflicts.

The Policy sets rules for the cooperation of BURY with its suppliers and defines BURY company requirements with regard to the suppliers' compliance with standards for responsible sourcing of natural resources.

We encourage our suppliers to cooperate with us in order to identify and implement, in the on-going fashion, actions aimed at the identification of issues regarding responsible sourcing of natural resources and improving efficiency of our program. We hope that the Policy will contribute to the promotion of responsible business practices at our suppliers'.

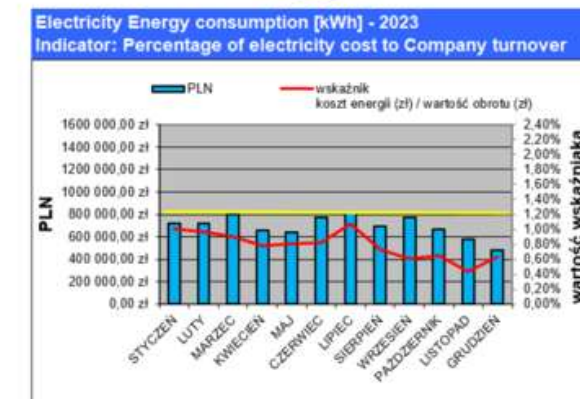
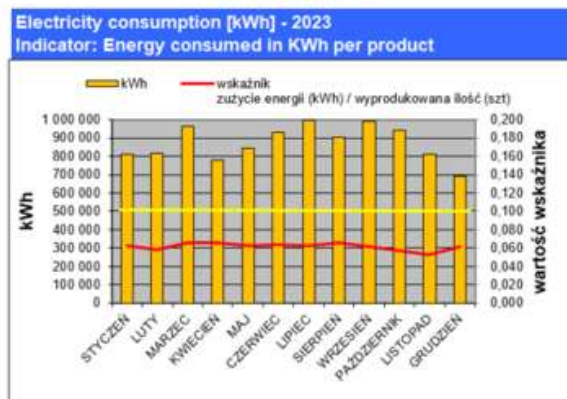
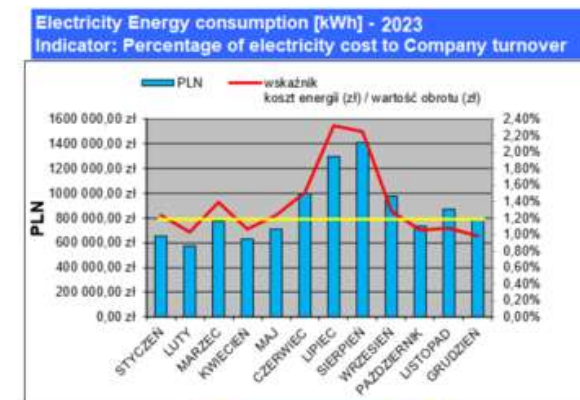
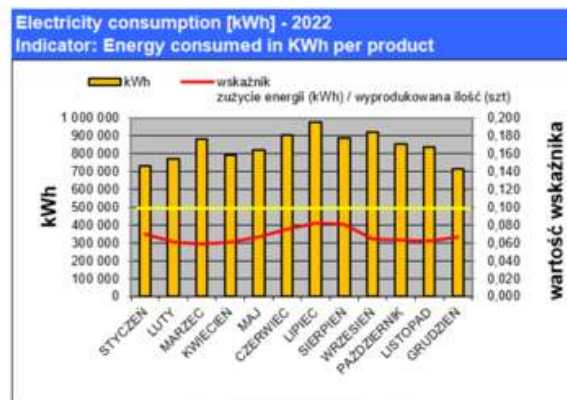


SUSTAINABILITY REPORT – 2022/2023

Material Topics – Energy

Electricity consumption is a key concern for our company from both an environmental and economic perspective. Therefore, we have implemented several measures to reduce energy usage. We have replaced fluorescent lights with energy-efficient LED lamps and installed intelligent LED lighting in the injection molding area. During the production tool planning process, we also analyze the possibility of purchasing new, more energy-efficient machines and equipment. We have developed plans to regulate temperature systems in different zones of the company, and automatic regulators ensure effective control of the heating system.

Furthermore, we have expanded our photovoltaic panel installation, increasing our production of renewable energy, which reduces our dependence on external energy supplies and helps lower our carbon footprint.



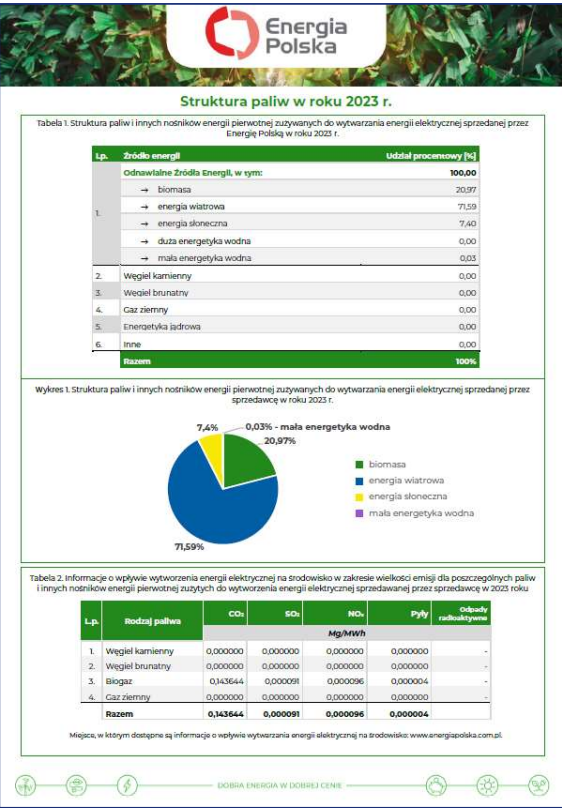
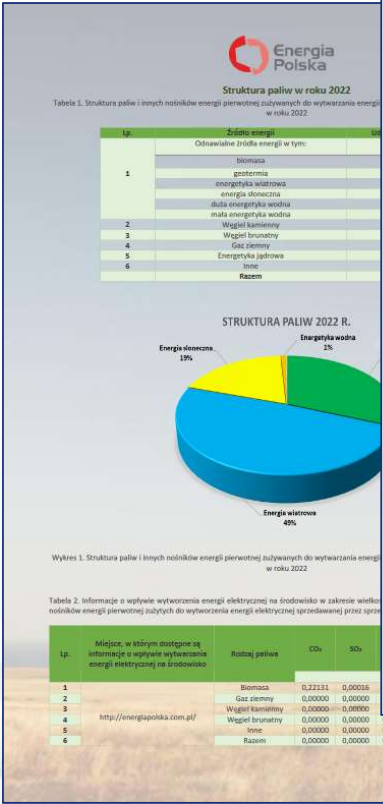
SUSTAINABILITY REPORT – 2022/2023

Material Topics – Energy

Identifying with the sustainability goals of wanting to reduce the carbon footprint of electricity consumption – Bury company has responsibly chosen its energy supplier. Approximately 100% of energy fuel mix are green energies, including; biomass, wind energy, solar Energy and small hydropower.



Energy source	2022	2023
Biomass	31,26	20,97
Geothermal	0,00	0,00
Wind power generation	49,6	71,59
Solar energy	19,08	7,40
Large hydropower	0,00	0,00
Small hydropower	0,07	0,03
Charcoal	0,00	0,00
Lignite	0,00	0,00
Natural gas	0,00	0,00
Nuclear energy	0,00	0,00
Other	0,00	0,00
Renewable energy sources:	100%	100%
Total:	100%	100%



SUSTAINABILITY REPORT – 2022/2023

Emissions



We collected data that allowed us to calculate the **Scope 1** and **Scope 2** according to the Green House Gas Protocol. We have also calculated some categories of **Scope 3**. The results for Mielec plant in 2023 on the diagrams below.



Scope 2* – The graph shows emissions from heat and electricity, with electricity differentiated by method: market and location based.

Scope 3** – The graph covers upstream emissions: purchased goods and services, capital goods, fuel and energy related activities not included in Scope 1 or Scope 2, upstream transport and distribution, waste generated in operations, business trip, employee commuting nad use of sold products.

SUSTAINABILITY REPORT – 2022/2023



Material Topics – Waste management

The company uses plastic waste in the Injection Molding area. Re-use of plastics in the production process - recycling of plastic waste (for those products for which this is technologically acceptable) in 2022 was 6 0243,6 kg. In 2023 measures have been taken to increase the recovery of this waste and 15 218,6 kg of plastic waste was used.

Since 2021 we have also started cooperation with companies that make regranulates from our waste. Total number of regranulates in 2022 was 8 224,28kg. It is presented on the graphs below.



SUSTAINABILITY REPORT – 2022/2023

Material Topics – Waste management



The place of collection and storage of waste is strictly designated in our organization. The principle of waste segregation is implemented and all employees are acquainted with it during their initial training.

All waste bins are marked by the colour and by the code from the Polish Waste Catalog.

To ensure safety of our employees we provide them all required protection clothes, self and group protection equipment. The workstations are marked in clear and readable way. For each chemical substance available in the work area we ensure safety data sheet. All employees have been trained of their content and of first aid.

<div> ZASADY SEGREGACJI ODPADÓW </div>					
METALE I TWORZYWA SZTUCZNE	PAPIER	SZKŁO	BIO	ZIELONE	ODPADY NIEPODLEGAJĄCE SEGREGACJI
CO WRZUCAMY? <ul style="list-style-type: none"> ✓ plastikowe butelki, baniaki ✓ siatki i torby z tworzyw sztucznych ✓ opakowania po żywności ✓ opakowania po środkach czystości i kosmetykach ✓ baterie po oleju roślinnym ✓ plastikowe zakrętki ✓ opakowania po kawie, słodyczach, chipsach itp. ✓ kartony po mleku i napojach ✓ puszki po konserwach ✓ puszki aluminiowe ✓ metalowe zakrętki, kapsle ✓ drobny złom żelazny i metali kolorowych ✓ opakowania z folii aluminiowej CZEGO NIE WRZUCAMY? <ul style="list-style-type: none"> X opakowań po aerozoliach X opakowań po lekach X baterii X części samochodowych X opakowań po farbach, olejach, lakierach X plastikowych zabawek (wykonanych z różnych materiałów) PAMIĘTAJ! <p>Przed wyrzuceniem butelek i kartonów po mleku/sokach, zdejmij z nich zakrętki. Wyrzuć opakowania bez zawartości. Składaj kartoniki po mleku/sokach, zgarniaj butelki/puszki.</p>	CO WRZUCAMY? <ul style="list-style-type: none"> ✓ gazety, czasopisma ✓ katalogi, ulotki ✓ książki i zeszyty (bez foliowanych okładek) ✓ papier pakowy, torby i worki papierowe ✓ kartony i tekturę ✓ rozdrukowane kartki, papier szkolny i biurowy ✓ koperty CZEGO NIE WRZUCAMY? <ul style="list-style-type: none"> X paragonów X zużytych chusteczek i ręczników jednorazowych X zabrudzonego, zanieczyszczonego, mokrego papieru X papieru lakierowanego, powleczanego folią X kartonów po mleku i napojach w workach po materiałach budowlanych X piechlach, podpasiek PAMIĘTAJ! <p>Papier i tektura musi być czysta. Nie wrzucaj papierów zanieczyszczonych i mokrych. Usuń elementy metalowe i części plastikowe. Opakowania kartonowe i tekturowe składaj, aby zmniejszyć ich objętość. Wyrzuć opakowania bez zawartości.</p>	CO WRZUCAMY? <ul style="list-style-type: none"> ✓ szklane butelki ✓ słoiki ✓ szklane opakowania po kosmetykach CZEGO NIE WRZUCAMY? <ul style="list-style-type: none"> X ceramiki, porcelany X talerzy, szklanek X żarówek, świetlówek X lustro X szyby X okien X naczyń żaroodpornych X zniczy z zawartością PAMIĘTAJ! <p>Przed wyrzuceniem szklanych opakowań odkręć zakrętki i wieczka. Nie musisz usuwać metalowych obrączek, etykiety czy np. słomczaków z opakowań po kosmetykach. Wyrzuć opakowania szklane bez zawartości oraz reklamówki, w której je zgromadziłeś.</p>	CO WRZUCAMY? <p>odpady kuchenne resztki warzyw i owoców skorupki jaj obierki, skórki, ogryzki stare cięczywo fusy po kawie i herbacie toruski z herbaty, filtry do kawy</p> CZEGO NIE WRZUCAMY? <ul style="list-style-type: none"> X odchodów zwierząt X resztek żywności pochodzenia zwierzęcego (wędlin, mięs, serów itp.) X kości i kłaki ryb X olejów i jadalnych X popiołu X płynnej żywności PAMIĘTAJ! <p>WAŻNE! Umieszczaj odpady BIO luzem, bez dodatkowych worków czy siatek foliowych, które je zanieczyszczają. Odpady BIO zanieczyszczone innymi odpadami (woreczkami) nie będą odbierane jako selektywnie zebrane.</p> <p>Odpady BIO oraz ZIELONE można kompostować we własnym zakresie. W pojemniku na odpady BIO dopuszcza się gromadzenie odpadów zielonych.</p>	CO WRZUCAMY? <p>liście skoszoną trawę kwiaty gałęzie drzew i krzewów troczyń i kory drzew chwały</p> CZEGO NIE WRZUCAMY? <ul style="list-style-type: none"> X kamieni, ziemi X korzeni X popiołu X drewna impregnowanego X płył wiórowych i pilśniowych PAMIĘTAJ! <p>Odpadów zielonych nie wolno palić, należy je zbierać selektywnie. Większe gałęzie drzew i krzewów należy rozdrobnić. Odpady należy dostarczyć do PSZOK lub gromadzić w oddzielnych workach.</p>	CO WRZUCAMY? <ul style="list-style-type: none"> ✓ kości i ości ✓ resztki mięsa ✓ papier (mokry, brudny lub tłusty) ✓ artykuły higieniczne ✓ piasku, podpałki ✓ ustra ✓ ceramiki ✓ szkło żaroodporne ✓ paragony ✓ lakierze, laki ✓ żwiru, kłaki ✓ zwykłe żarówki ✓ niedopalki papierosów ✓ znicze z zawartością wosku, resztki świec CZEGO NIE WRZUCAMY? <ul style="list-style-type: none"> X sprzętu RTV i AGD X strzykawek X baterii X opon X leków X odpadów budowlanych i rozbiórkowych X chemikaliów X azbestu X pozostałości z farb i lakierów X świetlówek (np. led) PAMIĘTAJ! <p>Do pojemnika na odpady niepodlegające segregacji powinno trafić tylko to czego nie zbiera się selektywnie.</p>

15 01 01

Opakowania z papieru i tektury

16 05 08*

Zużyte organiczne chemikalia zawierające substancje niebezpieczne np. przeterminowane odczynniki chemiczne

SUSTAINABILITY REPORT – 2022/2023

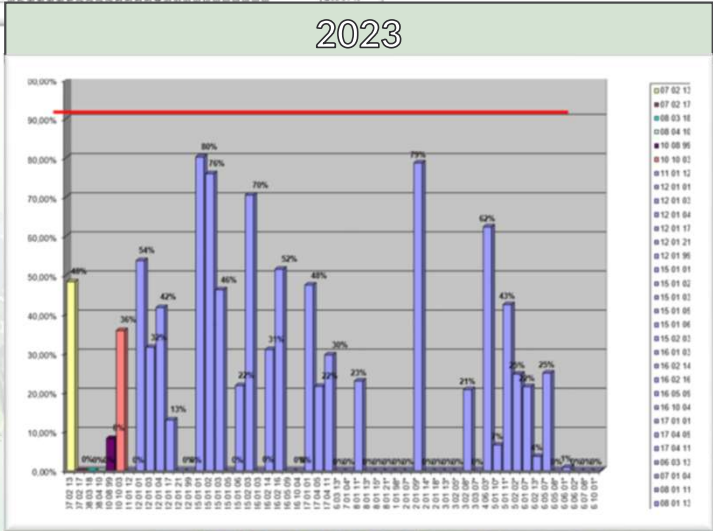
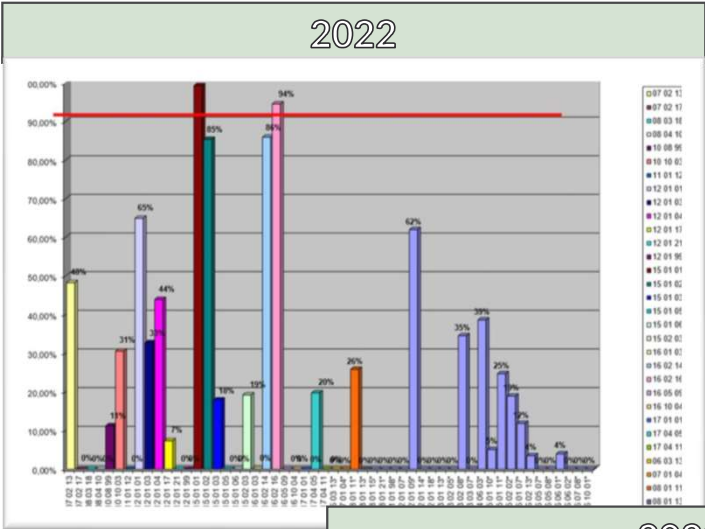
Material Topics – Waste management

Waste management topic is strictly connected with the legal requirements. Each production company in Poland is responsible for declaring which group of waste they are going to produce and for achieving the permission from the relevant authority with defined limit for each group.

Of course, to avoid waste the key aspect is also the production quality. To reduce the volume of waste we use in our production as few kinds of materials as possible. We have strict internal quality targets, which we are able to comply with thanks to advanced quality planning during all phases of project, the wide range of control and tests performer in our internal laboratory and by analysis of all internal and external non-conformities in service department. Thanks to it we reduced the amount of post-production waste – quantity of coolant by purchasing a machine for treating coolant in numerical machine tools. Moreover we order the materials in returnable packaging when possible.

Also in office area we encourage our workers to save materials: not to print documents and e-mails, use only supervised (electronic) version of documentation and charged the devices only if this is necessary.

The charts shows the percentage volume of waste to the granted limits in 2022 and 2023 (by the codes in Polish Waste Catalog).



SUSTAINABILITY REPORT – 2022/2023



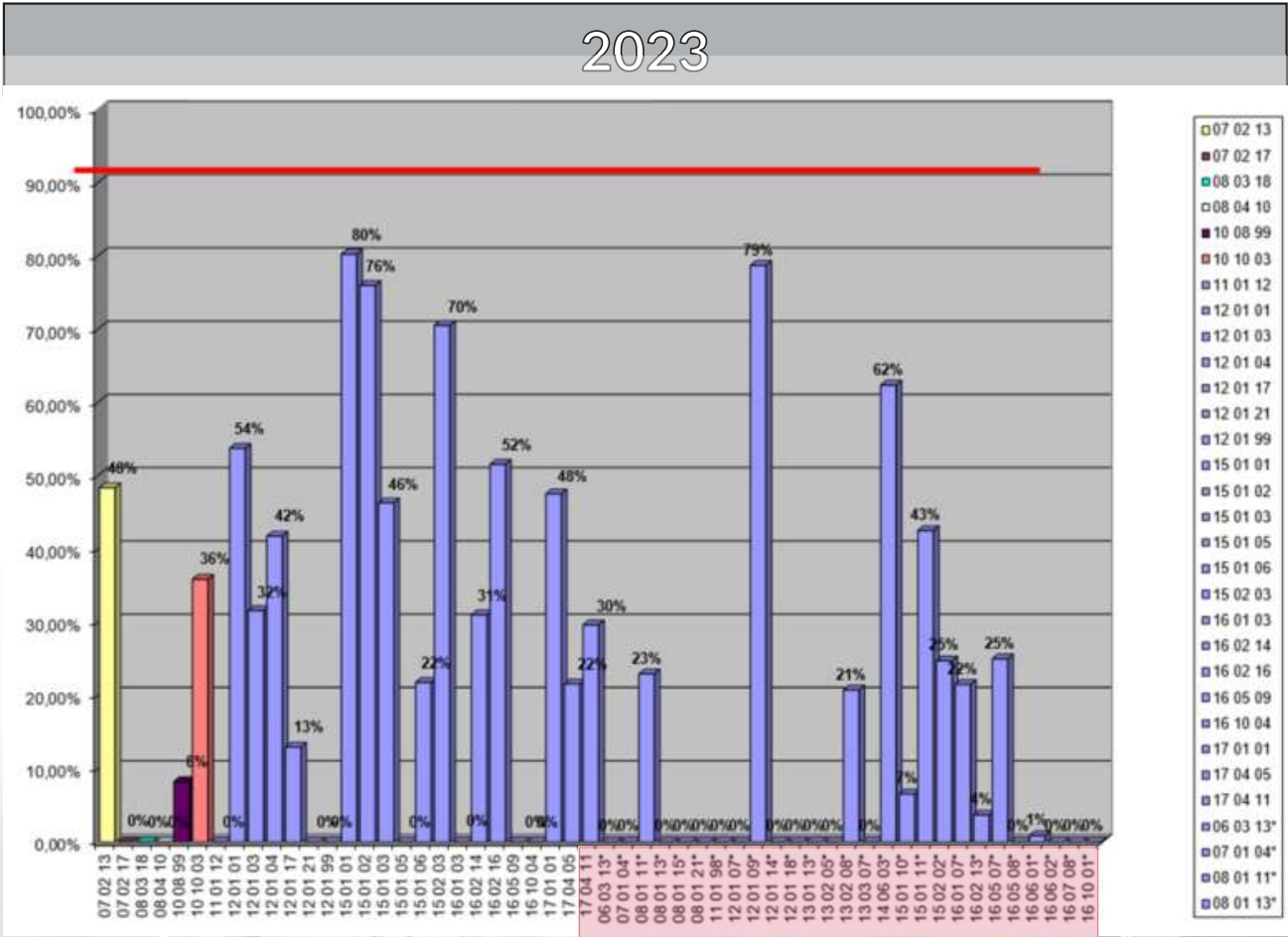
Material Topics – Waste management

The hazardous waste has been marked red on the chart.

This group of waste was being taken over by the waste managing company that had appropriate license for getting and processing the hazardous waste.

We have a waste recipient base with defined scope and valid date of permission, so we can constantly monitor amount of waste and report them in proper way.

We are successively reducing the amount of waste, including the reduction of hazardous waste.



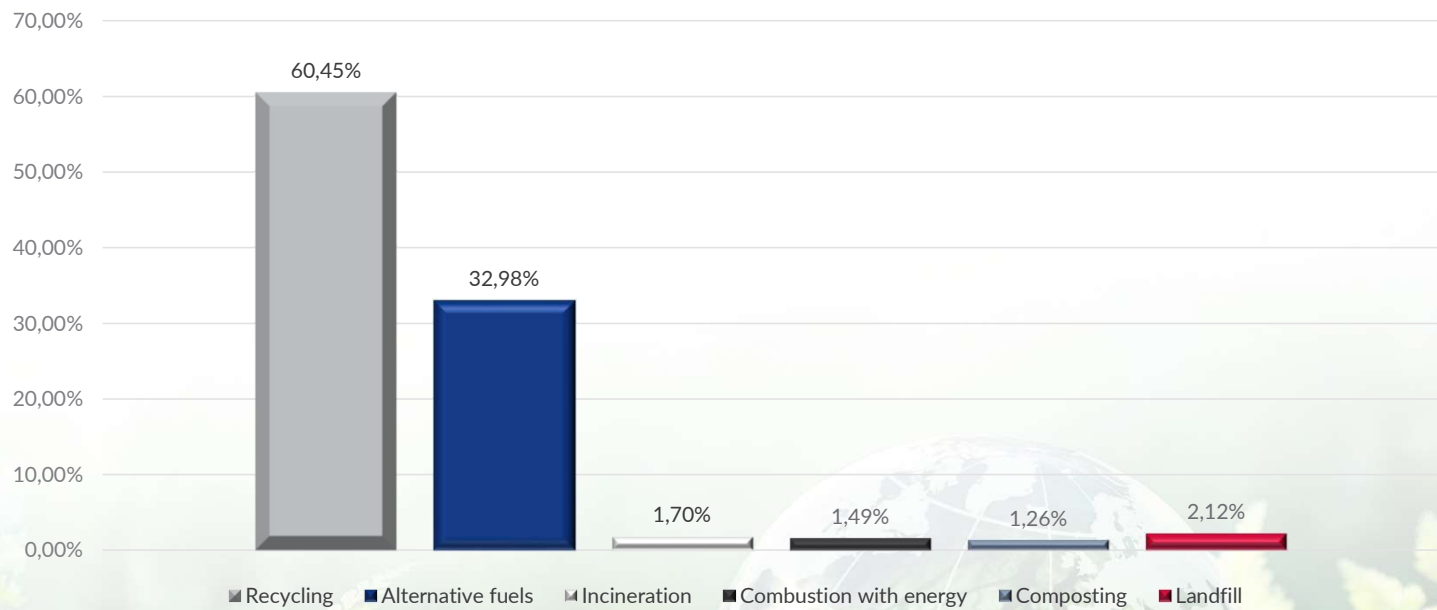
SUSTAINABILITY REPORT – 2022/2023

Material Topics – Waste management



We are collecting data from our waste recipients on the volume and treatment of waste. In 2023 more than 60% of waste is recovered for recycling and nearly 33% is used as alternative fuels. The chart below shows the percentage of waste utilization.

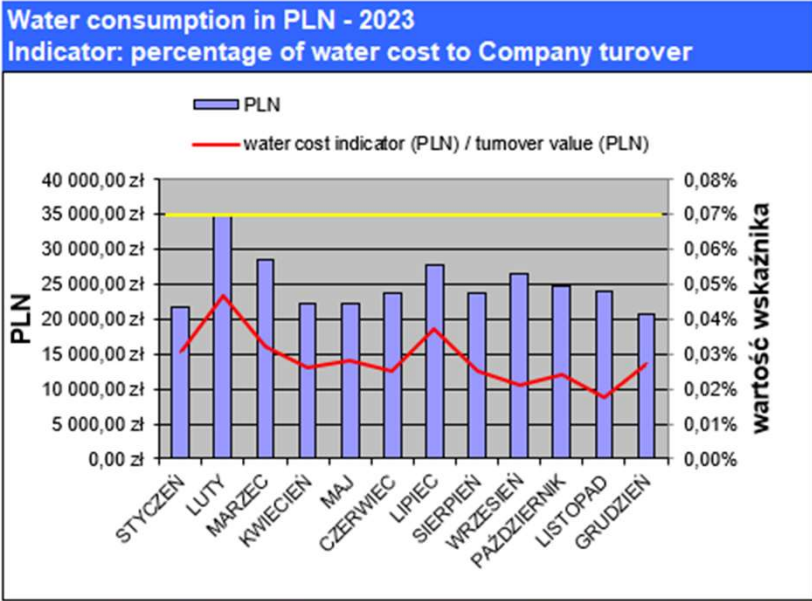
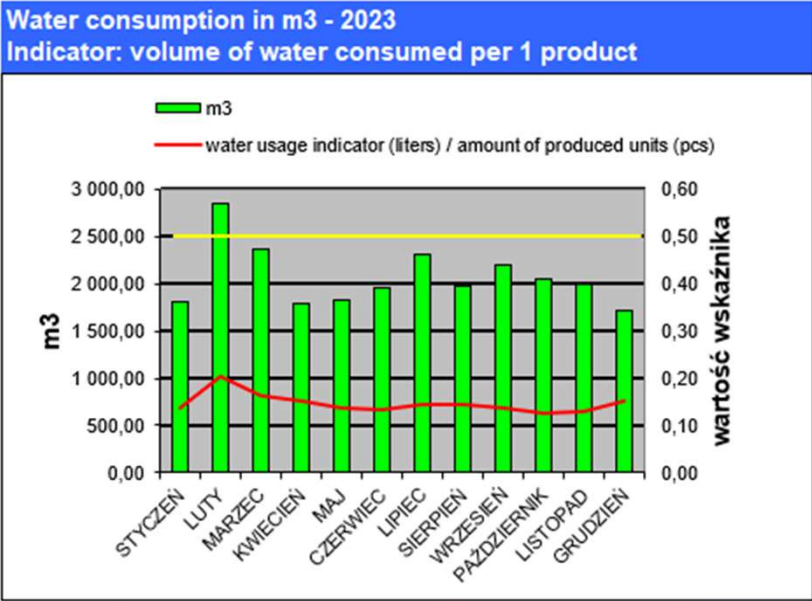
Type of waste disposal – percentage share



SUSTAINABILITY REPORT – 2022/2023

Material Topics – Water

Bury's business is not very water-intensive, but we do include water considerations in our Environmental and Health & Safety Policy. We have set up water meters and monitor our water consumption. We create awareness among employees through stickers with the slogan "save water". We use aerators in taps to reduce water consumption. We also take into account the resource of water and its use in the risk assessment. As for rainwater and wastewater that is discharged from the site - we commission sample tests.



SUSTAINABILITY REPORT – 2022/2023

Environmental Compliance



Since 2012 our factory in Mielec has **Environmental Management System certified for compliance with ISO 14001**. In 2018 we certified our system to new, updated version of standard ISO 14001:2015.

One of the most important requirement in this standard is to ensure fulfillment of all obligatory environmental laws and/or regulations. That is why prepared the Register of all regulations and requirement that may concern our activity, including customer specific requirements.

Then we performed assessment of compliance with the requirements of legal acts in the field of environmental protection. It allowed us to avoid any non-compliance in this regard and successfully ended audit.



SUSTAINABILITY REPORT – 2022/2023

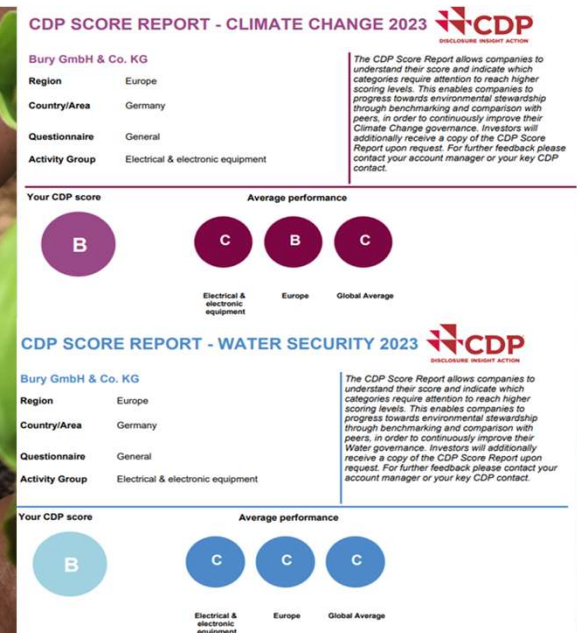


Environmental Compliance

In 2023, BURY GmbH & Co. KG participated in reporting under the CDP (Carbon Disclosure Project) program, achieving a **B** rating in **climate change** and **B** in **water security**. CDP is a global initiative that assesses companies' commitment to environmental protection, focusing on reducing greenhouse gas emissions and sustainable water resource management.

Our high **B** rating in both categories confirms our determination to make a positive impact on the environment. This report marks a key step in our journey toward leadership in sustainability.

Disclosure is
the start of our
journey to
environmental
leadership.



SUSTAINABILITY REPORT – 2022/2023



Environmental Compliance

In 2023, BURY achieved a **B rating** with an impressive score of 94/100 in the **SAQ 5.0 assessment**.

The SAQ (Self-Assessment Questionnaire) is a global tool that evaluates companies' commitment to sustainability, social responsibility, and ethical business practices.

This high rating reflects BURY's continuous dedication to its goals, prioritizing environmental protection, supporting local communities, and upholding the highest ethical standards. This achievement is the result of the hard work and commitment of the entire team, who strive for excellence every day.



Bury Spółka z o.o.


ul. Wojska Polskiego
39-300 Mielec
Poland

D-U-N-S ® number: 422520788
<https://www.bury.com>

Assessment Result

represents the overall result of the
supplier's self-assessment





B


Minimum
Scope
Rating

94

Sustainability
Score


SAQ 5.0 Rating Report

Organisation name	BURY GMBH & CO. KG
Location name	Wojska Polskiego 4
DUNS	422520788
Industry sector	22.29 - Manufacture of other plastic products, 26.12 - Manufacture of loaded electronic boards
Address	Partyzantów, Mielec, Podkarpacie, 39-300
Country	Poland
SAQ 5.0 Completed date	07/04/23



The drive is made possible only by the drive to do better. *Assurance through due diligence*

Scan the code
to verify these
results



SUSTAINABILITY REPORT – 2022/2023

Material Topics – Occupational health and safety



From 2019 our Occupational health and safety management system is standard **ISO 45001:2018**. Occupational health and safety management system covers all workers, activities and workplaces in our company.

For all job positions we identified risks and took actions to minimize threats, elaborated Job Risk Evaluation and introduce them to concerned employees. All analyses were prepared by the heads of departments who have the biggest knowledge about processes and threats in their organization units. Supervisors have trainings for managing the stuff and a part of them are analyze of work-related risk. Evaluations were consulted with employees who can add some threats or change the level of importance. Every evaluation was agreed by Occupational health and safety Inspector.

We are constantly setting goals to improve working conditions - 2024/2025:

- To reduce the number of occupational accidents by increasing the number of ad hoc inspections of production areas to at least 4 times a month
- Increase the number of people trained in first aid by 10%, including update training
- Reducing the risk of negative effects of fire hazards, i.e., conducting fire drills, using fire extinguishing agents and first aid, using gravity installation for smoke and heat extraction (smoke dampers) and sprinkler system in the warehouse area,
- Building awareness of occupational health and safety, i.e. conducting educational campaigns through information leaflets, responsibility mirrors, periodic training in OSH rules on the Moodle platform.



SUSTAINABILITY REPORT – 2022/2023

Material Topics – Occupational health and safety



Every employee on the beginning of work in our company must participate in initial OHAS training, job position training and introduction with Job Risk Evaluation. During them workers are informed about the threats and how to minimize them by using self-protection and group-protection tools. Protection clothes are assigned according to Managing of protection footwear and clothes Instruction. Trainings are repeated in defined period of time and after long absence according to internal training procedure

Every accident or potential accidental incident were report to OHS Inspector via e-mail. Then all of them were register and Inspector with stuff representative were analyzed the event, defined the root cause and prepare after accident protocole. After every accident/incident top management issued the order with actions to prevent similar thing from happening in the future.

To ensure maximum safety of all our employess we didn't only have OHS Inspector but also hired external company, to which according to agreement we could order occupational health, environmental and fire protection services' duties.

The employess were actively participated in OHS acivities during the committee meetings.



SUSTAINABILITY REPORT – 2022/2023

Material Topics – Occupational health and safety



In collaboration with the MEDYK Medical Center, our company organized preventive examinations for our employees. Blood sugar levels were measured, blood pressure was checked, and moles were examined.

Each year, the number of diseases resulting from tick bites increases. Employees had the opportunity to learn everything about ticks:

- what dangers they pose,
- what diseases can be contracted,
- what tests should be done after a bite,
- how to remove a tick on their own,
- and whether a tick can be tested.

They learned about tick-borne encephalitis and whether it is worth getting vaccinated.



SUSTAINABILITY REPORT – 2022/2023

Material Topics – Occupational health and safety



To promote a healthy lifestyle, we provided our employees with subsidized sports cards in cooperation with *BENEFIT Systems*. In 2022 - 185 and 2023-269 employees took advantage of this opportunity and ordered MULTISPORT cards. Employees are increasingly paying attention and wanting to be physically active. The number of people using the multisport card has increased by 31%

Under this program, we can attend multiple sports facilities such as a gym, swimming pool, tennis, sauna, trampoline park, dance school and many others within one card.

BURY Group provides subsidized cards for one companion and the children of our employees.



SUSTAINABILITY REPORT – 2022/2023

Material Topics – Occupational health and safety

Since 2021, our employees have been able to benefit from the medical care program available at MEDYK Medical Centers. More and more people are joining the program every year. In 2023, more than 550 employees enrolled, 32% more than in 2021. Employees can also co-insure their close family members.

The range of medical care is broad. It ranges from basic medical care to specialist consultations to diagnostic and laboratory tests. The company also reimburses part of the cost of corrective glasses for work.



W trosce o Twoje zdrowie

AON
Empower Results*

Program **opieki medycznej**

CENTRUM MEDYCZNE

Zakres usług

Zakres usług	pakiet srebrny	pakiet złoty	pakiet platynowy
Opieka podstawowa (internista, pediatra, lekarz medycyny rodzinnej)	♥	♥	♥
Nielimitowane konsultacje specjalistów (bez skierowania / ze skierowaniem)	36 specjalistów	53 specjalistów	53 specjalistów
Limitowane konsultacje specjalistów (w ciągu roku ubezpieczeniowego)	7 dentyk (1 wizyta)	+ dentyk + stomatolog (3 wizyty)	+ dentyk + stomatolog + okulista (8 wizyt)
Konsultacje profesorskie (w ciągu roku ubezpieczeniowego)		3 wizyty	3 wizyty
Konsultacje lekarzy dyżurnych	♥	♥	♥
Zabiegi pielęgniarstwa	♥	♥	♥
Procedury ambulatoryjne	68 procedur	68 procedur	68 procedur
Badania laboratoryjne (m.in. hematologiczne, biochemiczne, hormonalne, immunologiczne, mikrobiologiczne, markery nowotworowe)	751 procedura	774 procedura	774 procedura
Badania diagnostyczne (m.in. RTG, USG, rezonans magnetyczny, tomografia komputerowa, badania endoskopowe, badania czynnościowe (m.in. m.in. EEG, EMG, ENG, spirometria))			
Testy alergiczne	+ skóra	+ skóra + płaskie	+ skóra + płaskie + 2 testy
Prowadzenie ciąży	♥	♥	♥
Szczepienia			
Grypa, tępic, WZW typu B, odkażaczowe zapalenie opon mózgowych, WZW typu A, WZW typu A i B, tężec, świnka, odrę	♥	♥	♥
Błonica, tępic i krztusiec, dur brzuszny			♥
Panel badań laboratoryjnych bez skierowania		♥	♥
Profilaktyczny przegląd stanu zdrowia	podstawowy	profesorski	kompleksowy

	pakiet srebrny	pakiet złoty	pakiet platynowy
Stomatologia			
Profilaktyka stomatologiczna (wzrost - 2 razy w roku, dodatkowo: scaling, piaskowanie, fluoryzacja, lakowanie, lakierowanie, polerowanie)	♥	♥	♥
Stomatologia zachowawcza, endodoncja, pedodoncja	20% zniżki	30% zniżki	50% zniżki
Periodontologia	20% zniżki	30% zniżki	30% zniżki
Chirurgia stomatologiczna	20% zniżki	30% zniżki	50% zniżki
Bezpłatne konsultacje, znieczulenie, RTG, pantomogram	♥	♥	♥
Rabat 15% na usługi z zakresu ortodoncji, protetyki oraz rabat 10% z zakresu implantologii.		♥	♥
Medycyna Sportowa		♥	♥
Orzecznictwo sportowe			♥
Rehabilitacja ♥ = nielimitowana			
Fizykoterapia (w ciągu roku ubezpieczeniowego)	30 zabiegów	30 zabiegów	30 zabiegów
Kinezyterapia (w ciągu roku ubezpieczeniowego)	15 zabiegów	30 zabiegów	5 zabiegów
Rehabilitacja neurokinezyologiczna (w ciągu roku ubezpieczeniowego)	3 zabiegi	3 zabiegi	5 zabiegów
Wizyty domowe (w ciągu roku ubezpieczeniowego)			3 wizyty
Wyjazdowa opieka pielęgniarstwa (w ciągu roku ubezpieczeniowego)			10 wizyt



BURY



SUSTAINABILITY REPORT – 2022/2023

Material Topics – Occupational health and safety



WORK-RELATED ACCIDENTS 2022:

- Number of accidents due to work-related injuries – 9
- Number and rate of work-related injuries with serious consequences or fatalities - 0
- Number and rate of recordable work-related injuries – 0,5%
- Main types of work-related injuries - minor bodily injuries

WORK-RELATED ACCIDENTS 2023:

- Number of accidents due to work-related injuries – 4
- Number and rate of work-related injuries with serious consequences or fatalities - 0
- Number and rate of recordable work-related injuries – 0,22%
- Main types of work-related injuries - minor bodily injuries



Top management of BURY Company have seen the need to improve OHAS System. It caused the decision to certificate system according to Polish Standard PN-N 18001 in the 2018 and International Standard ISO 45001 in 2019.

Building the certified Occupational Safety and Health Management Systems and imposing the highest priority to safety of the employees allowed us to reduce work-related accident .

We hope that continuous improvement in this area will provide our employees healthy and friendly work environment.

SUSTAINABILITY REPORT – 2022/2023

Material Topics – Occupational health and safety



The BURY Sports Team made a significant mark at the 2023 Mattern Wälle race in Herford, with ten colleagues proudly representing the company for the first time. Equipped with custom BURY sports shirts, they completed the 6.8 km course and secured an impressive 13th place out of 149 teams. This achievement not only reflects their dedication but also reinforces BURY's strong team spirit and commitment to promoting a healthy, active lifestyle among its employees. It's a result that the entire company can celebrate with pride.

TK-Firmenlauf				
13.	BURY Sports Team 1			1:06:30
9202	Kopera, Jakub	0:31:56	M45	BURY Sports Team
9200	Dshus, Johann	0:34:34	M35	BURY Sports Team
57.	BURY Sports Team 2			1:15:36
9201	Janzen, Sergej	0:37:45	M35	BURY Sports Team
9197	Fuhrmann, Martin	0:37:51	M40	BURY Sports Team
83.	BURY Sports Team 3			1:22:40
9206	Biernacki, Szczepan	0:39:29	M45	BURY Sports Team
9205	Bach, Maurice	0:43:11	MJ U20	BURY Sports Team
113.	BURY Sports Team 4			1:33:09
9204	Kuhlmann, Sascha	0:44:11	M45	BURY Sports Team
9203	Palwe, Ashish	0:48:58	M	BURY Sports Team
127.	BURY Sports Team 5			1:38:07
9198	Rzepkowska, Karolina	0:49:03	W40	BURY Sports Team
9199	Bartkowiak, Anna	0:49:04	W30	BURY Sports Team



SUSTAINABILITY REPORT – 2022/2023



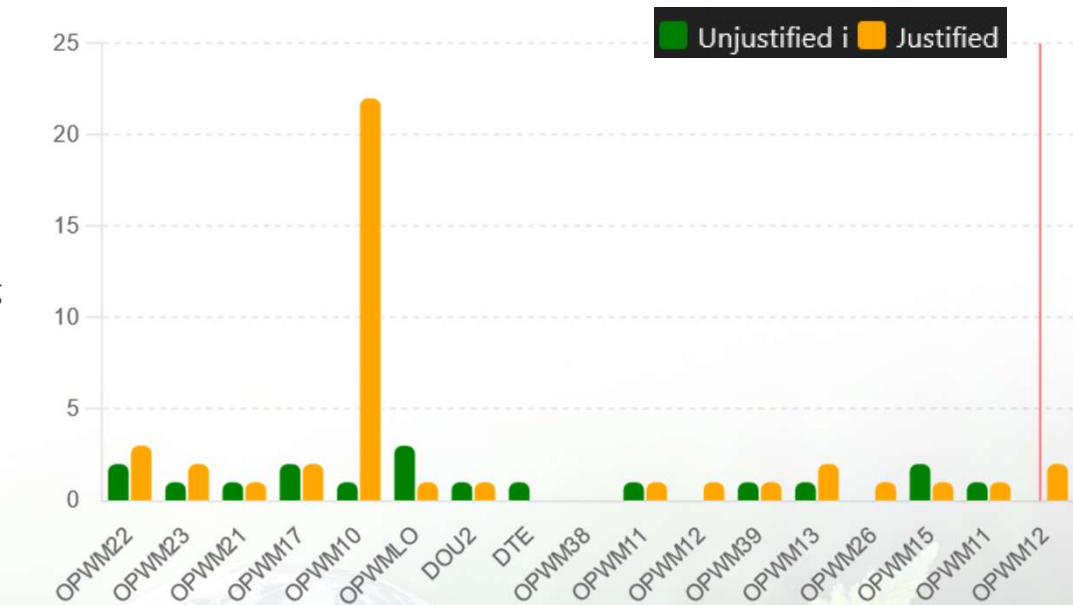
Material Topics – Occupational health and safety

The **Kaizen Program** was introduced in our company in 2018 and has since gained significant interest among employees.

In 2023, a total of **56 proposals** were submitted, with **36** being deemed valid. The total value of the awards paid for these proposals exceeded **7,000 PLN**. Notably, **14 proposals** were related to **health and safety, ergonomics, environment, and energy**, contributing to improved working conditions.

The most active unit in 2023 was the **OPMO foundry**, which submitted **21 proposals**, the majority of which were accepted. Their active involvement led to numerous improvements, earning them the highest recognition in the form of awards.

Units Submitting Kaizens 2023



SUSTAINABILITY REPORT – 2022/2023



Material Topics – Trainings and education

Increasing the competence of employees is the result of the proper functioning of the internal Procedure: „Training, improving qualifications and competences”. According to the provisions of this Procedure, each manager is obliged to assess the competences of subordinate employees at least once a year. This form allows to identify gaps in competences. On its basis, a demand for trainings is issued, which is recorded in the training schedule for a given year.

Each training is assessed by the participant, and its subsequent effectiveness by the immediate supervisor.

In addition, the BURY Group offers free English and German language learning.



Each of the heads of organizational units is entitled to submit the demand for starting the recruitment process for a given position. The reasons for starting the recruitment are: the need to increase the staff, supplement the employment due to sick leave, unpaid leave and retirement or change of employment.

Every person at the beginning of employment undergoes a series of internal trainings preparing and authorizing to properly perform tasks and duties, the most important are: OHS training, ESD security training, RODO training, Management Systems training and workplace instruction.

For each job position change and after a long absence the employee is obliged to complete the required internal training according to the instructions of the supervisor.

100% employees at all levels in the BURY Group are covered by the work assessment system. The manager is obliged to complete the matrix with a new employee up to two weeks after employment

SUSTAINABILITY REPORT – 2022/2023



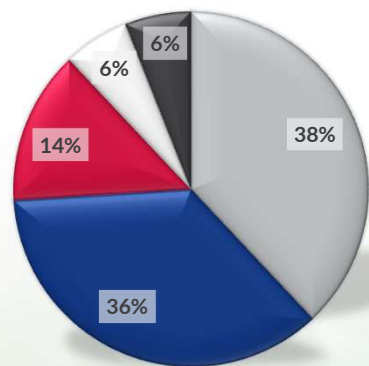
Material Topics – Trainings and education

Every year we conduct an employee satisfaction survey. The results of 2022 showed that the area that satisfies our employees the least is the lack of opportunities for further development.

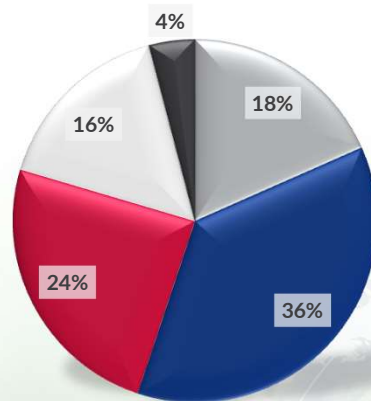
Not only our employees, but also top management recognized the need to improve on this topic in order to fully appreciate the capabilities of our employees and ensure their satisfaction. In the next section, we will present the solutions we need to respond to eliminate this problem.

Assessment Results 2023:

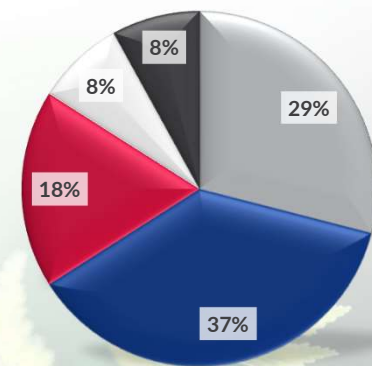
Is the scope of your duties clearly defined and do you know what you are responsible for?



I can use my knowledge and skills well:



I evaluate the cooperation between employees on:



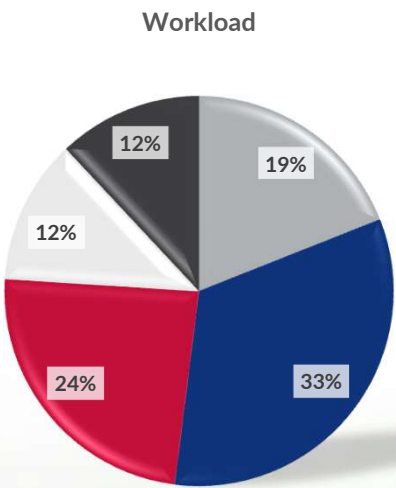
very good good average bad very bad

SUSTAINABILITY REPORT – 2022/2023

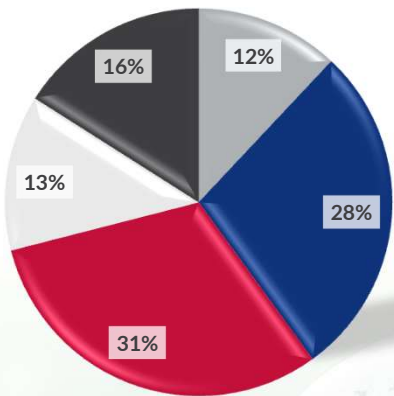
Material Topics – Trainings and education



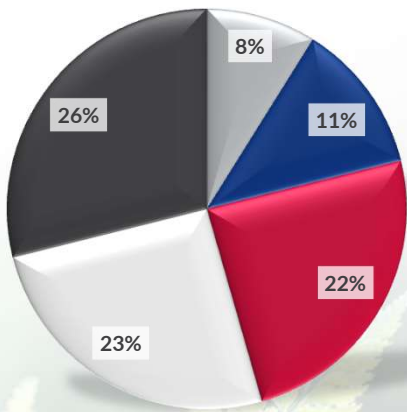
The results of Evaluation in 2023:



I rate the company's working conditions (workstation equipment, tools, sanitary and social facilities, etc...) as:



I am satisfied with opportunities for further professional development:



■ very good ■ good ■ average ■ bad ■ very bad

SUSTAINABILITY REPORT – 2022/2023



Material Topics – Trainings and education

Summary of trainings in 2022

Type of training	Number of trained people
SEP licence	70
Overhead travelling cranes, hoists and winches controlled from the working level and workshop cranes	1
Training in the operation of mobile, mobile and stand-alone platforms	3
Forklift truck operation I WJO	4
Forklift truck operation II WJO	3
Training on Management Systems/Quality	Number of trained people
Product Safety and Compliance Representative (PSCR)	1
Automotive SPICE Provisional Assessor	2
Automotive SPICE	27
TOTAL	111
Internships	
2022	35 people
2023	37 people

Summary of trainings in 2023

Type of training ²⁵⁹	Number of trained people
Operating overhead travelling cranes from working level Cat IIS	3
Lift truck operator	1
Lift Truck Operator I WJO	37
Lift Truck Operator II WJO	8
SEP licence	124
Fire extinguisher workshop	4
VDA 6.3	24
Training on Management Systems/Quality	Number of trained people
VDA 2	24
BMW Customer Specific Requirements	4
FMEA standard AIAG & VDA moderator	5
Automotive SPICE Provisional Assessor	1
VDA Process Auditor 6.3 Series Production - Qualification Course	24
TOTAL	259

SUSTAINABILITY REPORT – 2022/2023



Material Topics – Trainings and education

In 2023, the company's own software training program was completed: "BURY Soft Academy". The project was dedicated to the employees of BURY Sp. z o.o. in Mielec with a view to their personal professional development and the need to strengthen specialized staff in the Development and IT Departments in accordance with the company's business profile. The three-semester study included theoretical and practical classes of about 350 teaching hours. On the basis of the agreement, BURY entrusted the education of BSA students to the staff of the Center for Pedagogical Education and Teacher Training in Mielec. This is an institution with great traditions and experience in training professional staff for the needs of local industry. The realization of the program built jointly with the BURA Development Department is being completed by classes taught by our programmers. The graduation ceremony took place during the 13th Festival of Science and Technology in Mielec, where 40 graduates received their diplomas. The initiative was appreciated by the industry, and an article about it appeared in the AutopotiveSuppliers.pl magazine.



SUSTAINABILITY REPORT – 2022/2023



Enviromental Initiatives – Hour for Earth

Starting in 2007, one of the largest social initiatives, "Earth Hour," has been organized every year on the last Saturday of March.

On this day, at a set time, lights in cities, institutions, corporations, and homes are turned off for an hour. This is a symbolic gesture aimed at drawing people's attention to the issues of climate change, excessive energy consumption, and encouraging pro-environmental attitudes. Bury Sp. z o.o., as part of fulfilling its obligations outlined in the Environmental Policy and Energy Policy, as well as the requirements related to the broadly understood Sustainable Development, joined this initiative. This year's celebration took place on March 25, 2022. On Saturday evening, from 8:30 PM to 9:30 PM, a team of employees from Bury Sp. z o.o. participated.



SUSTAINABILITY REPORT – 2022/2023



Environmental Initiatives

Our company proudly adheres to the principles of Corporate Social Responsibility (CSR), particularly in the area of environmental sustainability. One of the outcomes of our commitment is the receipt of a certificate from TÜV Nord, confirming that a new tree has been planted on our behalf.

Initiatives like this not only strengthen our contribution to environmental protection but also help improve air quality—one tree produces 140 kilograms of oxygen annually, which is enough for one person.

We are proud that our actions support sustainable development and have a tangible impact on the natural environment.



SUSTAINABILITY REPORT – 2022/2023

Enviromental Initiatives



Our organization supports educational campaigns related to environmental concerns. As part of the campaign, in 2023, Bury continues to implement the following projects:

- The educational project "Mr. Cleaner" – designed for classes 1-3 of primary schools and kindergartens, focused on the principles of selective disposal of municipal waste from households;
- National Educational Project for Schools "Collect Batteries and Phones!" – designed for primary, secondary, and pre-school students from all over Poland. The aim of the campaign is to raise environmental awareness related to the proper disposal of certain hazardous waste, such as used batteries and phones;
- The educational and informational project "Electro-waste Collector" – aimed at residents of southern Polish cities. As part of the project, electrical and electronic waste is collected directly from households free of charge.



SUSTAINABILITY REPORT – 2022/2023



External Initiatives

As every year at Christmas time, our company joined the Noble Parcel campaign in 2023. Thanks to the involvement of all our employees and management, we managed to collect funds to help families in need.

The purchases included basic necessities such as hygiene products, food, clothing, footwear, school supplies as well as home equipment like washing machine, gifts for children such as sleds and headphones and also such kind product nutritional support drink for cancer.



SUSTAINABILITY REPORT – 2022/2023

External Initiatives



Bury is involved in organizing collections for those in greatest need. During the Russia-Ukraine war, we did not remain indifferent and joined efforts to provide aid to refugees from war-torn Ukraine.

We also supported 17-month-old Bartosz, who suffers from SMA, through a clothing collection campaign



SUSTAINABILITY REPORT – 2022/2023



External Initiatives

Our company regularly organizes integration events to foster a positive and collaborative work environment. In 2022, we celebrated our 35th anniversary with a special performance by **Pectus**, creating memorable moments for all attendees. In 2023, the highlight of the evening was a performance by **Baciary**, further strengthening team spirit and community within the company.

These events are part of our commitment to employee engagement and well-being, aligning with our sustainable development goals of promoting health, inclusivity, and a strong workplace culture.



SUSTAINABILITY REPORT – 2022/2023

External Initiatives

As part of our sustainability initiatives, we successfully completed the **Psijaciele Pomagają** campaign for the "Czekadełko" Animal Shelter in Wadowice Dolne.

During the collection on February 6-7, 2023, we raised 981.00 PLN and gathered high-quality pet food. In consultation with the shelter, the funds were used to purchase collars, leashes, harnesses, and toys for the dogs. This initiative saw great engagement from employees and contributed to improving the lives of the animals, reinforcing our commitment to social responsibility and community support.



SUSTAINABILITY REPORT – 2022/2023



External Initiatives

Our company encourages all employees to join the Employee Capital Plans (PPK), offering favorable conditions for saving for the future. Every employee is automatically enrolled in the PPK, allowing them to benefit from additional contributions from the employer and the state, supporting the growth of their savings.

The Employee Capital Plans (PPK) is a voluntary, long-term savings system, where regular contributions are made by the employee, the employer, and the state. The employee contributes 2% of their salary, the employer adds at least 1.5%, and the state offers a one-time welcome payment and annual contributions. The funds accumulated in the employee's individual account belong to them, allowing flexible use, such as early withdrawal for a mortgage down payment or in case of serious illness. After turning 60, the employee can withdraw the accumulated funds in installments or as a lump sum, providing additional financial support for retirement.

Employee Capital Plans (PPK)



Employee
2% of salary + voluntarily up to an additional 2%



Employer
Contributes 1.5% of salary + can voluntarily add up to 2.5% more



State
Contributes 250 PLN as a welcome payment + 240 PLN annually

When can you access funds from PPK?



At any time, by withdrawing from the PPK account without needing to provide a reason or stopping contributions



In case of serious illness (up to 25% of the funds) or for a down payment on a mortgage (up to 100%, before age 45)



After turning 60, by withdrawing funds in installments or as a lump sum

SUSTAINABILITY REPORT – 2022/2023



External Initiatives

BURY is strengthening collaboration between academic institutions and business, focusing on scientific research, training, internships, and joint projects. This partnership includes universities like the Rzeszów University of Technology, as well as technical schools.

During meetings with students, **BURY** showcases automotive innovations and offers internship programs that allow students to gain practical skills and potential employment opportunities. Additionally, internships are available for graduates and high school students, with opportunities for career development and future roles in the company's R&D department.



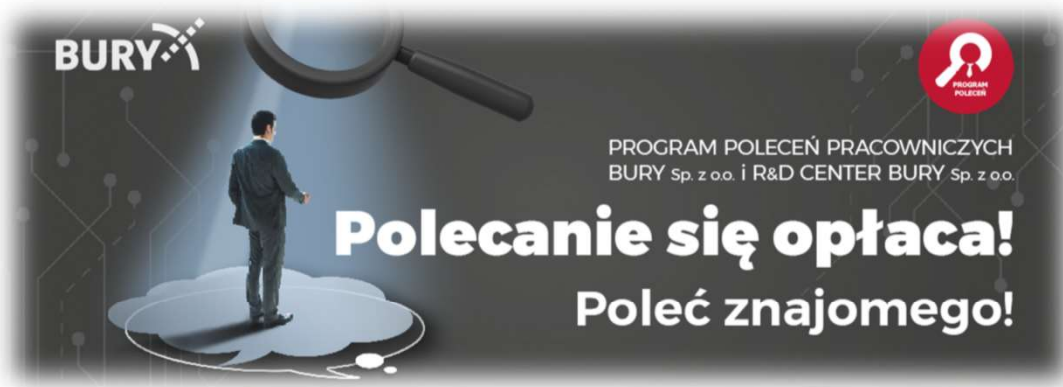
SUSTAINABILITY REPORT – 2022/2023



External Initiatives

As part of our sustainability efforts, we have introduced an **Employee Referral Program**, encouraging employees to recommend candidates for open positions. Successful referrals are rewarded with a **monetary bonus of up to 5,000 PLN gross**.

This initiative not only boosts internal engagement but also promotes responsible recruitment by leveraging employee networks, reducing external hiring costs, and supporting long-term workforce development. The program aligns with our sustainability goals by fostering team collaboration and contributing to a more sustainable recruitment process.



RECOMMEND
A CANDIDATE



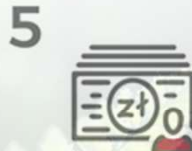
SUBMIT THE CV



VERIFICATION



FEEDBACK ON
REFERRAL STATUS



BONUS PAYOUT

SUSTAINABILITY REPORT – 2022/2023



Material Topics – Quality

An external audit carried out for our customers, covering the projects: Electric roof - Roof control and roof switch (0901_049 and 0901_051) and Daimler WLC charger (0835_048), confirmed that we have achieved **Automotive SPICE Level 2** in all areas.

Over the past months, we have worked on this successfully, and our efforts have been recognized. However, we are not resting on our laurels and are aiming for the next target – Automotive SPICE Level 3, which will ensure a lasting improvement in process quality.

We continuously invest in the development of our engineers and the enhancement of their skills.



SUSTAINABILITY REPORT – 2022/2023



Material Topics – Customer privacy

On June 22, 2023, our company held a formal ceremony for the presentation of the ISO/SAE 21434 certificate for the Cybersecurity Management System (CSMS), which has been implemented in our organization.

This certificate was awarded by the certification body TUV NORD Polska and is the first of its kind in Poland to be issued by TUV NORD.

After two years of persistent work by the BURY team, our CSMS received certification, formally confirming that our organization meets the highest OEM customer requirements for cybersecurity of our products at every stage of the product lifecycle. ISO/SAE 21434 is an international standard developed by ISO, which defines the cybersecurity framework for road vehicle systems. This standard enables organizations to define cybersecurity policies and processes, manage risks in this area, and promote a culture of cybersecurity. The obtained certificate confirms that the CSMS at BURY meets the highest cybersecurity standards.



SUSTAINABILITY REPORT – 2022/2023

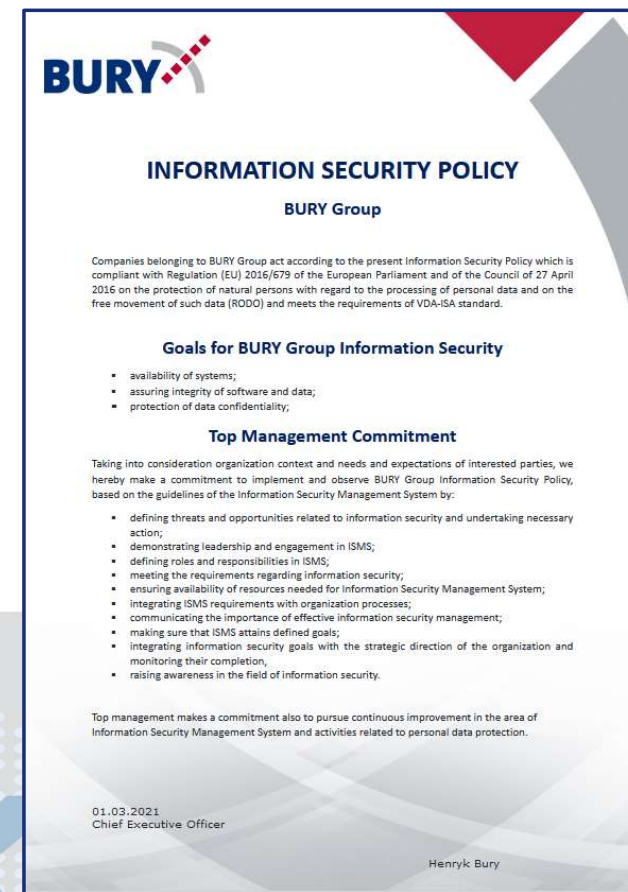


Material Topics – Customer privacy

The safety of information is a critical topic in the era of electronic databases, information theft, and cyberattacks, important for all our customers. Most of them have presented specific requirements regarding information security and data protection.

We have faced the challenge of securing data processing and exchange throughout the entire supply chain. We now have an ISMS system and TISAX certification for the Mielec Plant. Top management and the Information Security Representative for all locations have planned and implemented a system based on:

- using two-factor authentication for systems processing sensitive data,
- implementation of KPI monitoring,
- database encryption,
- limiting the use of cloud solutions for storing entrusted technical documentation,
- physical protection processes for prototypes (masking, guest access procedures to safety zones, secure transport, etc.),
- defining security zones (red, orange, yellow, green, and white),
- protection of prototype parts and cars.



SUSTAINABILITY REPORT – 2022/2023



GRI Standard Content

GRI Index	Description	Informations	Page
General Standard Disclosures			
Organizational Profile			
102-1	Name of the organisation	BURY	1,5
102-2	Activities, brands, products, and services	Company presentation – Data & Facts; Presence in the global market, OEM – Automotive projects (extract)	4,5,12
102-3	Location of headquarters	Each location has its own headquarters	5
102-4	Location of operations	Company presentation – Presence in the global Market	5
102-5	Ownership and legal form	Company presentation – Data & Facts	4
102-6	Markets served	Presence in the global market, Distribution of sales, Company presentation - Prestigious car industry supplier (Tier I, II)	5, 9, 13
102-7	Scale of the organization	Presence in the global market, Development Strategy till 2035, Company development, Main Production Plant in Poland, Context of organisation	5,6,7,8,24
102-8	Information on employees and other workers	Company presentation - Number of employees, HR indicators – gender equality	8, 10,11
102-9	Supply chain	Sustainability Report – Supply chain , Context of organisationn	21,22,24
102-10	Significant changes to the organization and its supply chain	Sustainability Report - Supply chain	21,22
102-11	Precautionary Principle or approach	Our approach is based on certificated Environmental Management System acc. to ISO 14001:2015 and OSH Management System acc. To ISO 45001:2018. We also establish conflict minerals policy acc. to Dodd-Frank Act Section 1502 BURY SP. Z O.O. Sustainability Report - Materials	15,26
102-12	External initiatives	Sustainability Report - Network, memberships, external initiatives	23

SUSTAINABILITY REPORT – 2022/2023



GRI Standard Content

GRI Index	Description	Informations	Page
General Standard Disclosures			
102-13	Membership of associations	Sustainability Report - Network, memberships, external initiatives	23
Strategy			
102-14	Statement from senior decision-maker	Sustainability Report - Statement from Top Management	18
Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	Sustainability Report - Code of conduct	19
Governance structure			
102-18	Governance structure	Sustainability Report - Governance structure – key managers for economic, environmental and social topics	20
Stakeholder Engagement			
102-40	List of stakeholder groups	Sustainability Report - Material Topics – Definition and management approach; Context of organisation	24,25
102-41	Collective bargaining agreements	BURY company respects their employees' right for collective bargaining. Our employees are not unionized.	19,24
102-42	Identifying and selecting stakeholders	Sustainability Report - Context of organisation	24
102-43	Approach to stakeholder engagement	Sustainability Report - Context of organisation	24
102-44	Key topics and concerns raised	Sustainability Report - Context of organisation, Code of Conduct, Material Topics – Definition and management approach	18,19,24,

SUSTAINABILITY REPORT – 2022/2023



GRI Standard Content

GRI Index	Description	Informations	Page
General Standard Disclosures			
Reporting Practise			
102-45	Entities included in the consolidated financial statements	Presence in the global Market, Development Strategy till 2035	5, 6
102-46	Defining report content and topic Boundaries	Sustainability Report – Material Topics – Definition and management approach	25
102-47	List of material topics	Sustainability Report – Material Topics – Definition and management approach	25
102-48	Restatements of information	No restatement of information given in previous report	
102-49	Changes in reporting	No significant changes related to the previous report	
102-50	Reporting period	01.01.2022-31.12.2023	
102-51	Date of most recent report	10.10.2024	
102-52	Reporting cycle	Sustainability report is published in a two-year cycle	
102-53	Contact point for questions regarding the report	Management System Department; Anna.Wegrzyn@bury.com	
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option;	
102-55	GRI content index	Sustainability Report	18
102-56	External assurance	No external assurance has been provided.	
Environmental Standards			
Materials			
103-1	Explanation of the material topic and its Boundary	Sustainability Report – Material Topics – Materials	26

SUSTAINABILITY REPORT – 2022/2023



GRI Standard Content

GRI Index	Description	Informations	Page
301-1	Materials used by weight or volume	Sustainability Report – Material Topics – Materials	26,32
302-1	Recycled input materials used	Sustainability Report – Material Topics – Materials	30
303-1	Reclaimed products and their packaging materials	Sustainability Report – Material Topics – Materials	32
Energy			
103-1	Management Approach	Sustainability Report – Context of organisation, Material Topics	24,25
302-1	Energy consumption within the organization	Sustainability Report – Material Topics – Consumption of utilities, electricity sources	27,28
302-2	Energy consumption outside of the organization	Sustainability Report – Material Topics	
302-3	Energy intensity	Sustainability Report – Material Topics – Consumption of utilities	27
302-4	Reduction of energy consumption	Sustainability Report – Material Topics – Consumption of utilities	30, 31
Water			
303-5	Water Consumption	Sustainability Report – Water	35
Emissions			
103-1	Management Approach	Sustainability Report – Environmental Compliance	25
305-1	Direct (Scope 1) GHG emissions	Sustainability Report – Direct emissions	29
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report – Indirect emissions, market and location based	29
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Report – Scope 3 – calculated ranges in 2023	29
305-5	Reductions of GHG emissions	Sustainability Report – Statement from Top Management - Material Topics – Materials	18, 25

SUSTAINABILITY REPORT – 2022/2023



GRI Standard Content

GRI Index	Description	Informations	Page
Waste			
103-1	Management Approach	Sustainability Report – Enviromental Compliance	18, 25
306-1	Water discharge by quality and destination	Sustainability Report	
306-2	Waste by type and disposal method	Sustainability Report – Waste, quantities, kind of waste	34
306-3	Significant spills	Sustainability Report – There wasn't any spills	
306-4	Transport of hazardous waste	Sustainability Report – Material Topics – Waste management	31,33
Social Standards			
Employment			
401-1	Management Approach	State from Top Management, Code of Conduct	18, 19
402-2	Activities, brands, products, and services	Company presentation – Data & Facts; Presence in the global market, OEM – Automotive projects (extract)	4,5,12
Occupational health and safety			
103-1	Explanation of the material topic and its Boundary	Sustainability Report – Material Topics – Occupational health and safety	39
403-1	Occupational health and safety management system	Sustainability Report – Material Topics – Occupational health and safety	39
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report – Material Topics – Occupational health and safety	44
403-3	Occupational health services	Sustainability Report – Material Topics – Occupational health and safety	39

SUSTAINABILITY REPORT – 2022/2023



GRI Standard Content

GRI Index	Description	Informations	Page
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report – Material Topics – Occupational health and safety	39
403-5	Worker training on occupational health and safety	Sustainability Report – Material Topics – Occupational health and safety	50
403-6	Promotion of worker health	Sustainability Report – Material Topics – Occupational health and safety	40
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report – Material Topics – Occupational health and safety	40
403-8	Workers covered by an occupational health and safety management system	Sustainability Report – Material Topics – Occupational health and safety	40
403-9	Work-related injuries	Sustainability Report – Material Topics – Occupational health and safety	44
403-10	Work-related ill health	Sustainability Report – Material Topics – Occupational health and safety	
Training and education			
103-1	Explanation of the material topic and its Boundary	Sustainability Report – Material Topics – Training and education	47
404-1	Average hours of training per year per employee	Sustainability Report – Material Topics – Training and education	50
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report – Material Topics – Training and education	48
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report – Material Topics – Training and education	47
Diversity and equal opportunity			
103-1	Explanation of the material topic and its Boundary	Management approach	18,24,25

SUSTAINABILITY REPORT – 2022/2023



GRI Standard Content

GRI Index	Description	Informations	Page
405-1	Diversity of governance bodies and employees	Employment structure	8, 10
Non discrimination			
103-1	Explanation of the material topic and its Boundary	Management approach	18, 24
102-44	Key topics and concerns raised	Sustainability Report - Code of conduct, Context of organisation; Material Topics – Definition and management approach	19, 24, 25
Customer privacy			
103-1	Explanation of the material topic and its Boundary	Sustainability Report – Material Topics – Customer Privacy	63,64
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report – Material Topics – Customer Privacy	63,64
Bury Topics			
103-1	Quality Products	Sustainability Report – Automotive SPICE 2	62
	Enviromental Initiatives	Sustainability Report - Enviromental initiatives	52
	Social Initiatives –charity actions, sponsorship of events	Sustainability Report - External initiatives	55

The Sustainable Development Goals (SDGs) of the 2030 Agenda are a set of actions to achieve sustainable development in its three dimensions - economic, social and environmental - in a balanced and integrated way. These goals focus on ensuring a decent life for all inhabitants of the world, peace and economic progress, while protecting the environment and combating climate change. They are aimed to everyone: governments around the world, the private sector as well as each of us.





Thank you very much for your attention!

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