

CELSA Poland, passion for circularity

PROGRESS IN CELSA POLAND SUSTAINABILITY, 2022:

CELSA Poland is part of CELSA Group™, we are a company leader in Europe in the production of low-emission circular steel, we produce steel in the most sustainable way possible, in electric arc furnaces (EAF) from the recycling of ferrous scrap.



1.0 Mt
Steel production



1
Steel mill



2
Rolling mill



1
Forge

% Vertical integration



78.8% **9.3%**
Upstream integration Downstream integration



1,049 M€
Turnover



2,006

- directly employed workers: 1,447
- subcontracted workers: 559



KEY FIGURES, 2022

1. COMMITMENT TO CLIMATE

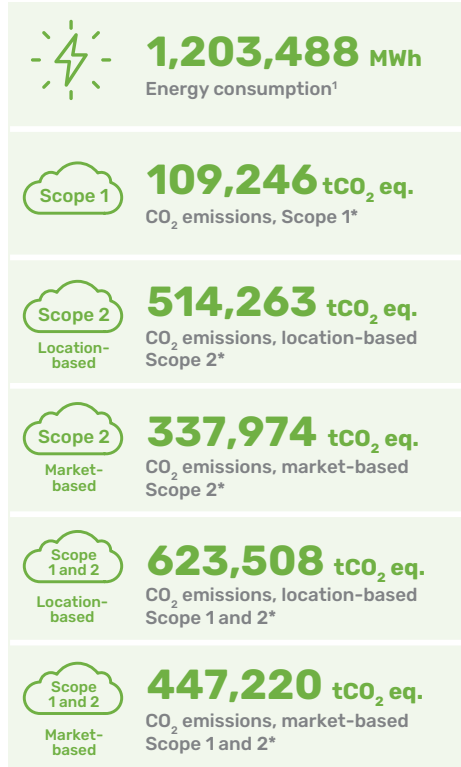


We are working to be a **Net Positive** company by **2050**

GOALS

2030: Reduce CO₂ emissions in Scope 1 and 2 by 50%, compared to 2021.

2050: To be CO₂ neutral in scopes 1, 2 and 3.



* Emission data calculated by GHG Protocol.

¹Recalculation.

2. COMMITMENT TO CIRCULARITY



We are firmly committed to the valorization and use of the waste generated during the steelmaking process to promote the circular economy.

GOALS

2030: To be 98% circular.

2050: zero waste; to be 100% circular.



MILESTONES

100% of the final product is made from recycled steel.

All steel contained in the products manufactured by CELSA Poland is fully recyclable.

By manufacturing steel from scrap instead of iron, we reduce water consumption by around 40%.

Data extracted from the Celsa Group's 2022 Sustainability Report verified by a third party.



3. COMMITMENT TO THE TALENT, SAFETY AND HEALTH OF THE TEAM



We guarantee salaries commensurate with the importance of the positions held by our professional team, their level of commitment and training, and above the market.

Our commitment to health and safety is transversal and extends to all our relationship groups.

GOALS 2025

Reduce the Global Frequency Index (FI) to 2.5.

Reduce the Potentially Serious or Fatal Injury Frequency Rate (PSIFFI) to 0.25.

	3.02 Accident frequency rate (directly employed workers and subcontracted employees)
	97.3% % of employees with permanent contracts (FTE)
	0.35 M€ Investment in training

4. COMMITMENT TO EQUALITY AND DIVERSITY



We have been implementing equality policies and action plans for many years to reverse the traditional masculinized trend in the sector. We believe in people, in their capabilities and in their values.

GOALS 2030

To have 30% women in the workforce.

Incorporate environmental, social and governance (ESG) criteria in the people development tools.

	8.0% Proportion of women in the workforce (FTE)
	21 Employees with disabilities
	0 Discrimination cases

MILESTONES

The average number of training hours per employee has been 16.64 hours/employee.

Our average of seniority is about 10 years.

Our voluntary turnover rate is 5.5%, below the average of the sector.

Data extracted from the Celsa Group's 2022 Sustainability Report verified by a third party.



5. COMMITMENT TO THE COMMUNITY



We act with full respect for the local cultures of the countries and territories where we operate. We encourage communication with all stakeholders to achieve a sustainable and beneficial activity for society.

GOALS 2023

Work on a social action plan with a focus on talent and impact on local communities.



6. COMMITMENT TO THE VALUE CHAIN



We include social and environmental criteria in our supplier contracting processes.

GOALS

2023: Develop a risk map that can be aligned with sustainability challenges.

2025: Develop a supplier portal to ensure compliance with future due diligence.



MILESTONES

We invested 637 k€ in community projects (30% more than in 2021).

We have invested 0.07% of the Group's total profit for 2022 in community projects.

MILESTONES

Celsa Group™ includes social and environmental criteria in its supplier procurement processes.

During 2022, 84% of our purchases are made from local supplier companies in the territories where we have a presence. We have maintained the same percentage compared to 2021 very nearly.

Data extracted from the Celsa Group's 2022 Sustainability Report verified by a third party.



7. COMMITMENT TO THE SENSE OF LEGACY



BIG COMPANY WITH LONG TRADITION

CELSA Group™ is a business created in 1967.
 The company has growth in Europe during the last 20 years.



PURPOSE

To give infinite lives to finite resources.



SUPPLY CHAIN

Today, we are the first and largest circular supply chain in Europe.



0.24 M€

Investment in R&D

Data extracted from the Celsa Group's 2022 Sustainability Report verified by a third party.



BEST PRACTICES, 2022

Best practices for occupational health and safety



WELLBEING AND SAFETY OF EMPLOYEES

Focusing on the quality of PSAP (in scrap yards and operators/drivers), training 60 1st Party auditors. Promoting training for external crane operators and tracking previous year "safety problems". Scheduling monthly Safety meetings for TOP management.

WELLBEING AND HEALTH OF EMPLOYEES

Conducting Dust Workshops for employees by WOMP (Regional Centre of Occupational Health), measuring and reducing exposure of crystalline silica at the Quality Melt Shop and periodically measuring diesel exhaust gas. Also organizing anti-smoking workshops, offering consultation with a cardiologist, dietician and psychologist (to control stress through a special application), promoting the campaign "Fruit every Friday" and providing a flu vaccination for employees.



Best practices for equality and diversity



CELEBRATION OF THE INTERNATIONAL WOMEN'S DAY

Promoting development and growth of women in managerial positions by carrying out an internal CHO program.



Best practices for energy efficiency



HOW TO IMPROVE THE ENERGY EFFICIENCY

We are working on the implementation of mathematic models in Rollin Mills. Also, we have started a process of compressor station renovation, an improvement project of energy effectiveness for compressors station (project continued in 2022/23) and in the exchange and automation of lightening system in the production areas.

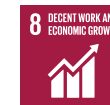


Best practices for training



REGULAR & ACCESS TO TRAINING

From Celsa Poland, we provide regular training on current changes in labor law negotiation. Scutwork training for sales representatives training on power hydraulics for maintenance staff. Employees have access to LinkedIn Learning Platform in the scope of Business Analysis and Strategy, Career Development, Customer Service, Education and Instructional Design, Finance and Accounting, General Business Software, General Skills, HR, Leadership and Management, Marketing, Project Management, Sales, etc.



Best practices for social action



SUPPORT FOR THE LOCAL COMMUNITY

From Celsa Poland, we help for Ukrainians. Also, we finance and support for sport clubs, we help for children with special needs and disabilities. Furthermore, we support for the locally organized events: Football tournament for children and teenagers & the celebration of the 100th anniversary of the Technical Secondary School.



BEST PRACTICES, 2022

Best practices for circular economy and recycling



QUANTIFIED AND VERIFIABLE INFORMATION ON ENVIRONMENTAL PERFORMANCE

From Celsa Poland, we are working on EPD for rebars and structural steel / sections, Carbon Footprint Assessment Report, Sustainability Report, Circularity development

IMPROVE THE USE OF WASTE AND ADD VALUE TO IT

We are investigating to find alternatives to shredder waste, searching for new ways of using industrial waste in other industries, cooperation within industry organizations and ministerial working groups in the field of circular economy development.



Best practices for R&D benchmark projects



INNOSTAL SVC PROJECT

Innovative solutions to optimize the power supply system for a set of high-power electric furnaces.

INNOSTAL B600B PROJECT

Making innovative products in the form of bars and ribbed coils for concrete reinforcement made of the new B600B steel class.

INNOSTAL CRAKS

A project to produce hot-rolled sections using new technological solutions in the area of smelting, rolling with a reduced number of rolling stands.

DEMONSTRATOR II PROJECT

Use of energy-saving power supply system and intelligent control of hydraulic presses in real time.

DOGHOUSE PROJECT

A process that uses artificial intelligence to monitor and optimize arc furnace operating parameters.

INNOSTAL ENERGY EFFECTIVENESS PROJECT

New technology for heating billets in walking furnaces in order to increase the energy efficiency.



Best practices for emissions reduction



ACTIONS TO ACHIEVE EMISSIONS REDUCTION

We are working on reducing CO₂ emissions by reduction of natural gas and electricity consumption: decreasing natural gas consumption during melting process, increasing of a share and temperature of hot charging, mathematic model implementation in RMs, lighting exchange in all areas, reduction of the charge reheating temperature in RMs, sealing of the covers of tundish dryers and heaters and people awareness development.



Best practices for dialogue with the stakeholders



DIALOGUE WITH THE STAKEHOLDERS

Celsa Poland participates in job fairs, HR conferences (Last year's participation in job fairs at AGH Kraków and Częstochowa University of Technology). Also, we cooperate with local Center of the Steel Industry Tradition (A Centre of the Steel Industry Traditions is being built in Ostrowiec Świętokrzyski, to which the CHO has donated many valuable materials. It is intended to familiarise the younger generation with metallurgy). Furthermore, we cooperate with the steel technical school (trainees). In addition, we cooperate in the framework of governmental and non-governmental working groups ó in the preparation/ change of legislation and with Polish Associations.

