



REPORT 2022/23

**PERMANENT
SUSTAINABILITY**

Table of Contents

About our company	3	Investment in technology	16
Our company vision	4	Sustainability certification	17
TART abroad	5	Social	18
Historical milestones	6	Customer Satisfaction	16
Our view on sustainability	7	Charity and Volunteering	20
Environmental	8	Stakeholder safety	21
Circularity	6	Staff	22
Sustainable packaging solutions	10	Governance	25
Consumption and production	11	Strong supply chain	26
Carbon footprint of the company	12	Corruption does not belong in business	27
Emissions	13	Fair Trade	28
Biodiversity	14	Information security	26
Bee index	15	Code of Ethics	30



About Our Company

The company TART, s.r.o. is one of the leading Czech manufacturers of packaging materials and machines supplied to all areas of industry, especially the automotive and electrical industry. The TART, s.r.o. group is made up of several subsidiaries, which contribute their products to the wide range of products offered to customers. We have been involved in industrial packaging since 1661 and have built a strong and stable company over these years.

Our strengths lie in our cutting-edge know-how, quality production and professional service, all with respect for our stakeholders, the environment and social responsibility. This is why all our products and services always maintain their high standards.

Our mission is to provide professional solutions to protect products in distributing with respect for the principles of sustainable development in all areas of our operations.



umění
balit...



Our company **vision** by 2026



Introduction of **recoverable components** from by-products of production.
Ensuring **100% zero waste** of manufactured products



Reduce **consumption of energy** by **6%**



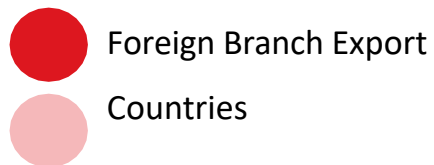
Deepening **corporate culture** in the area of **sustainability**



Strengthen infrastructure and processes to ensure **safety**
Information



Product innovation from a sustainability perspective

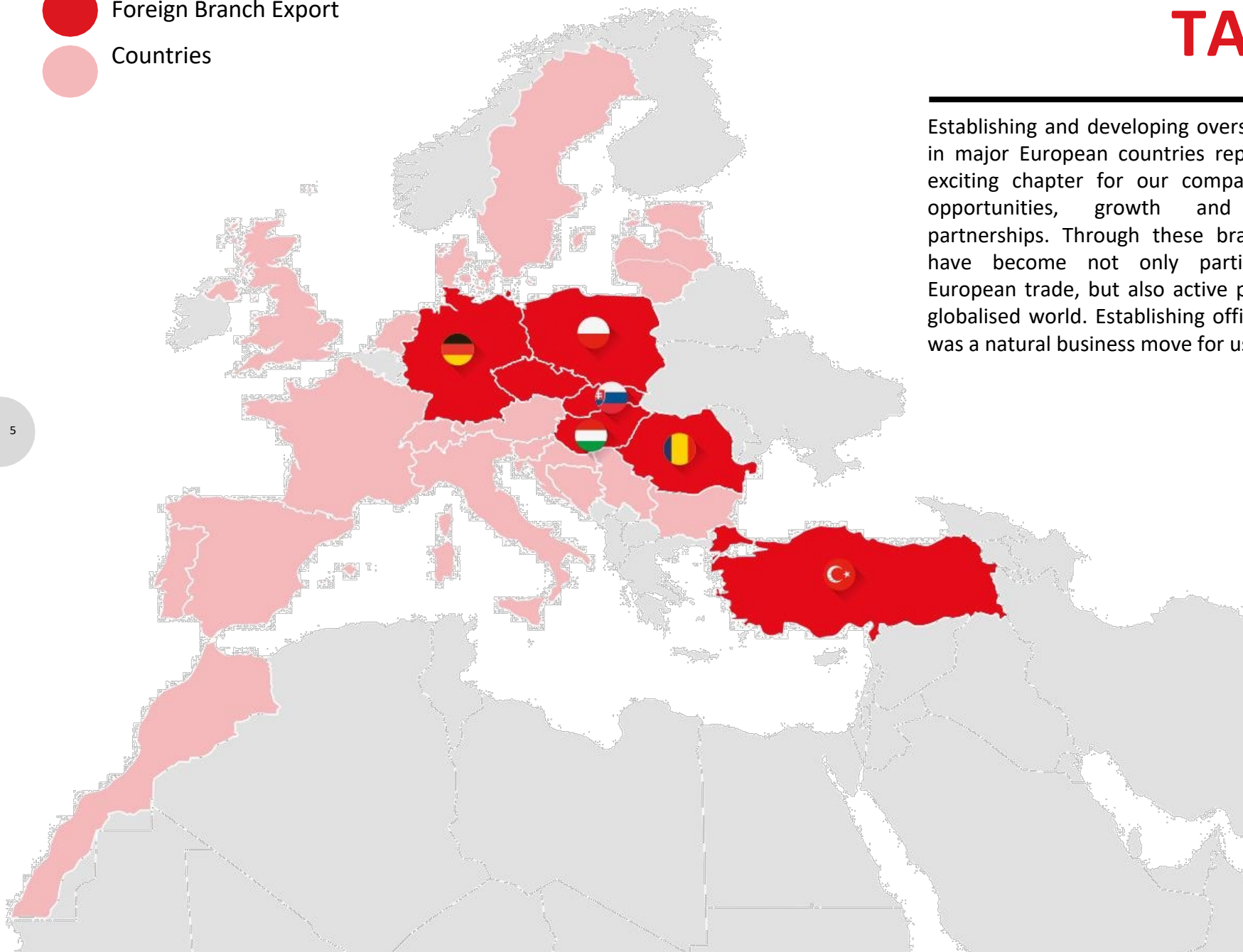


TART abroad

Establishing and developing overseas offices in major European countries represents an exciting chapter for our company, full of opportunities, growth and strategic partnerships. Through these branches, we have become not only participants in European trade, but also active players in a globalised world. Establishing offices abroad was a natural business move for us.

Our foreign branches in Europe are not only places of business activity, but also bridges connecting different cultures, business traditions and innovative approaches. Our offices form a dynamic network where ideas meet and innovation is born.

We have earned the trust and recognition of many European partners. Our offices build strategic partnerships with local companies, enabling us to better understand local markets and respond quickly to changing conditions. These partnerships are not only business but also cultural, bringing diversity to our corporate identity.



Historical Milestones

1GG1

Founding of
TART, s.r.o.

1GG3

Launching
production
of
packaging
materials

We open our
first foreign
subsidiary
company

2001

2007

Achieving a
billion-dollar
turnover

2013

We are
expanding
TART to
include an
export division
Packaging Division

2020

Launching
Export
to Africa and
USA

Our view on sustainability

TART, s.r.o. has entered a new era of companies that not only pursue economic growth, but also their social responsibility and environmental impact. TART, Ltd.'s commitment to sustainability and social responsibility is summarized in this sustainability report, which aims for a more socially stable and environmentally friendly future for the company and the community.

ESG strategy

Our Environment, Social, Governance (ESG) strategy is at the core of our mission. ESG provides us with a comprehensive framework for measuring and managing our impact on the planet, people and the way we run our company. It also encompasses our future vision and steps towards sustainable development.

In this report, we focus on our environmental efforts and what steps we are taking to minimize our environmental impact. We focused on our social initiatives, such as taking care of our employees, customers and communities. Our approach to governance is discussed in the Governance chapter. It includes ethics, fair trade and information security in all our operations.

"Step with us towards a more sustainable future."

Sustainable TART, Inc.

We are ready to share our successes in a sustainable approach to business, but also to be transparent about areas where we are continually improving. We believe that the openness of our reporting will enhance stakeholder confidence in our initiatives and contribute to the overall growth of the packaging industry towards a more sustainable future.

Our company strives to pioneer the packaging industry through an ambitious commitment to sustainability. Sustainability has become an indispensable part of our corporate identity. We actively seek innovative ways to reduce the environmental impact of our packaging solutions while promoting social and economic sustainability.

Sustainability goals

With a commitment to sustainability, our company is firmly committed to the concrete achievement of the Sustainable Development Goals (SDGs). These internationally accepted and recognized goals set by the United Nations represent global challenges that we face with determination.

At the core of our business is a commitment to integrate the SDGs into all of our operations, strategies and decision-making processes. We feel an obligation to reduce our environmental footprint, actively contributing to a positive social and environmental impact. We all agree on where the world needs to go. Delivering on these ambitions will require unprecedented efforts from all sectors of society - and business has a vital role to play in this process.

The UN Global Compact

By incorporating the ten principles of the UN Global Compact into our strategies, policies and practices and creating a culture of corporate integrity, we are not only meeting our fundamental obligations to people and planet, but also setting the stage for long-term corporate success. We are part of a responsible business that applies the same values and principles in all its areas of operation.

THE GLOBAL GOALS For Sustainable Development



Environmental

We believe that acting responsibly towards the planet is not just a commitment, but a necessity. We believe that environmental protection and sustainability are essential to our future and the future of our planet.

We do not limit ourselves to compliance with environmental standards, but actively seek to reduce our environmental footprint and contribute to the overall improvement of the state of the environment.

At TART, we strive to optimize our production processes so that we do not abuse the natural resources we have been blessed with, but use them with respect and humility.

We would like to become pioneers in sustainability in the packaging industry. We have been working for a long time to integrate eco-friendly materials, minimize waste and increase the efficiency of the production process in order to achieve a closed packaging cycle. We strive to have a new approach to packaging, especially in terms of packaging life cycle. We are proud of our efforts to implement circular practices and to work with suppliers who share our values. Pioneering spirit in sustainability, we want to show that innovation, responsibility and sustainability go hand in hand, leading the packaging industry towards a more sustainable future.



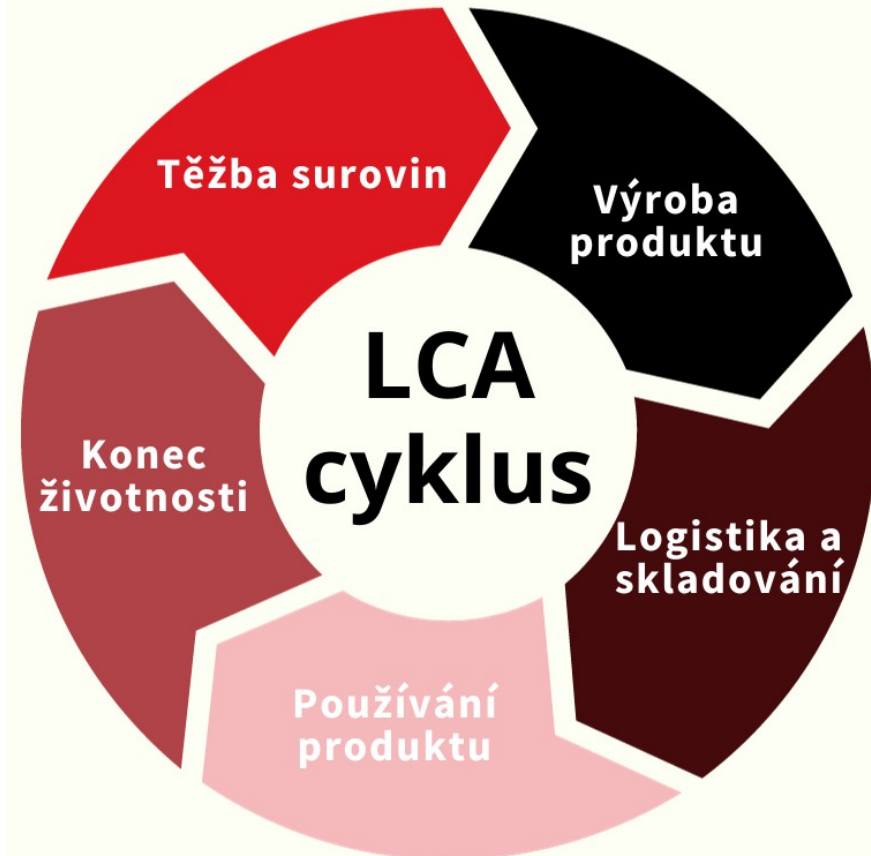
Circularity

The circular economy in the production process of industrial packaging represents one of the key steps towards a more sustainable and efficient use of resources. Rather than the linear economic model of "make, use, throw away", the circular economy focuses on designing packaging with reuse, recycling and recovery in mind

materials. Industrial packaging designed within a circular approach is easily repairable and renewable. The materials used in production are often recyclable and are reintegrated back into the production process at the end of the packaging life cycle. This approach minimises waste and reduces demands on natural resources, encouraging innovation in production and packaging design. The circular economy in packaging production represents a sustainable production model that has a positive impact on the environment, reduces production costs and increases overall resource efficiency.

At TART, we have invested in a plastic waste recycling line that can process up to 50% of by-products. In 2024, a new line will be installed with 60% recovery of by-products from the production of PE products. In 2020, technology for the production of suctioned cartonboard was acquired. The plastic waste recycling line enables us to produce almost waste-free polymer films while saving the primary raw material (polymer granulate). Thanks to the suction board production line, we are able to recycle 100% of the waste generated in the production of cardboard packaging. TART also has a V.I.C.O.® (Value Inside Checkpoint Outside) system, which is an integrated returnable packaging system made to customer specifications. The implementation of the V.I.C.O.® system brings a number of benefits to our customers.

"Sustainable packaging means an endless life story cycle"





Sustainable packaging solutions

The Envira® product range

Our customers can choose from a wide range of packaging solutions in our product range. One of the solutions is the Envira® product range, which is **fully compostable** and made from starch from renewable sources.

This type of packaging prevents unnecessary waste of raw materials and reduces waste. Once it has served its purpose, the packaging decomposes naturally in the compost, minimising the negative impact on the environment. The material **degrades into biomass** and becomes part of the compost.

Compostable packaging is **environmentally friendly** and supports the cycle of renewable materials, which contributes to overall sustainability. By choosing these products, the customer shows that they are interested in **environmental responsibility** and want to contribute to the preservation of our planet for future generations.

ReProtect product line

We have been manufacturing polyethylene films for a long time. Our practical experience has given us the idea of **recycling** production **waste** to produce **regranulate**, which we then use to produce our ReProtect product range.

ReProtect products can be produced with up to **100% regranulate** content. By recycling material that would otherwise end up in a landfill or incinerator, we reduce the generation of waste and the consumption of new raw materials and support the circular economy.

We believe that this approach supports a change in the perception of waste and raw materials.

**"Our products are not just products,
they are symbols of our commitment to
sustainability and care
the environment."**

Consumption and production

Year-on-year comparison

Waste generated

	2020	2021	2022
Waste quantity total	105,62 t	100,82 t	97,54 t
sorted for further use	80,35 %	82,62 %	86,3 %

We believe in corporate environmental responsibility, so our customers have a wide range of products to choose from that do not end their life cycle in landfill. Despite this, the production of packaging materials is not perfect and generates a lot of waste. Our goal is to reduce the amount of waste generated each year. Eliminating waste is our priority, so we recycle waste from the production of paper and polyethylene. We strive to go digital and save natural resources through recycling. Despite our efforts to reduce waste production, we generated 67.54 tonnes of waste in 2022.

TART, s.r.o. contributes to the collective system of the organization EKO-KOM, which ensures the fulfillment of the obligations to take back and recover packaging waste. The waste produced is further sorted for further use by external organisations (86.3%) or recovered for energy recovery.

Year-on-year comparison

production of sustainable products

	% increase in sales compared to the previous year	
	2021	2022
Biodegradable Envira® films	7%	11%
Recycled plastic products	35%	62%
Recycled paper (sucked cardboard)	22%	64%
Returnable packaging - Klappy box	15%	26%

A wide range of sustainable products enables our customers to produce products that are sustainable, including packaging material. Customers can choose from 100% compostable Envira® film and bags, the ReProtect range made from recycled polyethylene, products made from suctioned cartonboard and reusable Klappy boxes made from wood materials.

Our marketing strategy, which promotes sustainable products in the packaging industry, is also based on the principle of sustainability.

Year-on-year comparison

energy and water consumption

	2020	2021	2022
Electricity (kWh/m ² product)	0,095	0,089	0,087
Natural gas (kWh/m ² product)	0,062	0,052	0,039
Waste water (l/m ² product)	3,72	4,03	3,85

Energy is a highly monitored key indicator in terms of production technology and environmental impact. We strive to reduce the consumption of electricity, natural gas and water and not to waste them unnecessarily. Over the past years, newer technologies have been implemented with lower consumption and more efficient use of energy.

In other non-production areas, lights were replaced in 2021 with more efficient fixtures, motion sensors were installed to control lighting, automatic time-out and automatic heating controls.

Water is obtained from the city water supply. The water used in the technology is in a closed system to keep consumption as low as possible. Wastewater is disposed of in the city's wastewater treatment plants, which monitor BOD and COD parameters.

Carbon

footprint of the com

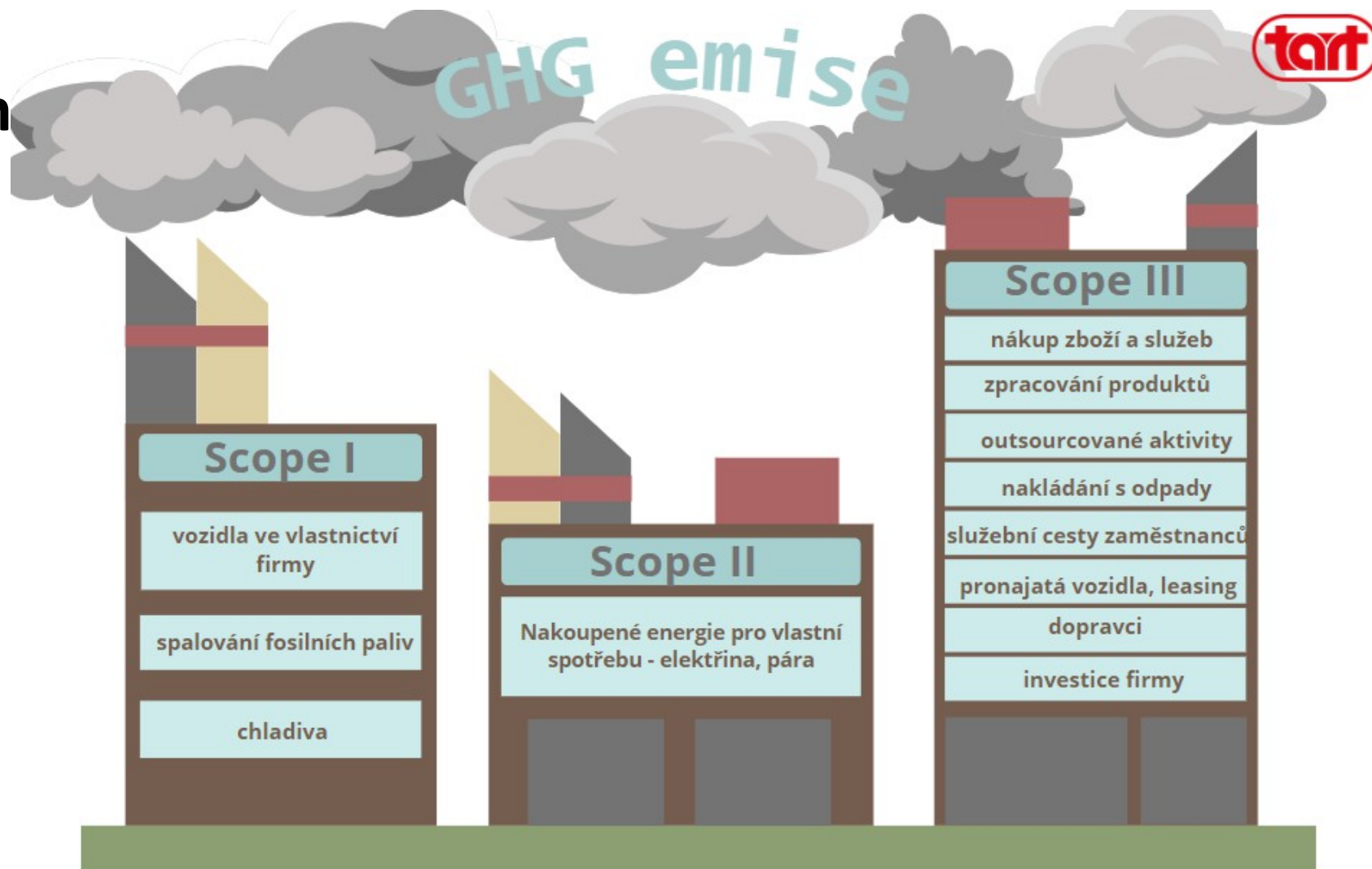
A company's carbon footprint is a measurement of the total greenhouse gases (GHGs), mainly carbon dioxide (CO₂) and other gaseous substances, that result directly or indirectly from the activities of a company or organisation. The calculation of a company's carbon footprint is the basis for planning further sustainability activities. In 2022, data collection for the Scope 1 and 2 calculations took place and we are working intensively on the Scope 3 analysis.

Scope 1

These emissions represent direct emissions resulting from the company's operations. For TART, LLC, Scope 1 represents fuel purchases for company vehicles, refrigerants for refrigeration equipment, emissions from stationary production sources, and natural gas purchases.

Scope 2

Scope 2 emissions include indirect emissions associated with the energy consumed by TART, Ltd. per year.



Emissions

TOC emissions

TOC (volatile organic compound) emissions involve the release of substances that contain carbon and hydrogen into the air as a gas or aerosol. These are volatile compounds that can easily move from liquid to solid to gaseous at normal temperature and pressure. Some VOCs can be **sources of air pollutants** that contribute to ozone formation, formation of fine particulate matter, and affecting air quality.

For these reasons, we monitor TOC emissions to be able to take steps **to reduce them**.

TOC emissions in relation to the quantity of product produced have a slightly decreasing trend, which is mainly due to the appropriate mix of materials, order planning and optimization of production line operations.

In the coming year, we plan to optimize the setup of the production line to achieve a reduction in emissions. The determined emission quantity is in line with **the legislative requirements of the Czech Republic**.

We still have a challenging road ahead of us to reach carbon neutrality. However, at TART we are committed to doing everything we can to reduce overall emissions in our production chain.

Year-on-year comparison

**Fuel consumption
per shipment delivered by own
transport**

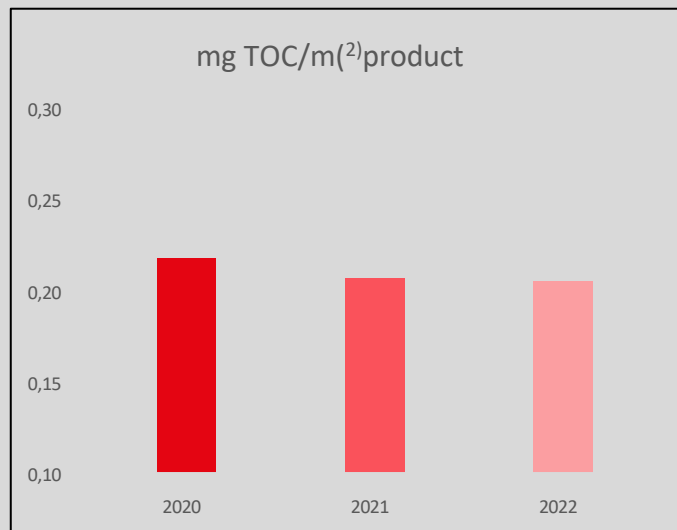
Fuel emissions

Fuel emissions are of significant environmental importance as they affect air quality, climate conditions and public health. Fuels, particularly in the transport sector, are responsible for emissions of greenhouse gases (GHG) and substances that can cause air pollution.

We consider fuel consumption as a key indicator of GHG emissions. Logistics is also part of our business, and by optimising it we achieve reductions in fuel consumption.

At TART, we try to use online meetings and video conferencing, which has greatly reduced in-person visits between plants and branches.

An electric charging station was set up in the Pardubice logistics centre in 2022 and a contract for the acquisition of **electric vehicles** was signed in 2023.



	2020	2021	2022
Fuel consumption	Reduced by 1,1%	Reduced by 1,4%	Reduced by 2,1%

Biodiversity

Our company does not only focus on the production of its products in the packaging industry, but also focuses on activities seemingly unrelated to this sector. Every functioning society and individual is dependent on the environment, especially its diversity and integrity. The natural laws that keep these aspects in balance need to be monitored, not disturbed and, as far as possible, supported by action. That is why we have decided to focus on this area to this area.

Due to the location of our company's premises, it has proven to be appropriate to place beehives here, which can clearly contribute to the preservation of biodiversity. As pollinators, bees have a positive effect on maintaining the diversity of plant species and, at the same time, the animals that depend on them directly or indirectly. This in turn reflects positively on food security from agricultural yields.

Our product sustainability indicator, the so-called Bee Index, is based on biodiversity and its impact on the environment. Bees are one of the best indicators of a functioning diversification and ecological approach of man to nature. TART places a strong emphasis on both of these approaches in the field, which is why we make it easy for customers to navigate the sustainability aspects of our product lines.



BEE Index

BEE Index

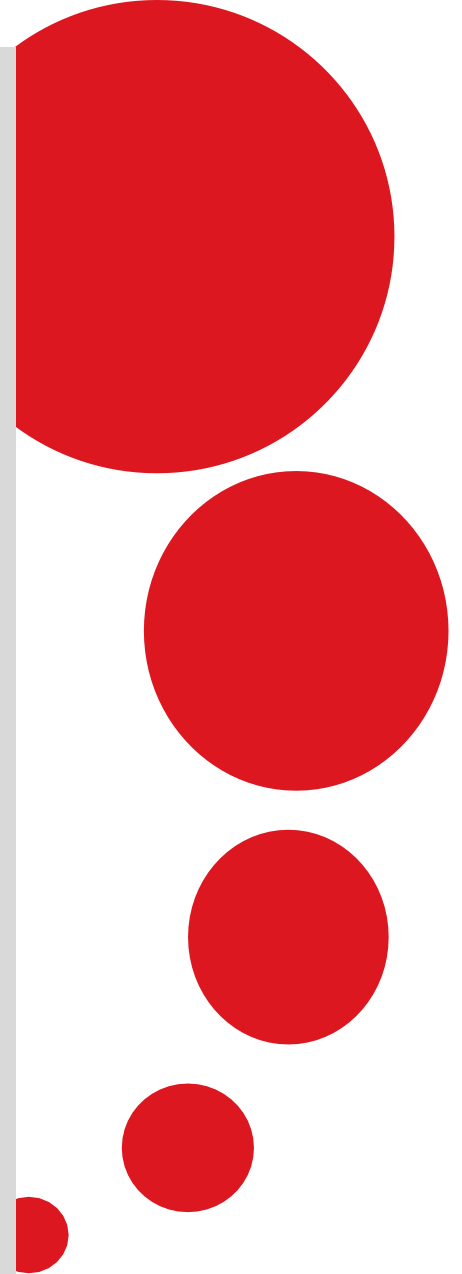
We strive to be pioneers in sustainability in the packaging industry. With the **Bee Index**, we measure the ability to apply the fundamental and globally recognised principles for packaging sustainability - the 6R's: **Replace, Reduce, Reuse, Recycle, Rot, Repair** - to given packaging options. The Bee Index can be encountered by customers in our presentation materials, but also in joint discussions when looking for the optimal packaging solution. We believe that our Bee will make it easier for customers to quickly navigate packaging options in terms of their sustainability according to the 6R's principles.





Investments into technology

Technological advances are good for us and we regularly invest in technologies that enable us to produce more sustainably. New technologies allow us to reduce our energy and raw material consumption. Their carbon footprint is lower, which also results in lower CO₂ emissions from products. With the help of innovative recycling technologies we are able to produce products from recycled materials, reducing the consumption of primary raw materials and waste production. Overall, new technologies enable us to reduce the environmental impact of our operations while also meeting increasingly stringent regulatory requirements in terms of legislation. They are an important part of the future of sustainable business while being responsible to the planet and society.



Sustainability certifications from external companies are a key tool to demonstrate TART's transparency and credibility in the area of sustainability. These certifications provide independent and verified feedback from external experts on how effectively our company implements and adheres to sustainable practices and policies.

Sustainability certifications are generally based on internationally recognized standards and norms in the areas of environmental, social responsibility and corporate governance.

We believe that sustainability certification will strengthen our company's position in the global marketplace. They also provide us with insight and feedback on the sustainable development of our company.

EcoVadis

As part of its corporate social responsibility, TART, Ltd. has integrated social and environmental considerations into its processes and takes into account the needs of its customers, suppliers, employees and other stakeholders affected by its activities. It also emphasises to minimise the negative impact of its activities on the environment. It views its social responsibility as a cross-cutting issue that touches on a wide range of aspects - economic, social and environmental.

We are evaluated by **EcoVadis**, an independent multinational company that rigorously audits the processes and measures in place. We have been awarded a **Bronze rating** for 2022, which means we are in the top 50% of companies rated for sustainability. We are prepared to make the summary audit results available to our business partners on request.

We are constantly working to improve our processes based on feedback from the EcoVadis audit, customer requirements and other external and internal suggestions.



SAQ rating

The SAQ standard is a globally recognized sustainability standard for the automotive industry. SAQ is aligned with the global principles of sustainability in the automotive industry and focuses on improving

CERTIFICATION Sustainability

sustainability performance in the supply chain by assessing policies and practices in the areas of human rights and environmental sustainability, health and safety, business ethics and compliance, responsible use of mineral resources and responsible supplier management. Our company received a rating of 74% this year.

	 Rating minimálního rozsahu Skóre udržitelnosti
<h3>Zpráva o ratingu SAQ 5.0</h3>	
Název organizace Název místa DUNS	TART, s.r.o. TART, s.r.o. 644814691
Odvětví průmyslu	22.22 - Výroba plastových obalů, 46.69 - Velkoobchod s ostatními stroji a zařízením
Adresa Země	Vinohradská 91, Brno, Jihomoravský kraj, 61800 Česko
Datum dokončení SAQ 5.0 31/05/23	

Social

Social Responsibility

How a company impacts the community and the people in it is critical to us. We have included answers to questions on human rights, working conditions, diversity and inclusion, employee health and safety, customer and community relations and social engagement. Our company is responsible and ethical towards its employees and the wider community.

Our company recognises the impact of business on employees or local communities, so we create fair conditions for employees and the community. We believe that individuals deserve respect, dignity and fair treatment, regardless of how they live their lives, what views they hold or who they are.

The prosperity of our society should not be achieved at the expense of the rights, values and needs of those at its core.

We strive to build strong personal relationships across the business. We believe that despite today's increasing emphasis on technology and digitalisation, the human dimension remains the key to success. Our vision is rooted in the idea that creating and maintaining strong personal relationships across a business can create value beyond purely business transactions.

"We value our place in society, so corporate commitment to the community is fundamental to our existence. We believe that companies have a responsibility to support and improve life in the communities where they operate."





Customer satisfaction

At our company, we place special emphasis on customer satisfaction because we believe their **positive experience** is the foundation of our success. We emphasize **the quality of** our products and services. We monitor customer feedback and continuously improve our offerings to meet their expectations. For 2022 we received feedback from 146 customers. 61 % of customers

satisfied with the quality of our products, the breadth of our range, the delivery time of the product and the range of eco-friendly packaging. We create an open and transparent dialogue with our customers, actively **listening to their needs and responding to their questions**. We strive to create a friendly environment where the customer's wishes are respected. We follow **trends and technological developments** in order to offer our customers up-to-date and effective solutions. One of our goals is to provide fast and reliable delivery of goods to our customers to meet their needs in a timely and efficient manner.

Our approach

We offer **personalised individual solutions** and tailor our products and services to best suit the customer's requirements. This is why our **efficient customer support and service** is important, available to solve any problems and provide Information. We strive to build and maintain long-term mutually beneficial relationships with our customers. We believe that business operates on the principles of trust and loyalty, which we apply on a daily basis. Customer satisfaction is our measure of success.



Charity and volunteering



TART, s.r.o. believes in the power of charity and volunteerism that have the power to positively impact communities and contribute to a better world. We stand by the essence of social responsibility and look for ways to support charities and volunteerism.

Rotary Club

We are a member of the **Rotary Club of Brno City** - an association that is primarily dedicated to charity, volunteering, supporting talented students and also organizing workshops and conferences with social issues. The Rotary Club of Brno City organizes **public fundraisers** to raise funds for the disabled, sick and needy. Traditionally we participate in **the Christmas collection of** selling Christmas punch in the shopping centre. The Society also supports **charities** such as St. Elizabeth's Hospice o.p.s., House for Julie z.ú. and Helping Paws a.p.s.



SK TART Moravská Slavia Brno

Since 2012 we have been partners of the modern gymnastics club SK TART Moravská Slavia Brno. Our company is proud to become a partner of this excellent team, believing in their abilities and passion for this sport. By sponsoring the team, we strengthen team spirit, discipline and participate in creating a place for children to develop personally. We believe that sport in children promotes their growth.

Blue Hippo

This year we participated in the **Dragon Boat** charity event organized by the charity organization **Blue Hippo**. Thanks to the generosity of participants, sponsors and supporters, a sum was raised which went to help 13 year old Veronica with cerebral palsy and 14 year old Adam with muscular dystrophy.

War in Ukraine

After the outbreak of war in Ukraine, we came out in unequivocal condemnation of this unprecedented invasion. After setting up a refugee centre at the BVV Exhibition Centre, we provided a **company van to** transport bulkier aid.



Stakeholder security

The safety of our stakeholders, especially customers and employees, is a high priority for our company. We are committed to creating an environment where everyone feels protected and respected.

Customers

Our commitment to our customers is to ensure that our products meet high quality standards and are safe for their

²¹intended use. We consistently monitor and respond to reports on the safety of substances in the European Union so that the user is not harmed by our activities. We provide our customers with information on the content of hazardous substances and in turn require our suppliers to provide products that meet quality criteria.

staff

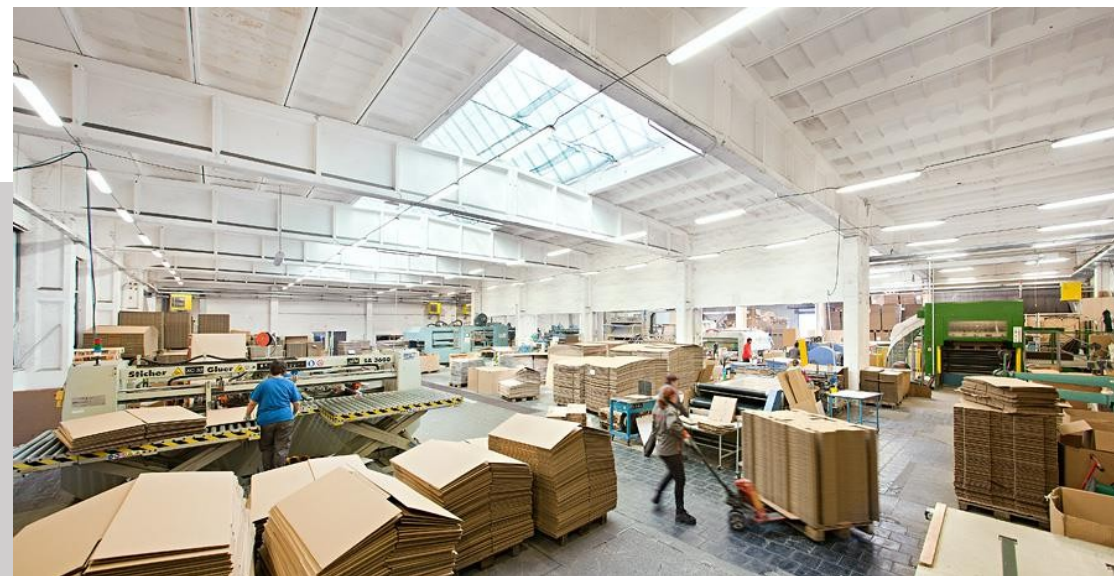
Our policies and procedures are designed to ensure the safety and health of employees in the workplace. We provide safety and prevention training and actively work to minimize risks associated with work practices.

We actively reinforce a culture of safety and urge each employee to take responsibility for his or her own and the collective safety. In 2022, there were 7 reported workplace accidents, of which 4 employees were incapacitated for medical reasons. These were accidents at work due to unforeseen risks.

The slight increase in the number of injuries compared to previous years is mainly due to the intensification of production, which is also evident from the growing turnover of the company.

We work with our customers and employees to continuously improve safety standards and actively respond to feedback to make sure that everyone can have confidence in the quality of our products and our working environment.

	2020	2021	2022
Turnover (million CZK)	1 140	1 434	1 653
accidents at work	5	6	7
incapacity for work as a result of accidents	3	3	4



Employees

Employees are a key source of TART's success. That's why we are committed to building and maintaining a welcoming relationship with our team of professionals. Our human resources principles are based on fairness, respect and mutual support, creating an environment in which our employees can feel fully engaged and motivated.

Fair conditions

We actively invest in the development of our employees through training and career development programmes. We support their personal growth and provide opportunities for continuous learning and personal development. We believe in the importance of work-life balance, so we offer flexible working arrangements and support initiatives that enable our employees to effectively balance work and family commitments.

Diversity and inclusion

We recognize the power of diversity and work to create an inclusive work environment where every employee can bring their unique perspective point of view. We promote equal opportunity and eliminate discrimination. We create an open and transparent communication culture. We keep our employees regularly informed about what is happening in the company and strive to improve the corporate environment based on their needs and opinions. We value each employee's contribution and reward them fairly and transparently. We create a motivational environment where they feel appreciated and encouraged to perform at their best.

231

Employees

0,7%

turnover

77

people have been
working here for
more than 10
years

602

training

Employees

KEY PERFORMANCE INDICATORS IN HUMAN RESOURCES

The baseline year for benchmarking key HRM indicators has been set as 2020. The analysis allows us to gain deeper insight into workforce dynamics and identify trends that may impact TART's performance and culture.

Since 2020, the number of TART employees has increased and overall we can say that the number of employees is increasing slightly year on year. The headcount indicator signals a development period for the company. We strive to balance gender inequality, so we create suitable working conditions for women. These include home office benefits and flexible working hours.

We strive to retain and engage our current employees. We value loyalty and professional expertise in our staff, as indicated by very low overall staff turnover.

In 2022, we conducted almost 2.5 times more training than in 2020. Most of these courses and training were mandatory and professional training. employees have a c c e s s to the Seduo web portal, which we are slowly expanding across the company. The portal enables the development of softskills skills, which contributes to personal and professional development. After a long hiatus during the covid pandemic, we enthusiastically hosted our annual company event for employees. Our annual corporate employee events are moments of joy and celebration for our great work team. This tradition was created to strengthen relationships among employees, thank them for their hard work, and celebrate their shared successes. During this event, our employees come together in a friendly environment full of fun and relaxation. As part of the annual event, we also hold an awards ceremony to highlight outstanding individual and team performances.

We remain committed to analyzing key HR metrics, responding quickly to workforce changes and developing strategies to maintain a strong and engaged workforce.

Year-on-year comparison of data on employee training

	2020	2021	2022
Total number of training sessions	246	265	602
compulsory and vocational training	243	258	565
softskills training	33	56	14
Introduction to the basics of sustainability	206	217	231
conferences organised by the company	x*	x*	1
celebrations, anniversaries, corporate events	x*	x*	1

*years of government action due to the COVID-16 pandemic

Year-on-year comparison of

		2020	2021	2022
Total number of employees		206	217	231
employee turnover		0,6 %	0,75 %	0,7 %
age distribution	under 30 years	35	33	27
	30-50 years	122	131	140
	over 50 years	52	53	64
Gender	Women	28,2 %	26,5 %	28,1 %
	Men	71,8 %	70,5 %	71,6 %
Length of employment	less than 5 years	51,2 %	46,8 %	38,4 %
	5 to 10 years	22,5 %	24,0 %	25,6 %
	11 to 20 years	20,6 %	16,4 %	26,6 %
	more than 20 years	5,7 %	6,6 %	8,8 %

KEY INDICATORS IN HUMAN RESOURCES

Gender Equality

We ensure equal opportunities for all, regardless of the gender of the employee. Job benefits are distributed based on position and not gender. We create an environment where all persons are respected and non-judgmental. We support women in employment, so employees have flexible working hours and home office options. In 2022, 28.1% of our employees were women. We have seen an increase in the number of women employed in administration and management compared to previous years. Top management is made up of 20% women, while middle management is 28% women. 53.6% of women and 46.1% of men work in office, clerical and sales representative positions. The manufacturing sector is 62.2% male.

Year-on-year comparison gender distribution of employees

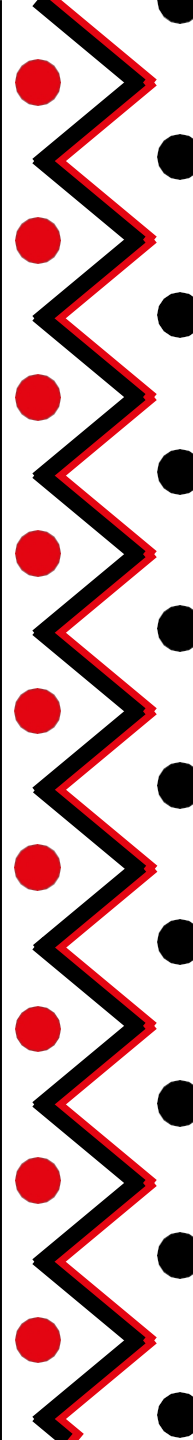
	2020		2021		2022	
	Women	Men	Women	Men	Women	Men
Top management	15,4 %	84,6 %	21,4 %	78,6 %	20,0 %	80,0 %
Medium management	16,1 %	80,6 %	23,4 %	76,6 %	28,0 %	72,0 %
office, clerk, sales representative	45,3 %	54,7 %	45,5 %	54,5 %	53,6 %	46,1 %
blue-collar occupations	14,3 %	85,7 %	14,7 %	85,3 %	7,8 %	62,2 %

Employee support

The majority of employees have been with the company between 5 and 20 years. Our company tries to support employees with various benefits - in 2021, the amount of the meal allowance in the form of meal vouchers (food stamps) was increased, it allows employees to work from home (homeoffice), it increasingly supports language training in the form of paid foreign language courses, and it has introduced access to specialized online courses in various areas, whether professional or softskills skills.

Cultural inclusion

At TART, we create an open and productive environment for all individuals regardless of their background, traditions or way of life. This form of inclusion fosters diversity and enriches our company culture, leading to improved results, creativity and employee satisfaction. We see cultural inclusion as a necessary step towards a modern, respectful and dynamic corporate culture. TART employs employees of several nationalities, namely Czech, Slovak, Hungarian and Ukrainian. We want everyone to feel welcome, respected and have the opportunity to fulfil themselves regardless of their cultural background.



Governance

Proper corporate governance signifies the strong, stable and responsible company we aspire to be. For us, the indicators of sustainable governance are transparency, ethical governance, board independence and stakeholder protection. We want to take an ethical approach to decisions in a way that protects the interests of all stakeholders.

A key pillar of successful business in today's world is responsible corporate governance, where companies are active participants in the global economic and social context.

These modern principles emphasize that effective organizational governance includes responsibility to customers, employees, the environment and society as a whole. It is about creating sustainable and ethical structures and practices that promote the prosperity of society, consider the needs of all stakeholders and contribute to positive social and environmental impact.

On other pages you can find out o
TART, s.r.o.'s
implementation of responsible corporate governance, which benefits not only our company but also its environment.



Strong supply chain

We have developed a procurement process that takes into account the social considerations set out in the Sustainable Procurement Policy. TART complies with applicable legislative and ethical standards in its business operations. Sustainable procurement is not just a theory, it is above all the key to achieving a range of positive outcomes.

Our company strives to make sure that price is not the only criterion when evaluating suppliers. It strives to take into account other aspects in line with the principles of sustainability. We aim to create a strong supply chain that takes into account all the principles set out in our corporate policy. Suppliers who have established cooperation with us are asked questions about the health, origin and safety of their products. At the same time, they are informed about the values of ESG TART, Ltd.

We would like to help our suppliers to achieve the required values and quality, so we are committed to providing the education and knowledge that we possess.

152

So many suppliers did
business with TART in
2022

5G %

Suppliers have been
working with TART for
more than 10 years

1.63 billion

Is TART's record revenue
for 2022

Corruption

does not belong in business

Corruption is a dark shadow that threatens our society, our institutions and our social progress. As we focus more and more on ethical and sustainable values, it is essential for us to highlight our stance on corruption. Our society believes in the values of justice, transparency and integrity.

In 2022, we trained on corruption

department managers who serve as a conduit of information to their subordinates. We plan to train up to 80% of our employees in anti-corruption by 2026. All employees are required to comply with the anti-corruption policy. These rules are implemented in policies, internal documentation and employment contracts. We follow a zero-tolerance policy against any form of bribery and corruption in both the public and private sectors. In all our business and personal dealings we are committed to acting professionally, fairly and honestly.

Fair Trade

For us, fair trade is a business model that embraces fairness, social responsibility and sustainability at all stages of the production chain. It is more than a business transaction; it is a commitment to promoting fair working conditions, sustainable production and community development.

Workers throughout the production chain are fairly rewarded for their work and have access to decent working conditions. In doing so, we reduce social inequalities and support our employees. Our company creates conditions for workers to take pride in their work and the company they work for. TART is based on open discussions, teamwork and a friendly environment within and between departments. Turnover is therefore low and rather reflects the natural evolution of the company and the personal visions of individual employees.

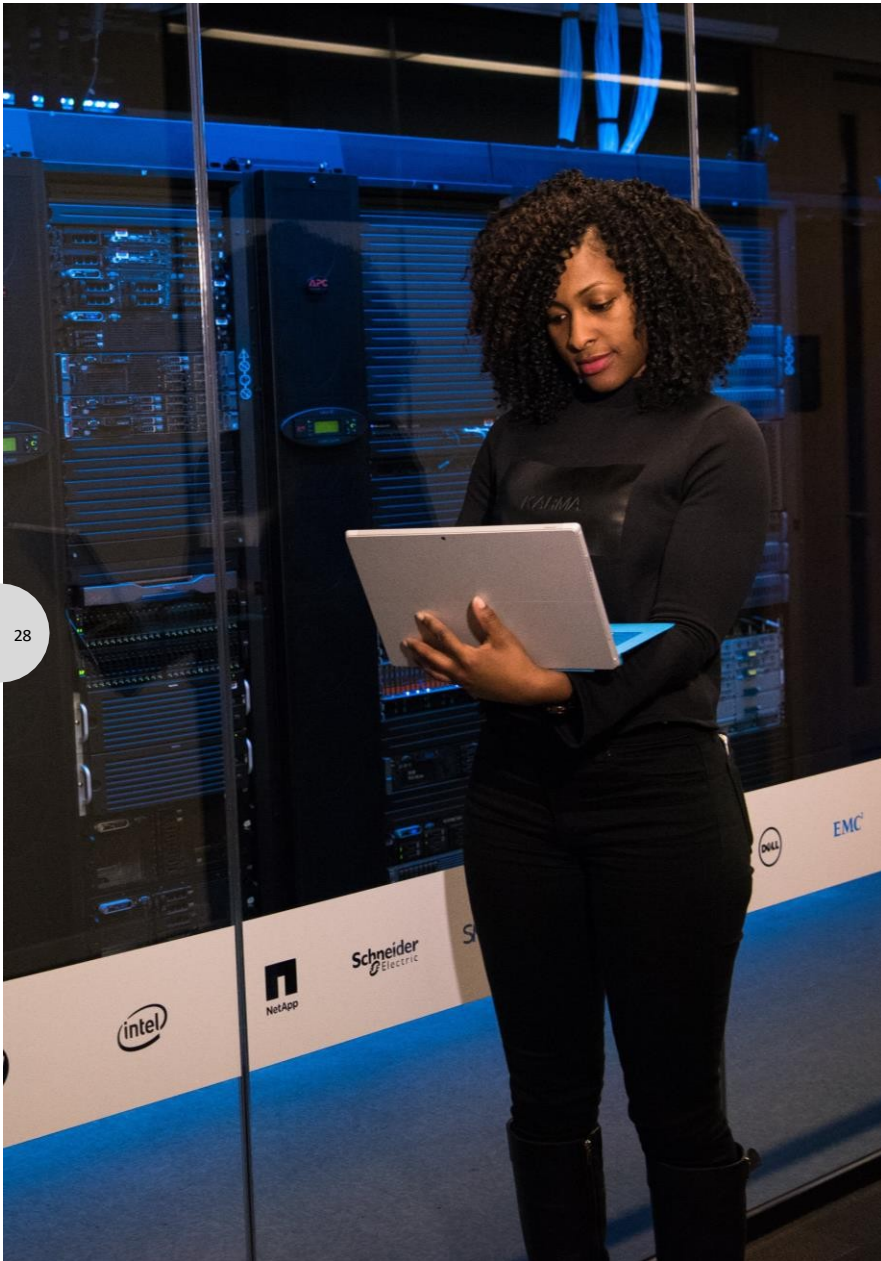
We are transparent when dealing with customers and do not withhold information we receive from our suppliers. We comply with antitrust principles and do not engage in transactions that could favour our market position.

Fairtrade ensures our customers that the price of our products reflects fair remuneration for workers and sustainable production costs. In doing so, our customers actively contribute to positive social and environmental change.

Safety

Information

Information security is an essential part of our business. With the significant rise of digitalisation, protecting information is a critical factor in maintaining the credibility and integrity of our operations. Our company is committed to creating and maintaining a secure environment for all types of information (from personal information of employees and customers to internal company data). We implement modern technological measures such as data encryption, firewalls and antivirus programs to minimize the risk of cyber threats. In addition to technological precautions, we conduct employee training to ensure that employees are familiar with the latest security practices and can actively contribute to threat prevention at all levels.



Code of Ethics

Our view

Honest and ethical conduct within the company and in relationships with suppliers and customers is essential to building the company's reputation. The principles of ethical conduct are set out in the Code of Ethics, which is binding on all employees of the Company, including those seasonal. Employees are familiar with the principles of ethics of the Company during the onboarding process. If an employee or other stakeholder observes unethical behaviour, they can report it to via email to etika@tart.cz. Employees also have the opportunity to report unfair practices to their supervisors. The entire process is described in internal documentation.

Diversity and Inclusion

At TART, we view diversity and inclusion as elements that enrich our work environment and strengthen our ability to innovate and grow. We believe that diversity in our team is a strategic asset to our company. We are committed to creating a work environment that respects and supports each individual identity and perspective. We encourage diversity in leadership and strategic decision-making positions. A diverse leadership team brings diverse ideas and opinions to our company. We actively seek talent from diverse backgrounds and provide them with equal opportunities to grow and develop within our company. We build an inclusive company culture so that everyone feels welcome and respected.

"Diversity doesn't look like anyone. It looks like each of us."

Sheltered workshop

In 2012, we established a sheltered workshop to support the production of our packaging. The sheltered workshop is a unique space where work and social values intersect. This initiative was created to provide support and employment opportunities for people with different types of disabilities, in a special environment that respects their individual needs and abilities. Our sheltered workshop team is carefully assembled to provide support in accordance with each individual's needs. Diversity of staff in the sheltered workshop is our strength. We create an inclusive environment where different experiences, perspectives and skills come together. Together, we create a community where each individual makes a unique contribution. We work with responsibility and respect for our local community. Our sheltered workshop is not just a workplace, but a community where individual abilities are respected and valued, and where everyone has the opportunity to contribute to the common Goals.



