



MARMITE
SUSTAINABILITY
REVIEW

2020/2021

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The Management Board Perspective

An interview with Brian McCluskie,

CEO Engineered Stone Group

Marmite is an almost 50-year-old leading designer and producer of branded and private label engineered stone basins, bathtubs, and shower trays. You operate two manufacturing facilities in Poland, serving the largest customers in Europe, Asia, Middle East and in the US. What are you most proud of when looking at the achievements of Marmite?

Brian McCluskie: 2020 was an exceptional time for Marmite particularly with the challenge we all faced with the pandemic. Besides a double-digit sales growth in the second half of the year, we made three acquisitions of Spanish companies and we formed the larger Engineered Stone Group. Marmite is at the core of the group and continues to improve customer service, productivity, quality and our focus on environmental, social and corporate governance. We have a very clear market goal – to be the leader in our sector. We have made it very clear – through our engineering processes – that ESG is one of our strategic pillars. We are a very good employer – Marmite is a safe workplace. 2020 was also a year where our organisations had to raise the bar in terms of how to invest in people. We have very much supported all our employees during Covid-19 – whether by helping them to work remotely or re-engineering some of the production processes so that everyone feels safe and comfortable. Systems were put in place for working from home for the majority of staff and for employees on site lots of measures were put in place such as temperatures checks, hygiene, one-way systems, staggered starts and improvements in ventilation and process reorganisation to improve social distancing. We also purchased hundreds of Covid tests for employees so as we could isolate and test quickly. We have learned

different ways of working to achieve better results and will build on this into 2021 and beyond the pandemic. We did not lay off anyone and to the contrary, we invested in training and improvement projects until orders picked up in the Summer and beyond. Marmite is very much recommended by our employees, who can upskill and grow within our international organization.

What are the strategic priorities and key topics for the short, medium, and long-term with respect to sustainability?

Brian McCluskie: Environmental, social and governance have now become one of our strategic pillars. Marmite has been working on sustainability and environmental improvements for several years and has mapped out our business and supply chain with multiple initiatives and actions to improve. In 2019, we created an environmental P&L to show how following this path actually has financial benefits, for example energy consumption, reducing chemicals, reducing materials, eliminating plastics from packaging as much as possible, using resins made from recycled bottles, less scrap material, less waste removal, electric forklift trucks and many many more projects. Our goal set out in our strategic plan is to be the leader in ESG, not just in our sector of the industry but all bathroom products produced in other materials like ceramics, acrylics and enamelled steel.



How is the management board of Marmite committed to sustainability? What makes Marmite trustworthy

Brian McCluskie: We are continuously investing in new equipment, improving our facilities already with a view to having cleaner, more efficient production. Every new capital investment is evaluated from an environmental point of view. We use the 5R model - Refuse, Replace, Re-use, Re-purpose and Recycle. ESG is really embedded in our operations. As for our commitment we tell customers of our strategy in this area and our Investors and owners, Cranemere. Everything is measured using the NASDAQ system. Cranemere have a full-time officer at board level to keep all of their companies on an ESG path. It is always on our agenda when we meet.

Marmite's success is largely related to its ability to build an effective and loyal team. You have created a company with a clearly defined organizational culture – open to anyone. At the same time, many people can boast of having worked for many years at Marmite. What do you think attracts employees to your company and what keeps them there?

Brian McCluskie: In Poznan there is almost no unemployment, so being an attractive employer is extremely important. We have recently set up a dedicated team to look at recruitment, retention and training at all levels. Our process for this is the OCR - Organisation Capability Review, which looks at skills, results, behaviours, succession planning and development opportunities, not only in Marmite but across the Group. Improving in the "S" part of ESG is a continuous process and the new team will take us to a better level. We have also introduced some healthcare schemes, transport, social events, team building, free covid vaccinations and many other initiatives. Financial rewards

are clearly important, and we have competitive salaries on base pay, bonus potential for all employees and pay upgrades as people learn new skills. If we have the best designers, engineers, technology and Management we will beat all competition. Next year we are investing in a group Innovation Centre, which will be in Valencia and opportunities will be provided for Marmite employees as well.

Do you observe an evolution in Marmite clients' requirements in terms of sustainability? And how these new requirements are changing the way Marmite operates? Is sustainability affecting Marmite's strategy?

Brian McCluskie: Environmental regulations are constantly changing, and our aim is to be well ahead of government regulation in all aspects of ESG. Insurance companies are also becoming more demanding, but it is not these external factors that should set the agenda. Our customers, particularly our large customers demand improvement as their own strategy often states improving in ESG metrics. We see this as an opportunity to be the supplier of choice, to build partnerships and of course win more business. This drive for excellence should come from the leadership.

What are the broader trends – such as post-Covid-19 macroeconomics – affecting the organization and influencing its sustainability priorities? What would you like to highlight?

Brian McCluskie: Not all business has been negatively affected by the pandemic. We grew our sales in 2020 – the second half of the year we grew above 30% and this has continued through 2021. There are several reasons for

this situation. People spent a lot of time at home, which has driven an increase in home improvements. In many cases people have more disposable income, having saved whilst in lockdown. Choices such as going on holiday, buying a new car have been delayed. Another factor is that we have always had competition from China. There is a trend in Europe and US to swap China supply to European suppliers. Huge price increases in materials and transport are something that Marmite and our Group can actually benefit from as due to our relationships with our suppliers we will have availability of materials and better pricing than our competitors.

As regarding ESG, the journey will continue every year. As I mentioned earlier, pressure will increase from government and customers. Improving our carbon footprint, reducing waste and emissions are a top priority and we have a clear roadmap for the next few years, not just at Marmite but across all of our companies and we aim to be best in class in all parts of environment, social and corporate governance.



1 | Who we are

1.1 We are a global corporation

The history of Marmite began in 1975 in Sweden, hence our strong commitment to nature and aesthetics. Since 2020 we have been part of The Engineered Stone Group, which also comprises companies such as Acquabella, F&D Group, Fiora, Nouvvo and mcbath. Today, Marmite is:

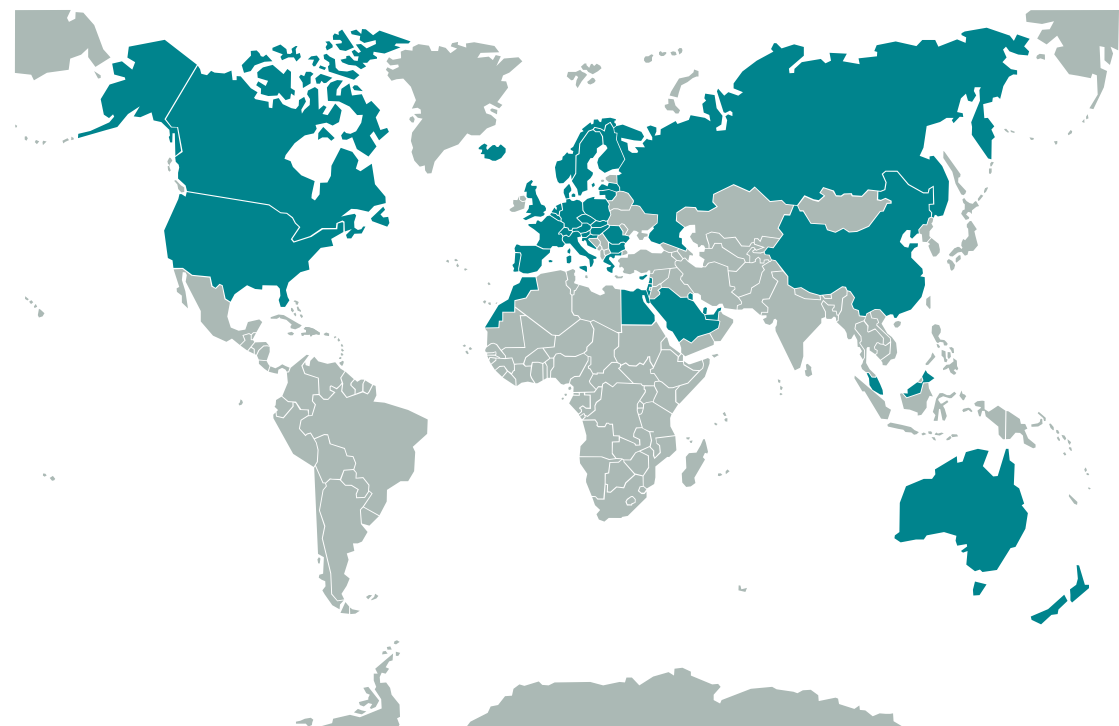
- a global leader in the manufacture of shower trays, bathtubs, and washbasins made of technically advanced material – **Mineral Composite**,
- over 900 employees and two production plants in Poland – in Zakrzewo and Łowryń

Marmite products regularly receive awards in prestigious contests, such as the Red Dot Design Award, If Design Award, German Design Award, Top Design Award, or Good Design.



Our products reach the most demanding customers

We offer our services in more than 35 countries globally, including customers from New Zealand, Australia, and the Middle East, and our business partners include **Fortune 500** companies.



Marmite in numbers



900+

employees



40+

years of experience



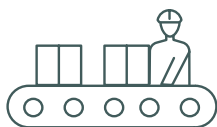
2

production
plants in Poland



4 200

products on permanent
offer



Production capacity at

2 000 000

products annually

1.2 Unique material Mineral Composite

Natural raw material

Mineral Composite is a material developed by Marmite that uses the properties of dolomite. Dolomite is a sedimentary rock that is characterized by its chemical resistance and resistance to cleaning and washing. A technology process during which we combine dolomite with resin is environment-friendly, energy-sufficient, and unique across the entire bathroom products industry. Performance properties of our composite exceed those offered by other, traditional materials.

Properties of Mineral Composite

The addition of resin makes the material not only more durable and resistant, but also gives it almost unlimited possibilities to be molded into products. Moreover, the external surface of our products is covered by a nano-coating, which is also used for coating the hulls of yachts and wind turbine blades, or elements that are exposed to wind and water.

Mineral
Composite
structure



1.3 We care about quality

Comprehensive system of quality, environmental, and supply chain management

We have been using a comprehensive system of quality, environmental, and supply chain management that is compliant with ISO 9001:2015, ISO 14001:2015, and ISO 28000:2007. We are a strong brand operating in B2B segment and wish to be a preferred supplier to the largest global customers from the bathroom fixtures and fittings industry.

2020: An exceptional year

Concerns relating to health and safety have made us transfer part of our business to remote work. During COVID-19, virtually 100% of visits and meetings were done on-line. Our Sales Departments and Customer Service focused on daily communication with customers about order execution, cancellation, or postponement. We next focused on maintaining production to become prepared for an increased number of orders after shops were opened in Q2 2020.



We strive to be an undisputed leader in providing modern, innovative, and eco-friendly products. Further to which, we apply the following principles in our day-to-day business:

Customer service and communication

- We identify our customers' needs
- We are engaged in open internal and external communication

Employees

- We improve and use the potential of our employees
- We enhance employee awareness about quality and environmental responsibility, and supply chain impact

Supply chain

- We manage risks and opportunities across the supply chain
- Our principle is to be constantly ready and improve safety in the supply chain

Environment

- We minimize the impact of harmful agents on the environment
- We improve our energy efficiency and reasonable utilization of natural resources
- We reduce the production of waste and scrap through its recycling.

1.4 We act ethically

What is important

Regardless of whether we are working with customers, suppliers, or in our plants and offices – we are always guided by our Code of Conduct and four values:

1

**Operating
in compliance with
the locally applicable
legal regulations**

2

**Universal
Declaration
of Human Rights**

3

**Business
ethics**

**Professionalism
and the highest
ethical standards**

4

**Ethics at the
workplace**

**No discrimination,
respect,
development,
freedom
of association,
dialogue, a safe
and healthy
workplace**

Declaration of compliance with ethics

Every year, those of our employees that hold managerial and specialist positions are obliged to sign a Declaration of Compliance with the Company's Code of Conduct. Signing that Declaration means not only commitment, but also an opportunity to be reminded of the principles that are mandatory at Marmite.



2 Customer focus

2.1 We improve customer service

We monitor the satisfaction level on an ongoing basis in close co-operation with customers.

We arrange periodic, monthly meetings with key accounts, during which reviews of key cooperation indices are reviewed and ongoing projects are discussed.

OTIF indicator

OTIF is the abbreviation of **on time in full** which is a key indicator that is reviewed on a weekly or monthly basis in terms of reducing causes for untimely execution of orders at the production line level and for key accounts. The OTIF indicator is calculated as the number of units shipped to a customer in compliance with the first confirmed date in an order in comparison to the total number of units in each order line.

Group of Products	Q1 2020	Q2 2020	Q3 2020	Q4 2020	2020 OTIF
Standard Basins	93%	87%	89%	90%	90%
Hand Finished	72%	70%	87%	89%	82%
Shower Trays	92%	98%	98%	90%	94%
Bathtubs	90%	88%	88%	91%	90%
TOTAL	89%	87%	92%	90%	90%

Since January 2020, Marmite has unified the standard lead time for order for all product groups, which has resulted in optimization of the number of shipments.

Complaint ratio

We also examine customer satisfaction by monitoring the complaint ratio:

	2019	2020	As at 05.2021
Complaint ratio ¹	0,55%	1,05%	0,68%

¹ The increase in the complaint rate in 2020 resulted from two major factors:

- An increase in the share - in our portfolio, of large and even more demanding customers, with whom we regularly raise our quality standards;
- A covid-19 impact: a high rotation in the production department made it more difficult to maintain former highest standards.

Despite the ongoing challenges linked with covid-19, we are pushing for improved customer quality with several initiatives. Our goal is to reduce claims by 50%.

Analysis of individual customer satisfaction

Furthermore, together with our wholesale customers we conduct regular analysis of end-customer satisfaction, which best reflects the ambitions of Marmite to design, produce, and deliver products that meet the highest expectations of the end-user.

How do we work
with the best
around the world?

What distinguishes us
and what our customers
value most?



SHORT LEAD TIMES

We shorten orders' lead times

Good practices

Shorter lead times: Customers value Marmite for its practical approach!

As a result of close co-operation and understanding the needs of one of the largest customers from Germany, we have modified order management and have shortened the lead times from 5-6 weeks to 1 week. By building up a safety stock and improving the availability of our products, our rating among customers has significantly increased.

Thanks to our reliable work and commitment, our customers grant us the highest partnership status!

In 2020 we satisfied 13 out of 16 the indicators required by one of the largest corporations that specializes in the sale and distribution of construction materials and interior furnishings to be awarded Partner status. We are ambitious and work with passion, which is why we have developed a path to fulfill the missing 3 indicators.

Example indicators applied by our customer when awarding Partner status:

- available production capacity
- understanding and transparency of the supplier's strategy
- capabilities, competences, and structure of the R&D Department
- complaint ratio below 1% (Marmite keeps this ratio below 0.4%!)
- OTIF execution ratio at a level above 95%, we keep it above 97%
- audit assessment grades of A or B: we are regularly awarded A grades.



HIGHEST TECHNICAL STANDARDS

We meet high operating, logistics, and quality requirements



PRODUCT MARKING

We have a well-developed system of marking products and an ability of becoming adjusted to new requirements in that regard

2.2 We innovate

	2018	2019	2020
Total number of available products	4 580	4 500	4 200
Number of which are newly introduced products	240	260	230

Innovations in customer service

For us, innovations mean not only introducing new or modified products into our offer, but also changes for the better in our customer service. In 2020 we introduced changes in the shipment system:

- fixed delivery times to customers
- better availability of goods
- number of products shipped on a pallet increased by over 6%.

The introduced changes allowed for a reduction by 1.46% of the number of shipped complete loads, i.e., FTL (**Full Track Load**), which means less transport and less CO₂ emissions:

	2019	2020	Change
Number of FTL	1 361	1 340	- 1,46%

3

We are a reliable employer

3.1 Employment level

Marmite is primarily about people who have been working with us for many years. Working jointly in differentiated teams allows us to create high-quality products.

Total number of employees in the reported period (as at 31.12.2020): **918 persons.**

Employment by contract type

Number of persons employed under an employment contract

913



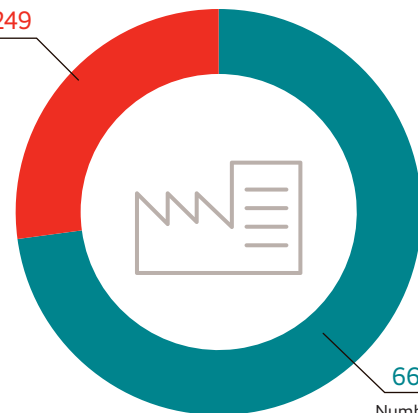
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Number of persons employed on a contract basis (e.g., internships)

Employment by place of work

Number of persons employed in the production plants

249



669

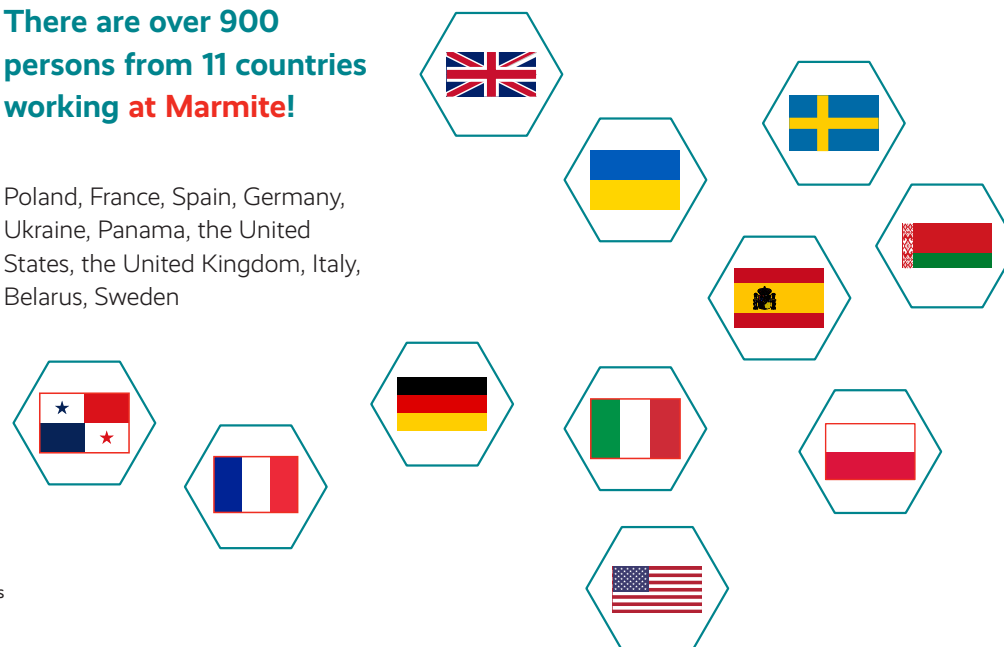
Number of persons employed in the registered office

Total number of the employees hired under contracts of employment (as at 31.12.2020) by seniority at Marmite Sp. z o. o.

	Zakrzewo	Łowryń	Total
Seniority < year	69	23	92
1-5 years	247	215	462
5-10 years	136	1	137
10-15 years	105	3	108
15-20 years	78	1	79
20-25 years	41	0	41
25-30 years	19	1	20
Seniority > 30 years	4	0	4

There are over 900 persons from 11 countries working at Marmite!

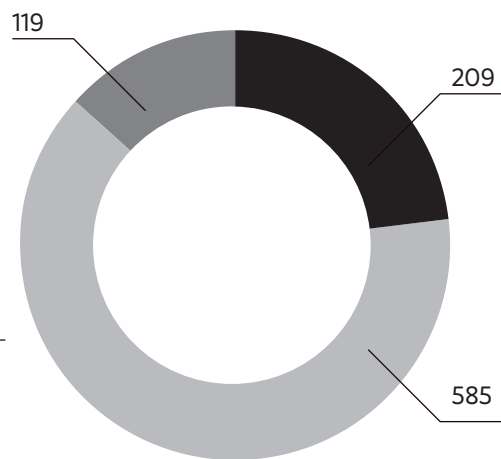
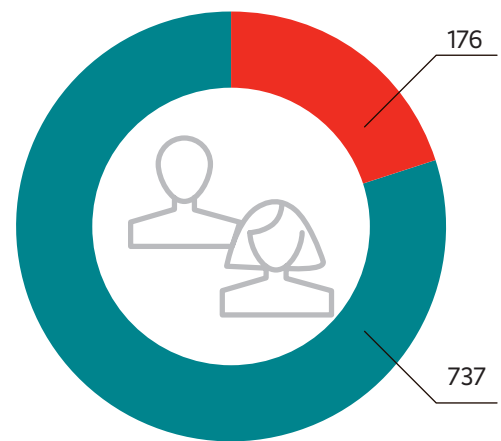
Poland, France, Spain, Germany, Ukraine, Panama, the United States, the United Kingdom, Italy, Belarus, Sweden



Diversity among all employees

Total number of employees in 2020: **918**
Number of persons with disabilities: **5 (0,54%)**

Diversity by sex

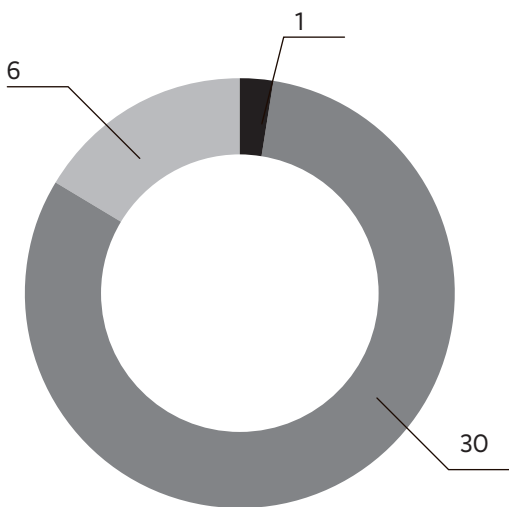
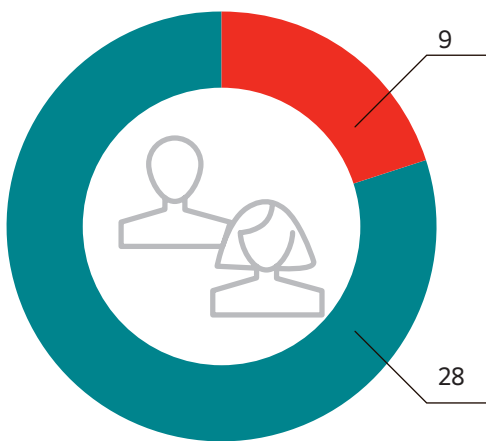


- men
 - women
-
- persons aged up to 29
 - people aged 30-50
 - people aged 50+

Diversity among executive staff

Total number of executive staff in 2020: **37 persons**

Diversity by sex



3.2 Safety

Our ultimate goal is to create workplaces where there are no accidents.

Our OHS and Environmental Protection Department cares about safety at work. It is made up of 3 persons: one specialist exercising its obligations at the plant in Łowryń, the second one at the plant in Zakrzewo, and the Head of the OHS and Environmental Protection Department, who supervises the area of safety at work in the two above-mentioned locations, directly reporting to the Company's Members of the Management Board.

The Head of OHS and Environmental Protection Department is responsible for the following tasks:

- OHS training for newly hired employees
- post-accident proceedings
- measures pursued after fire and environmental incidents
- identification and implementation of corrective and preventive measures in the areas of OHS and environmental protection
- co-ordination of activities pursued by an OHS Committee
- control and support for investment projects in production areas in compliance with the rule of law
- performance of tasks by the OHS service underlying the Regulation of the Council of Ministers of 2 September 1997 on the occupational health and safety service
- co-ordination of measurements in the work environment
- co-ordination of measurements of emissions into the environment (styrene, water, noise)
- supervision over waste management and BDO (Waste Database) reporting.

We continually seek to minimize the number of accidents by means of a process of identification of risks and threats, and procedures in the event of incidents.

- risks and threats are identified in the Professional Risk Assessment for each working position.
- in the event of an incident a one point is prepared by the Area Manager and the OHS Department containing:
 - issue (incident description)
 - the primary cause
 - identified points for improvement (considering other corporate areas)
 - implementation schedule of points for improvement.

	2018	2019	2020	2020 vs. 2019 change
Total number of accidents	19	20	11	-45%
Including accidents at work suffered by women	3	9	3	-66%
Including accidents at work suffered by men	16	11	8	-27%
Number of fatal accidents	0	0	0	-
Number of deaths due to diseases caused by workplace conditions	0	0	0	-
Number of days of incapacity to work due to work accidents	551	840	566	-32%



Marmite and COVID-19: preventive measures and employee protection!



We are a production company whose continuing operations rely on the health condition of its employees. Therefore, in addition to introducing all recommendations of the Chief Sanitary Inspectorate, we launched, as means of prevention, a wide-spread information campaign among our employees from the earliest days of the pandemic and implemented the following initiatives so that each employee of Marmite felt safe and comfortable.



We financed purchases of COVID-19 test kits



We introduced regular disinfection using ozone and UV lamps in our plants



Employees who could work remotely were provided with trainings in new remote work tools



In the last quarter of 2020, we organized flu vaccinations in our plants and offices for interested employees.



We provided additional care to those employees who were at a high risk of complications (face masks, single-use gloves, pulse oximetry tests, COVID-19 examinations, disinfectant liquids)



We communicated new rules of working and shared best practices used in plants and offices (posters, instructional films on displays, plexi partition walls dividing workstations, temperature measurement)

3.3 Working conditions and benefits

We are a friendly, open workplace, where anyone may start a professional career. We value loyalty, professionalism, and a good atmosphere!

Each Marmite employee hired under an employment contract is entitled to the following benefits:

Financial support	Professional development	Sports and health	Fringe benefits
Co-financing of summer camps for children and school-starter kits	Training and skills development	Unlimited refreshment drinks, fruits, and snacks at work	Attractive employee referral system
Allowance for self-arranged holiday	Opportunities for promotion	Medical care services	Discounts for Marmite products
	Attractive awards for employees' ideas	MultiSport membership card	Additional insurance for employees and their families
		Active and joint leisure time (matches, runs)	
		Picnics with attractive events for employees' families	

We also run Employee Capital Plans with Generali Investments.



What do those who have been making up Marmite for over 30 years think about us?

„I worked in previous plants from 18 months to 2 years. I've been working at Marmite the longest. I'd not change the company for any other. „

Tadeusz

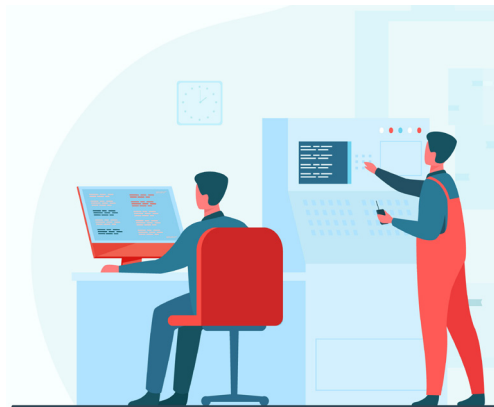


„I'll certainly remember building the company and training abroad. „

Grzegorz,
over 30 years with Marmite

„Changes are happening all the time, the market has been developing strongly, more technological development, demand; and the number of products is increasing, too. We're going up and up. „

Przemek



„The Company offers high stability. There has never been a bad financial situation at Marmite. Jobs here are always certain and always positive. „

Przemek



„What do I appreciate about working at Marmite? Everything. We work with colleagues whom we've known for 10 years. Sometimes we talk a little and we always help each other. I feel needed in the company. „

Grzegorz



„People contribute to the good atmosphere and funny situations here. 30 years back, when a Swedish style of working prevailed, just like today, it was a pleasure to go to work. For example, during a 30-minute break in summer, machines were shut down, we made coffee, went outside to breathe fresh air, there was a swimming pool in which we used swim and cool down. „

Grzegorz



3.4 Anti-Mobbing and Non-Discrimination Policy

We counteract mobbing, discrimination, and harassment. We have an Anti-Mobbing and Non-Discrimination Policy. In 2020 we conducted training and an awareness campaign on preventing mobbing and discrimination.

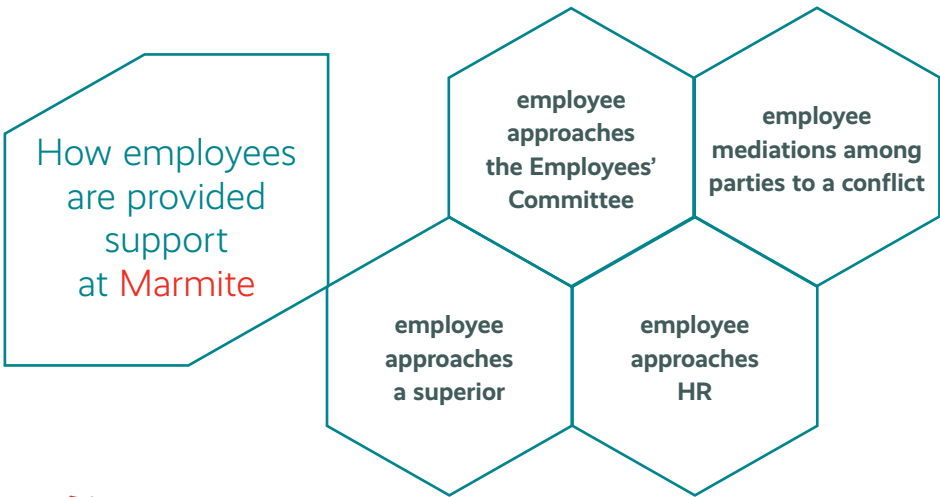
Additionally, there is an Employees' Committee in Marmite, which is responsible for reviewing and assessing reported doubts and behavior. Training in the Anti-Mobbing Policy is an inherent part of the onboarding package.

100% of employees

participated in the awareness-raising campaign.



There is also an Employees' Council at Marmite which analyzes and evaluates reported doubts and behaviors. Training in the anti-mobbing policy is a permanent element onboarding package.



3.5 Employee training and development

Every year we analyze training needs to properly respond to what is most important for our employees. Marmite cares about the development of its employees at all corporate levels.

Number of training hours	1 415
Number of training participants	324

The following types of training are organized at Marmite:

- mandatory training
- onboarding training
- on-the-job training
- specialist training
- managerial training
- language courses
- environmental training
- training in quality systems

G-Man Program



This is a development program for those employees who wish to increase their competences, are ready to support other business processes and teach colleagues. The program is addressed to employees in production, logistics, the warehouse, maintenance and in the central department of packing and forms.



3.6 #Rzućsięnazdrowie Campaign

In 2020, we staged a campaign encouraging Marmite employees to undertake preventive health checks and use the services offered by the Company.

We educated them about the harmful consequences of smoking, including the adverse impact of passive smoking on health.

We made employees aware of how to increase their immunity and to follow healthy habits every day, such as doing sports and outdoor activities or caring about proper body hydration level and drinking water regularly.



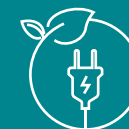
Our
environmental
priorities



minimizing any impact
of harmful agents on the
environment



improving our energy
efficiency and reasonable
utilization of natural
resources



reducing the production of
waste and scrap through
recycling

4

We care for environment

4.1 Environmental impact management system

With regard to limiting our adverse environmental impact, the ISO 14001 compliant system plays a significant role.

Each year we set environmental targets

Every year, in close collaboration with an accredited laboratory, Marmite's OHS, and Environmental Protection Department works out a monitoring and measurement plan of the key parameters that have an adverse impact on the environment, such as emissions of styrene or noise outside the plant.

How we monitor these targets

The Head of Marmite's OHS, and Environmental Protection Department monitors these targets by contacting the persons responsible for individual goals. The Company's Management Board then checks the implementation of those environmental objectives once a year.

4.2 Eco-Responsible Design

Regardless of the stage of product design, production, or shipment, at Marmite we follow the principle of Eco-Responsible Design, which means that we constantly care about limiting the number of raw materials utilized and reducing the volume of scrap and waste. Furthermore, the raw materials we use are characterized by their very high quality, which allows us to give the customer a longer product warranty, thus, the service life of our products is extended.

Eco-Responsible Design

Each Marmite product is designed in such way as to minimize the consumption of raw materials, reduce the volume of produced scrap and waste, and ensure that our products can be easily recycled in the future.

How do we apply Eco-Responsible Design in practice?

Lean manufacturing of products

During the product design phase, we seek to minimize the resources required for production. In recent years we have implemented several projects aimed at reducing the weight of products. By modifying their structure, we have managed to “slim” the following products (without impacting their aesthetic appeal or functionality):

- A new series of shower trays for one of our customers is on average 4% lighter than the previous series, which translates into around 646 tons less materials consumed.

- A new generation of washbasins for a key account has been lightened by 1.5 kg compared to its previous version. Further to such change, we expect to generate savings in materials to the extent of some 18 tons.
- A series of one of our most popular washbasins was made lighter in 2019 by 2.6 kg on average per washbasin, which translates into 220 tons of annual savings in consumed materials.

Elimination of gelcoats from shower tray bases

In 2019, we launched a process for eliminating gelcoats from the underside of shower trays. Painting the bases of two-form shower trays was not justified in terms of the product's aesthetic appeal. In 2020, this process brought about savings of around 75 tons of gelcoat without impacting the product's quality parameters.

Elimination and reduction of single-use plastics for packaging

For 90% of our shower tray models we were able to eliminate Nomapack foams (protective material made from polyethylene foam, the recycling rate of which is very low) from packaging, replacing them with cardboard elements which facilitate recycling. Additionally, in 2020 we stopped using protective film in shower trays, reducing even more the use of plastics in packaging. Currently, similar processes are being implemented for washbasins.



4.3 Consumption of materials

Besides applying the Eco-Responsible Design principle, we perform weekly monitoring of raw materials consumption to reduce their use, we eliminate waste in production and warehousing, constantly reducing the level of scrap, or production waste, and we monitor the level of process waste.

Modernization of systems

We implement more eco-friendly solutions, which translates into decreased consumption of raw materials and consumables as well as minimizing waste. In addition, we closely co-operate with suppliers with whom we develop technologies that are more environmentally friendly.

Dolomite is the major natural raw material used in production

The equipment in our production plants has been provided with very accurate systems of raw material dosage. Dosing dolomite is done automatically without input from the employee, to eliminate any possible errors made by the team. Technological systems know precisely how much raw material is to be loaded into molds to avoid overproduction and reduce production waste.

Polymer resin is the second key raw material used in production

Nearly 10% of the resin we use comes from recycled sources.

We cut the chemical content in products

We systematically verify the consumption of raw materials in production over weekly periods. This guarantees that we are able very precisely to monitor the consumption of key raw materials. Each of them has an indicator tells us about the quantity of chemicals consumed. Based on the previous years' results, we seek to consume less and less raw materials. We update our infrastructure and systems to be more precise in terms of raw material usage. We regularly conduct specialist training in that area for our production plant employees.

The scale of consumption of the main raw materials, water and energy sources

	2019	2020	2020 vs. 2019 change
Dolomite (kg)	20 757 440	20 720 040	-0,2%
Polyester resin, so-called virgin	6 287 360	5 372 600	-13%
Polyester resin from recycled components (kg)	-	569 103	-
Gelcoat	2 490 670	1 772 934	-29%
Water (m3)	13 849	10 386	-25%
Electricity (MWh)	11 293	10 891	-3%
Gas (kWh)	2 026 382	2 952 658	+45%
Heating oil (l)	451 669	403 074	-10%



4.4 Waste

At Marmite we use technology to recover dirty acetone and chloride

Acetone and methylene chloride that become dirtied in the production process are sent to an external company that distills them. The purified acetone and chloride return to our production plants as a pure raw material to be reused. Additionally, we use special multiple use containers for storing acetone.

80%

Is the percentage of dirty acetone and methylene chloride returned to our plants as a pure raw material to be reused.

Produced waste

		2019	2020	2020 vs. 2019 change
Sewage (m3)	Łowryń	5 420	3 741	-30%
	Zakrzewo	3 361	2 945	-12%
	Total	8 781	6 686	-23%
Scrap (t)	Łowryń	2 116	2 054	-3%
	Zakrzewo	1 626	1 821	+12%
	Total	3 742	3 876	+3%

		2019	2020	2020 vs. 2019 change
Dangerous waste (t)	Łowryń	165	89	-46%
	Zakrzewo	215	180	-21%
	Total	380	269	-30%
Other waste	Łowryń	613	504	-17%
	Zakrzewo	1 119	878	-21%
	Total	1 732	1 382	-20%

In 2020, we did not record any penalties or non-financial sanctions for non-compliance with the legal regulations concerning environmental protection.



5

We co-operate with local communities and support them

5.1 Education and collaboration with universities

We are a large, local employer and eagerly share our expertise and inspire students to develop a professional career in our industry, which combines technology, chemistry, and design.

We are collaborating with the following schools and universities:



The Faculty of Chemical Technology at the Poznań University of Technology



Poznań School of Logistics



Collegium da Vinci of Poznań.

5.2 Supporting local communities

W 2020 roku pomagaliśmy naszym lokalnym społecznościom w walce z pandemią poprzez zakup sprzętu ochronnego.

Marmite Zakrzewo



240

professional masks



200

gloves for the local Fire Service and the Police

Marmite Łowryń



150

professional masks



200

gloves for the local Fire Service, the Police



80

protective suits

On the initiative of our employees, we are regularly involved in charity programs, such as **Szlachetna Paczka (the Noble Gift)** or **Wielka Orkiestra Świątecznej Pomocy (the Great Orchestra of Christmas Charity)**. We support local sports clubs and events organized by local governments.



6

Presented data summary

Summary of the key data presented in this publication

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