

SOCIAL RESPONSIBILITY REPORT 2020

fatra

PLASTICS FOR LIFE

CONTENT

WE ARE WHERE SOCIAL RESPONSIBILITY BEGINS	4
We believe in values	
Principles of social responsibility	
SUSTAINABILITY AT FATRA, a. s.	5
We are committed to sustainability	
RESPECT FOR NATURE	6
We conserve natural resources	
We actively participate in waste recycling	
OUR PEOPLE - OUR SUCCESS	8
We support talent	
WE BRING QUALITY	10
Quality needs to be developed	
Products that help improve the world	
WE SUPPORT OUR SURROUNDINGS	12
Sporting spirit	
Cultural events	
Social activities	
FROM THE LIFE OF FATRA	13
We live to the fullest	

FOREWORD

The year 2020 marked a difficult period of uncertainty for many companies. It showed us the importance of the relationship between employees and employers. We are proud of how we managed to overcome this difficult period together. Cohesion, loyalty and mutual understanding were the main pillars on which we could lean together and move on.

Thanks to the dedication and ingenuity of our employees, we have developed new products, which we have largely dedicated to those tackling the coronavirus pandemic. The commitment of workers in the production of protective equipment even in their personal leave is a proof of the moral principles and attitudes of our people and our company.

There was more to year 2020 than just the fight against coronavirus. Key activities of our company included the development of measures leading to



the reduction of environmental impact and participation in the development and support of the cultural, sports, social and economic situation of our surroundings.

We have prepared a Corporate Social Responsibility Report, which will provide you with further information on the topic.

At the same time, we would like to thank all our employees and partners for their support – we look forward to further cooperation in the coming years.

Ing. Pavel Čechmánek
General Director of Fatra, a. s.

A handwritten signature in black ink, appearing to be 'P. Čechmánek', written in a cursive style.

WE ARE WHERE SOCIAL RESPONSIBILITY BEGINS

We believe in values



I ALWAYS
WORK AT 100 %



I AM A **GOOD
MANAGER**



WE **PULL
TOGETHER**



WE **DEVELOP** OURSELVES
AND THE COMPANY



WE **CARE** ABOUT THE
WORLD AROUND US

Fatra, a. s. principles of social responsibility

**Respect
for nature**

We implement waste-free production methods and processes.

**We bring
quality**

Unique products with a long life.

**We support
our
surroundings**

We participate in the economic, cultural, social and sports development of regions.

**Our people
-
our success**

Policy of equal rights and obligations. Dignified and safe working conditions.

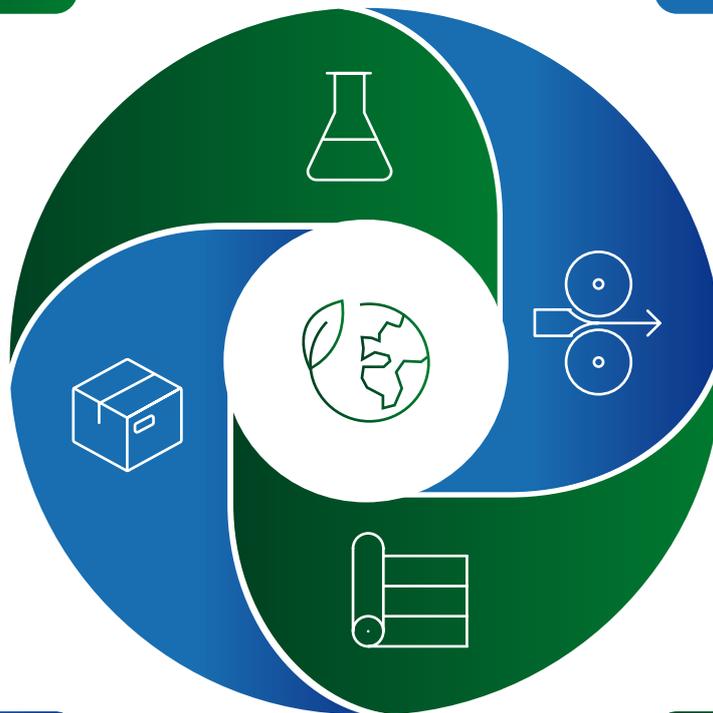
SUSTAINABILITY AT FATRA, a. s.

We understand and perceive sustainability as a long-term commitment to improving our environment based on the needs of current and future generations.

We are committed to sustainability

Own research and development, process innovation and employee training.

Modern waste-free production technologies using renewable energy sources.



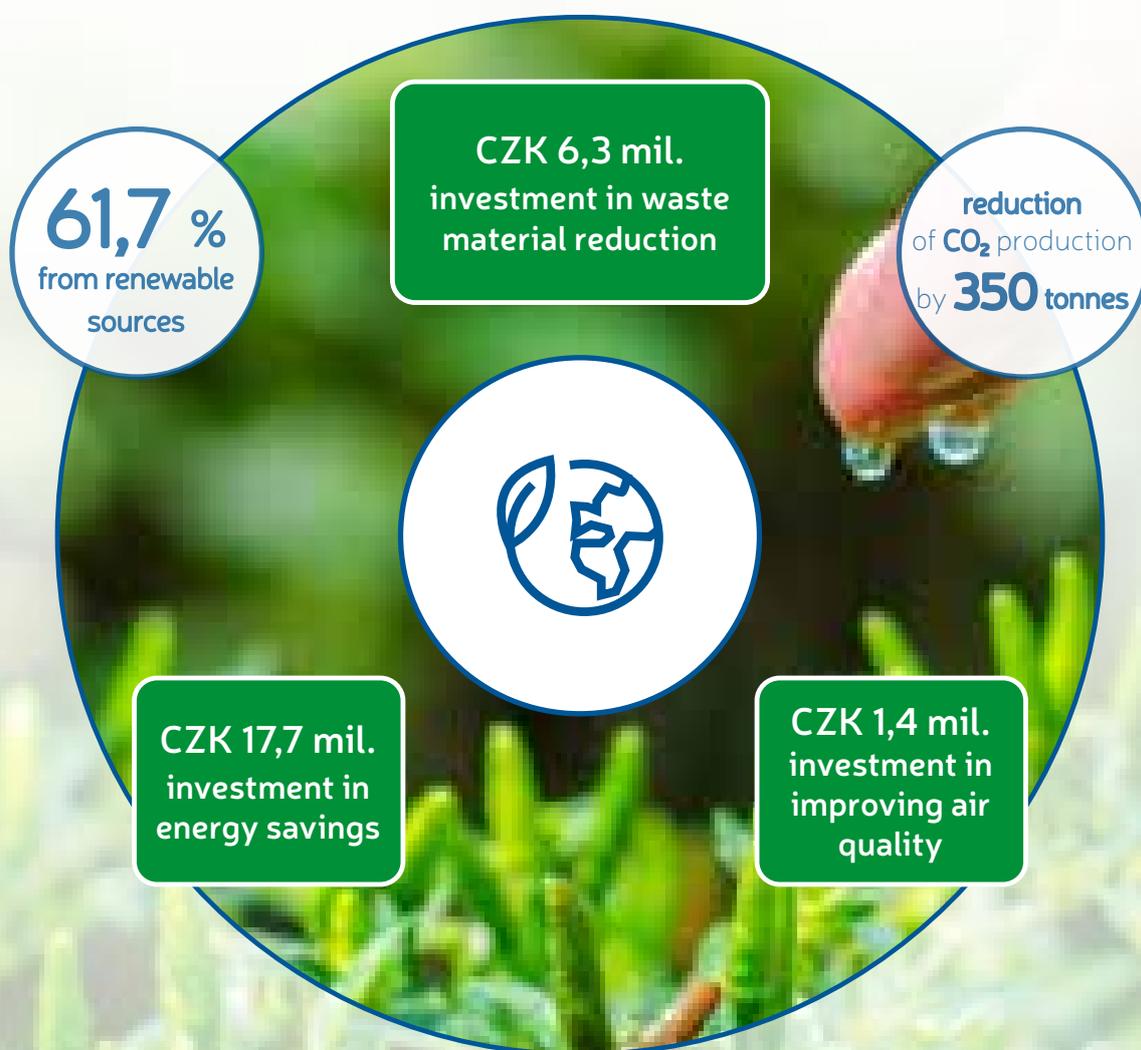
Proven and safe raw materials, reducing resource consumption.

Quality products with long life and high durability.

RESPECT FOR NATURE

Fatra has long been dedicated to protecting the environment and it annually develops activities leading to the reduction of the carbon footprint. Fatra, a. s. has been ISO 14001 certified since 2000. We follow the principles of the Responsible Care programme.

We conserve natural resources



We reduce the total energy consumption in the Fatra Napajedla and Chropyně plants year-on-year. We utilise secondary energy sources from production. In 2020, energy from renewable sources accounted for 61,7 % of the total energy consumption of Fatra, a. s.

RESPECT FOR NATURE

We implement waste-free technologies that do not generate waste materials at our facilities in Napajedla and Chropyně.

We actively participate in waste recycling



We have created a system for collecting waste cuts of waterproofing membranes.

We further process these residues of our roofing membranes in our production facilities.

1327

tonnes of waste
processed

Thanks to the regranulation production line, we help reduce the amount of waste and turn it back into a material that can be used for further production.

Processed materials include LDPE, PP and PP/PE.

OUR PEOPLE - OUR SUCCESS

We value our employees. Together, we create a stable environment that is open to anyone who cherishes similar values. **Thanks to this, more than 90 % of our employees are long-term employees.**

We pull together

1205
employees

Our company employs more than 1,200 skilled workers. Almost 1/4 of them have been working here for more than 25 years.
More than 1/3 of our employees are women.

CZK 25,5 mil.
for employees

CZK 9,2 mil. employer's contributions to supplementary pension insurance for employees
CZK 5,2 mil. contribution for employee catering
CZK 7,9 mil. benefits under the collective agreement
CZK 3,2 mil. protective equipment for employees

During the pandemic, **over 2000** face mask were produced by our employees in Fatra. Employees **volunteered** to make them along with their families.



We uphold a policy of equal opportunities, rights and obligations and actively prevent any form of discrimination (age, gender, religion, skin colour, sexual orientation, economic status...). Fatra has clearly defined rules in its internal Compliance programme, which includes rules of conduct, a Tell Us ethics line and Compliance management.

OUR PEOPLE - OUR SUCCESS

We help develop talented people. We cooperate with educational institutions from our region and offer employment for graduates directly in their field of study.

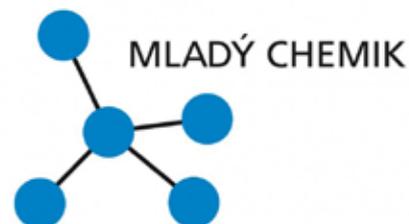
We support talent

We inspire each other to accomplish extraordinary things.

um
prum
ka



We offer traineeships and internships for students in our region.



We cooperate with educational institutions and help develop projects for gifted students.

WE BRING QUALITY

Thanks to a carefully crafted recipe and more than 85 years of experience, we offer safe and quality products for every household or commercial space.

Quality needs to be developed



We have our products assessed externally by the relevant institutions in the Czech Republic and abroad (e.g. National Institute of Public Health in Prague, Eurofins Product Testing Denmark).



All raw materials we use are fully in accordance with the REACH legislation on chemicals.



When developing products, we carry out a Life Cycle Assessment (LCA) in terms of their environmental impact.



We use phthalate-free production technology.



WE BRING QUALITY

Thanks to our own research and development centre, we select the most suitable raw materials that ensure the required quality properties of individual products.

Products that help improve the world



Green and white Fatrafol roofs

Our waterproofing membranes with a cooling effect and green roof systems have a positive effect on reducing energy consumption and help improve the air. We help reduce the impact of global warming.

Durability even in extreme conditions

We test the limits of our products in extreme conditions and improve their properties.



WE SUPPORT OUR SURROUNDINGS

We keep those around us in mind. We can develop only when our surroundings are developing as well. Every year we support sports, cultural and social events that bring joy to people around us.

We pull together, we care

Sporting spirit

We believe that sport improves health and shapes one's character. In cooperation with the cities of Napajedla and Chropyně, we participate in the financing of sports clubs and teams in our area.



Cultural events

We have long-term cooperation with the organisers of Zlín Film Festival and Zlín Design Week, Folklore Festival Hanácké slavnosti in Chropyně and Music and sport Festival Slovácké léto.



Social activities

We want to help, especially the youngest among us. As part of our annual activities and events, we support institutions providing recreational activities for children, as well as nursery schools.

We cooperate with the **Shelter for women and mothers with children in Vsetín.**



FROM THE LIFE OF FATRA

We value our employees not only for their work, but also for their active involvement in projects that have an impact on our wider surroundings.

We live to the fullest



Every year we participate in the “**Bike to work**” initiative.

In 2020, there were **111 participants** in the initiative.

We rode together for **36,852 km** and **donated CZK 10.000** to the Nursing home.



We regularly sell poinsettias at the Napajedla and Chropyně facilities, the proceeds of which go to **the oncology department of the Children’s Clinic of the Olomouc University Hospital.**



We donated protective equipment to those in need:

Elderly home in Napajedla

Institute of Public Health for Palliative and Hospice Care in Uherské Hradiště

Headquarters

třída Tomáše Bati 1541
763 61 Napajedla
Czech Republic
Tel.: +420 577 501 111
Email: info@fatra.cz

Chropyně plant

Komenského 75
768 11 Chropyně
Czech Republic



fatra
PLASTICS FOR LIFE