

FLEXIBLE METAL 2030



Our ambition for 2030 is based on selected Sustainable Development Goals (SDGs) and defines the direction our company is taking. Annual targets are aligned with this long-term vision, and we monitor their fulfillment monthly through KPIs to ensure consistent and measurable progress.



SDG 8 – Decent Work and Economic Growth

- Integrate social and ethical aspects into decision-making processes when selecting suppliers, including the evaluation of working conditions and respect for human rights.
- Ensure a training and development system for all employees with equal opportunities, covering areas such as sustainability, human rights, health and safety, personal growth, and work quality.



SDG 12 – Responsible Consumption and Production

- Eliminate all single-use plastics from customer packaging and introduce alternative solutions with lower environmental impact, such as recyclable or reusable materials.
- Collaborate with suppliers to eliminate single-use plastics and establish clear criteria for sustainable packaging in supplier contracts.
- Develop a system for the collection, reuse, or recycling of packaging materials to make our operations as circular as possible.



SDG 13 – Climate Action

- Achieve net-zero greenhouse gas emissions in Scope 1 by transitioning to zero-emission technologies.
- Reduce Scope 2 emissions by 50% through the transition to renewable energy sources.
- Create and implement a GHG emissions reduction plan in accordance with the SBTi methodology to ensure our climate strategy is measurable and transparent.

**SDG 14 – Life Below Water,****SDG 15 – Life on Land**

- Ensure continuous prevention of environmental incidents through safe processes, monitoring, and a culture of environmental responsibility.

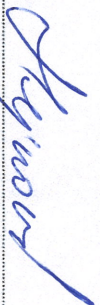
**SDG 16 – Peace, Justice and Strong Institutions**

- Promote a transparent, ethical, and lawful business environment through regular training, accessible and trustworthy reporting channels, and consistent resolution of all cases in accordance with the Code of Ethics.

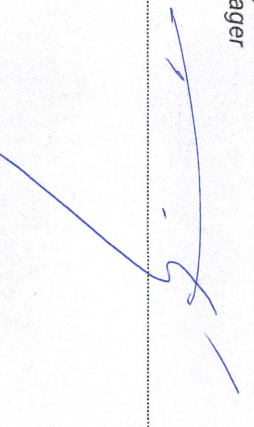
GOVERNANCE

- Maintain ISO 14001 certification (Environmental Management).
- Achieve compliance with ISO 45001.
- Achieve compliance with ISO 26000 for Social Responsibility.
- Fully map the supply chain and ensure the transmission of sustainability requirements across all levels (Tier 1 – Tier X).
- Implement regular ESG reporting and communicate goals and progress transparently to stakeholders.
- Achieve an overall supplier audit score in China of >80 based on sustainability principles and their implementation.
- Establish a system for information management and cybersecurity.

Proposed by: Eliška Hejnová
Corporate Sustainability Manager



Approved by: David Pokorný
Plant Manager



REVISION X

REVISION	CHANGES MADE	AUTHOR	DATE
R0	Document Implementation	František Kut	07.02.2020
R1	Document title changed	Eliška Hejnová	01.07.2025

SUSTAINABLE DEVELOPMENT GOALS 2025

1. Inventory greenhouse gas emissions (Scope 1–3).
2. Implement and establish the ESG reporting process.
3. Maintain and uphold certification according to ISO 14001:2015.
4. Maintain a 90% waste separation rate (municipal waste max. 10% of total waste, excluding O120101 and NO).
5. Maintain or reduce the ratio of hazardous waste to production to 23 g per manufactured unit (N 150110 and N 150202).
6. Ensure zero environmental incidents.
7. Maintain zero workplace injuries.
8. Conduct sustainability principle audits for 100% of targeted suppliers (China).

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Date: 01.07.2025

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