

# LINET

## Report for 2022 on the Influence of LINET spol. s r.o. on Health, Safety, and the Environment

### 1. Environment

Linnet's production activities prefer to eliminate or significantly limit potential risks to the environment. Linnet applies the following policies with respect to the environment:

- compliance with laws and regulations on environmental protection and continuous improvement of the company's impact on the environment within its own economic possibilities should be considered a minimum standard;
- when introducing new production processes, choose technologies in accordance with the best available technology;
- seek climate-energy measures aimed at carbon neutrality -- reducing the consumption of energy and natural resources, raw materials and waste generation, to make maximum use of renewable resources;
- continuously examine, evaluate and manage the company's impact on the environment and take the necessary technical and organizational measures to minimize them;
- document the company's environmental impact and provide information to both employees and stakeholders;
- through continuous training and motivation to lead employees to adopt the principles of environmental protection;
- take into account the views of stakeholders in their activities and prefer open access to the public
- reduce the impact of our activities on the environment and promote appropriate ecological practices.

Sub-elements of our approach:

- Reducing carbon footprint - Increasing efficiency and saving energy in individual production activities is an important part of responsible production. We work with reliable principles and always take into account the potential impact of our decisions and investments on the environment. We act in full compliance with national and international legislative developments and participate in many workplace initiatives to reduce our carbon footprint.
- Increase energy efficiency - this includes extensive use of energy-efficient lighting
- Creating a distribution network that is efficient, safe and environmentally friendly - we are committed to reducing fuel consumption, so we work with suppliers as much as possible to improve on both sides. We also encourage the use of low-carbon company cars and actively motivate employees to ride bicycles or together by car and use public transport.
- Minimize packaging materials - We prefer reusable shipping pallets to minimize waste. We have started to use environmentally friendly packaging materials

### Air Quality Protection

In terms of air quality protection, stationary combustion sources fuelled by natural gas represent the greatest burden on the environment. If required by legislation, we regularly arrange authorised measurement of emissions from such sources.

#### Total emissions for LINET in Želečevče

Pollutant	Spill of pollutants (t)
NO <sub>x</sub>	0.283
CO	0.099
TZL	0.038
org.C	0.033
VOC	0.041

#### Total emissions for LINET in Slaný

Pollutant	Spill of pollutants (t)
NO <sub>x</sub>	0.351
CO	0.062
TZL	0.044
org.C	0.038
VOC	0.047

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Total amount of CO<sub>2</sub>eq. into the air for 2021 – SCOPE 1 and 2:

<b>LINET Želevčice</b>	4659,0464 t
<b>LINET Slaný</b>	1184,362 t

## Waste Water

The quantity of waste water released into the Byseňský Stream and its degree of pollutants in 2021/2022 does not differ significantly compared to 2020/2021, and is in line with the long-term water management goals at Linet. The quality of waste waters remains at a sustainable level with respect to compliance and currently permissible pollutant levels. We want to improve the quality of wastewater discharge by operating a new wastewater treatment plant. In 2020/2021, Linet was not the cause any emergency resulting in deterioration of or threat to ground or surface waters.

<b>Environmental Category</b>	<b>Indicators</b>	<b>Unit</b>	<b>Value/year/1 empl.</b>		<b>%</b>
			<b>2020/2021</b>	<b>2021/2022</b>	
<b>WATER</b>	Quantity of waste water	m <sup>3</sup>	10.3	11.5	<b>11.65</b>
	City water taken	m <sup>3</sup>	7.3	6.5	<b>10.96</b>
	Well water taken	m <sup>3</sup>	3.6	4.3	<b>19.44</b>

Rainwater from the paved area in front of the dispatch warehouse (anticipated hydrocarbon leaks or spillages) drains through a hydrocarbon trap before reaching the sewers. Sewage is discharged to a sewage treatment plant. After treatment, it drains by sewer pipe into the Byseňský Stream. Waste water containing oils and fats (from the kitchens) drain through a grease trap into the aforementioned sewage drains.

## Handling Waste

A fundamental concern when handling waste at Linet is minimising impact on the environment. All waste is handled in compliance with the applicable legislation, which is detailed in internal corporate documentation.

Comprehensive waste management is conducted on our behalf by FCC, a.s., Czech Republic.

<b>Environmental Category</b>	<b>Indicators</b>	<b>Unit</b>	<b>Value/year/1 bed</b>		<b>%</b>
			<b>2020/2021</b>	<b>2021/2022</b>	
<b>WASTE</b>	Quantity of hazardous waste - N	kg/year	0.31	0.30	<b>-3.23</b>
	Quantity of other waste - O	kg/year	39.03	38.99	<b>-0.10</b>

Waste disposal method

	<b>2021/2022</b>
material use	82%
combustion	%
landfilling	11%

## Handling packaging

A comprehensive assessment of compliance with the requirements of Act No. 477/2001 Coll. on packaging for the proposed packaging.

Assessment result: the packaging meets the requirements.

Since January 2011, the return of waste packaging has been organised by an entry in the List of Persons bearing responsibility for recycling waste from packaging according to the Packaging Act.

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Type of packaging	2020 /t/	2021 /t/
Non-refundable export in the Czech Republic	23.00	30.43
Exported returnable recycle. in the Czech Republic	243.00	242.20
Reversible not recycled. in the Czech Republic	0	0
Purchased non-repayable in the Czech Republic	162.08	136.90
Non-repayable purchases outside the Czech Republic	59.23	33.11

## Handling Chemical Substances and Mixtures, REACH

Under the obligations arising from European Parliament and Council Regulation (EC) No. 1902/2006 concerning registration, evaluation, authorisation, and restriction of chemical substances (REACH), communication has continued actively in the current supplier-client chain. Information about substances provoking very serious concerns (SCHC) and forbidden substances in objects is provided. Updated safety data sheets are also provided, etc.

Supplier safety data sheets supplemented by exposure scenarios are appraised with the aim of ensuring that chemical substances and mixtures are used in accordance not only with chemical legislation, but with the conditions and recommended methods of use stipulated in the safety data sheet's exposure scenario. We intend to continue with this activity next year.

## Assessment of Energies

The continual strive towards reducing energy consumption is also important to Linet, and in practice manifests itself in the gradual replacement of obsolete production equipment with modern equipment possessing lower energy demands. We have produced an Energy Audit, which will be checked in subsequent audits.

Environmental Category	Indicators	Unit	Value/year/1 bed		%
			2020/2021	2021/2022	
EL. ENERGY	Total consumption	kWh	158.1	164.4	3.98
GAS	Total consumption	m <sup>3</sup>	9.3	7.1	-23.66

## Evaluation of Environmental Aspects and Goals

Our ecologist keeps the Register of Environmental Aspects for production, processes, and services, which is evaluated and updated annually. Significant EAs are dealt with under EMS Programmes.

### Evidence:

EMS program No. 1/21-22 was fulfilled, hazardous waste per 1000 beds did not exceed 0.30 t (0.308 t). Here it is planned to reduce the amount by buying a new laser that produces less dust.

- EMS program No. 2/21-22 was fulfilled, the impact on the environment (waste incineration and landfilling) per 1000 beds did not exceed 5 t (4.9 t). Here it is planned to reduce the amount of waste for landfill by more thorough sorting of waste in the administration and ensuring the dismantling of beds for disposal.

- The EMS program No. 3/21-22 was fulfilled, no accidents due to a defect in the workplace

- EMS program No. 4/21-22 was fulfilled, recyclability of 90% for beds and 100% for assets was achieved. mattresses

## Monitoring Influences on the Environment

In accordance with the applicable legislation, LINET arranges for the measurement of emissions from individual sources of air pollution by an authorised measurement group. The results obtained serve to verify compliance under the applicable legislation for emission levels of sources, and as the basis to calculate air pollution charges.

The quality of wastewater released is monitored regularly at a frequency and to the extent stipulated in the integrated decision of an external, authorised laboratory.

## 2. Health and Safety in the Workplace

LINET spol. s r.o. complies with European standards in all areas of health, safety, and hygiene as specified by the Labour Code and associated implementation legislation. We regularly evaluate employee health risks and measures adopted to reduce work-related injuries. In 2020/2021, we did not record any cases of occupational illness.

The OHS&E system is maintained by regular training, practical exercises, and subsequent testing of knowledge of the regulations related to a situation at hand, and checks on OHS&E compliance at individual workplaces.

LINET cares about the health of its employees. A system of preventive medical check-ups is in place, all workplaces are equipped with first aid kits, and employees are provided personal protective equipment according to the relevant risk assessment. The work environment is monitored as needed by an accredited company.

Period	2020/2021	2021/2022
Total injuries	36	33
Injuries resulting in sick leave	14	15

Fire safety precautions at LINET include installed fire safety equipment – an electric fire alarm system and apparatus to detect flammable gases and vapours, stable fire-fighting equipment, stable sprinkler systems, fire-fighting water hydrants, fire flaps, fire insulation and walls, emergency lighting, portable fire extinguishers.

Fire prevention documentation has been drafted in accordance with the applicable legislation (fire codes, fire alarm guidelines, fire evacuation plans, documentation concerning training and professional preparation conducted, the code for raising a fire alarm, categorisation into activities).

Professional preparation of fire patrols takes place according to an approved plan of exercise and training. Regular training sessions are integral to employee development.

## 3. Communication and Transparency

LINET approaches issues such as the environment and people's health responsibly, towards state authorities, customers, the public, and our own employees.

It is always LINET's aim to provide full information and eliminate any doubts about LINET's commercial activities.

All our employees are openly informed about and aware of our products, technologies, and procedures, and about their impact on the environment and health. Our employees are familiar with LINET's IMS policy and receive regular updates on the company's IMS goals and their achievement.

LINET informs its clients about services concerning products, about safe use, transportation, storage and disposal of products and packaging. Likewise, LINET also demands information necessary to assess the supplied raw materials and intermediate goods from individual suppliers.

Special attention is given to keeping public authorities informed by handing over informational materials by the deadlines stipulated in environmental legislation.

