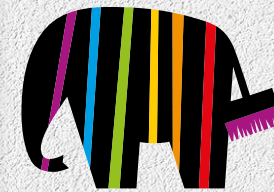




# NON-FINANCIAL REPORT ON SUSTAINABLE DEVELOPMENT



CAPAROL

**Caparol Ukraina**

| 21.02.2022

# Introduction



During last four years, Caparol Ukraina is one of those companies that joined the world's largest social responsibility initiative. And we continue to follow this great mission despite all circumstances.

2022 was a difficult year both for Ukrainian business and the country. The war adjusted the plans, but despite this, we continued to follow the 17 goals of sustainable development and continued to improve our strategy.

Caring for the well-being of society and environmental protection have always been part of the DNA of the DAW SE concern, of which Caparol Ukraine is a part. We are fully committed to the 10 principles of the UN General Assembly and consider sustainable development an integral part of our corporate and business philosophy.

In 2022, our focus shifted to human rights and labor relations, because during the war, we felt more than ever responsible for the most valuable resource of our country - people. At the same time, we continued to work on projects that contribute to the conservation of resources and the climate, as well as help restore housing damaged by military actions. This year, we continued our work in the direction of fighting corruption. In addition, in 2022 the company and its employees made a great contribution to the volunteer movement.

We continue our work, because we cannot imagine a more important mission for business in any country!

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# 01 SUSTAINABLE DEVELOPMENT STRATEGY

# Sustainable development strategy



Caparol Ukraina is a subsidiary company of the German concern DAW SE, which has a more than 125 years history and is a member of the United Nations Global Compact. Наприклад, Investments in innovation have led to the development of the first interior paint materials without emissions and solvents, as well as products made of renewable raw materials.

Sustainable development is integrated into the corporate strategy of the Daw SE concern, as well as its subsidiaries. Since 2010, the development and development of a holding strategy has been based on support of the external advisory council on sustainable development, which includes architects, artists and researchers. This approach remains unique to the entire industry.

Regardless of the condition and purpose of buildings, the purpose of our work is to make them more stable and promote long-term preservation of their economic and cultural value.

# Integration of sustainable development goals



Seven priority of 17 UN Sustainable Development (SDG) goals are directly related to Caparol Ukrainea as part of DAW. They form the basis of our strategy throughout the cost chain. We consider partnership important to achieve goals (SDG 17). In order to create value, as well as a socially fair and environmentally friendly economy, we pay special attention to the goals of 8, 9, 12 and 13. Through the products and solutions we offer, we are primarily influenced by SDG 3 and 11.

# 02 HUMAN RIGHTS



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# CODE OF CONDUCT

## Goal:

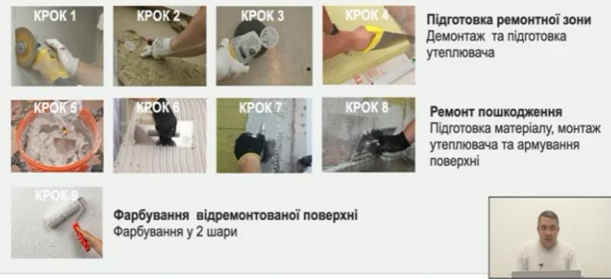
- Construction of a sustainable supply chain in Ukraine,
- Formation of conscious attitude to the values of the international community enshrined in the SDG UN.

## Result:

- A network of partners with common values;
- Popularization of SDG in the Ukrainian market;
- Providing responsible production in all areas and thus facilitating the achievement of the SDG.



## Часткове пошкодження системи утеплення



# EDUCATION FOR PARTNERS AND CUSTOMERS

Despite the war, Caparol Ukraine continued to develop and improve their partners' skills.

Goal:

- Formation of brand-ambassadors culture
- Increasing the culture of consumption of construction decisions
- Development of long-term relationships with partners

Result:

- Conducting Workshop with partners
- Conducting online webinars with masters to solve problems caused by war
- Creating 5 Educational Videos on Destruction Repair
- 5 training master classes in partners' networks





# EMPLOYEE EDUCATION

Until May, the opportunity to work was limited, so we focused on training staff and conducted several educational webinars, and we also started cooperation with the English school in 2022

Goal:

- Advanced training of employees, a better understanding of product and technology
- Support of the team spirit

Result:

- 18 internal grocery webinars were conducted
- The staff of employees and promoters on a new product line was conducted
- 28 internal exercises on company products
- 40 employees attended English courses



# EMPLOYEE EDUCATION. EXTENSION OF HORIZONS

Caparol Ukraine works on development of non-standard thinking and always seeks interesting cases that will allow to expand the horizons of its employees.

In 2022 we organized the following meetings:

- The collective workshop, in which the expedition to the North Pole was considered in terms of business models
- Workshop with a philosopher, for the development of metaphorical thinking in business



# EMPLOYEES SUPPORT

Goal:

- Ensuring decent living conditions
- Provide safe living conditions during hostilities

Result:

- Payment of 3 wages at the beginning of the war
- Evacuation of part of employees and their families abroad
- Arrangement of places for living employees evacuated in Caparol Centers
- Creation of the Assistance Fund to employees (13 employees received assistance from the Fund)
- Providing humaniter support to all employees from colleagues from other countries





# PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT. RECOVERY OF THE CENTER DIYA.BUSINESS BUCHA

Caparol Ukraine joined the reconstruction of the center Diya.Business Bucha

Goal:

- Restoration of the center that helps entrepreneurs in the creation, development and scale of business;
- Training business representatives on how to use sustainable development goals to increase your own efficiency.

Result:

- Carrying repair works by Caparol Ukraine technologists using Caparol materials
- Full reconstruction of the Center



# PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT. BOOK "WIDE LENS" BY RON ADNER IN UKRAINIAN

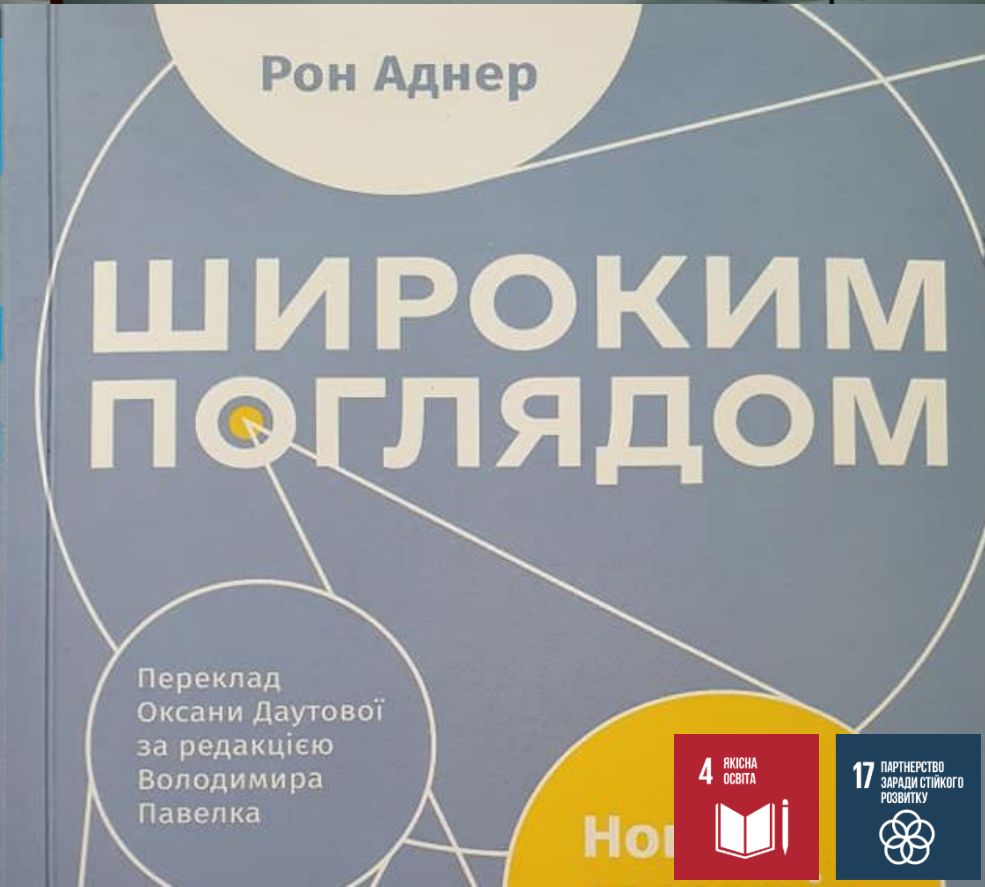
In collaboration with Caparol Ukraine the book "Wide lens" was published and presented in the Ukrainian language in 2022. The book about innovative approaches and ecosystem business.

Goal:

- Popularization of eco-system business
- Learning the principles and advantages of a sustainable approach to business;

Result:

- Release of the first edition and presentation of the book



# VOLUNTEER ACTIVITY

During the war, Caparol Ukraine and its employees joined the volunteer movement.

- The company provided "Kyiv Volonters`kyi" with fuel and clothing.
- Using our materials, we painted nets and vehicles.
- Our colleagues prepared food for those in need.
- We wove nets.
- We collected humanitarian aid.
- We provided logistics during difficult periods.
- Colleagues who went abroad joined international funds and also helped with relocation and evacuation from Ukraine.





# RESTART PROJECT. PRODUCT LINE FOR RESTORATION

Caparol Ukraine responded to new challenges that appeared in Ukraine and in recordhars developed products for new needs.

Goal:

- To provide people whose housing is affected by hostilities by materials that completely close new needs

Result:

- Development and release of a product line for rapid repair of damaged housing in recordhars
- Creation of step -by -step, detailed video instructions for repairing damage caused by war
- Creating an innovative product whose analogues are not on the market (insulating paint fighting the effects of fire and flood and can be used in the interior and facade)
- Conducting a series of exercises for colleagues and masters
- Receiving award "Manufacturer of Building Materials 2022"







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# 03 ENVIRONMENT

# PRODUCT IN CONTAINERS OF RECYCLING TO BE RECYCLED

We help achieve SDG with the help of our products.

In 2022, Caparol Ukraine began to import Premium Clean and Premium Color products in containers, which is 40% composed of recycled materials and is subject to further processing.



# PROCESSING AND SORTING

We pay attention to sorting garbage in our office and commercial premises.

Caparol Dnipro plant operates a whole sorting station on which we sort:

- Cardboard
- Paper
- Polyethylene

Caparol Ukraine sorted garbage and gathering batteries

The materials are submitted for recycling and ensure the disposal of the rest.



# ECO CONTROL ON PRODUCTION

We are responsible for the impact of production on the environment. On the territory of the plant there is an orchard and an existing stormwater system, which is used to irrigate green areas, so in 2022 the layer on the filtration fields was replaced. Also, in 2022, production refused to use products containing phosphates

We assess the impact of our activities, namely:

- Constant air monitoring within the sanitary zone
- Environmental impact assessment
- Monitoring of the water horizon to study the water before and after the treatment system
- Monitoring of land pollution at waste disposal sites

Result:

- No deviations from the norm were found

Further actions:

- Planned modernization of the cleaning system



# 04 LABOR RELATIONS



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## CapaWellbeing



mental  
health  
for  
business

# EMPLOYEE WELFARE

In the conditions of the war, Caparol Ukraine conducted a series of exercises necessary for survival in new conditions

Goal:

- Development of self-help and mutual help skills
- Support of the mental health of the team

Results:

- Online meeting with a certified psychotherapist on the topic "Stabilization techniques during war: how to help yourself and loved ones"
- Online seminar with a therapist on the topic: "Actions of the population in the event of a nuclear threat" Seminar
- Medical education training on the topic: "Providing pre-medical assistance to victims in the conditions of hostilities / martial law"



# WELFARE OF EMPLOYEES IN PRODUCTION

We are responsible for the impact of production on the condition of our employees; therefore, we comply with all regulations and conduct monitoring to avoid negative impacts.

At the production of Caparol Dnipro:

- Annual medical examinations are conducted to identify the impact of production on health
- Periodic monitoring of the working area's air, microclimate and noise levels is carried out
- All employees and visitors of the plant are provided with personal protective equipment.




Result:

- Zero rate of occupational diseases
- Zero injury rate at the enterprise






 это мы в чате? 😊 16:57

**Сергей Сергиенко** Вставити 5 копійок  
Привіт, дякую всім) Неймовірні відчуття і радість бути вдома)  
🎉 4 👍 1 ❤️ 1 17:06

**Антон Гайдай**  
**Вечірня перекличка. Все нормально?**  
Вибори   
100% Так   
0% Потрібна допомога   
РЕЗУЛЬТАТИ 19:01

11 червня 2022

**Антон Гайдай**  
**Доброго ранку і гарного дня! Як справи?**  
Вибори   
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РЕЗУЛЬТАТИ 9:05

**Андрей Король**  
Антон, я у відрядженні, тож виходжу з групи до поверн  
Бережіть себе 🙌❤️💙

👍 

3 МІСЦЕ  
ЗДОРОВ'Я



# EMPLOYEE SAFETY

Great attention is paid to the issue of employee safety. That is why, at the beginning of the war, regional chats were created, in which information about the safety of colleagues in the region was monitored. These chats have become not only informational resources, but also emotional support. They are currently working in cases of shelling and emergency situations.

In addition, the company's employees signed an order to stay in the warehouse during the air raid alert. Thus, during an alarm, no employee is in the office and does not expose himself to danger.





# GENDER EQUALITY

Before the full-scale invasion, we held Capatalks with Anna Derevyanko, executive director of the European Business Association. The topic of the meeting was "TOP 100 most influential women of Ukraine. Freedom or hyper-responsibility?"

# 05 FIGHT AGAINST CORRUPTION



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# ANTI-CORRUPTION

Caparol Ukraine took part in working on the "Anti-corruption" course together with the team of the UN Secretary-General in Ukraine and other invited experts from leading Ukrainian companies and the public sector.

The educational series was created with the informational support of the Ministry of Digital Transformation of Ukraine and the Office for Entrepreneurship and Export Development. It will be possible to take the course on the Diya.Business portal and the Diya.Digital education platform.



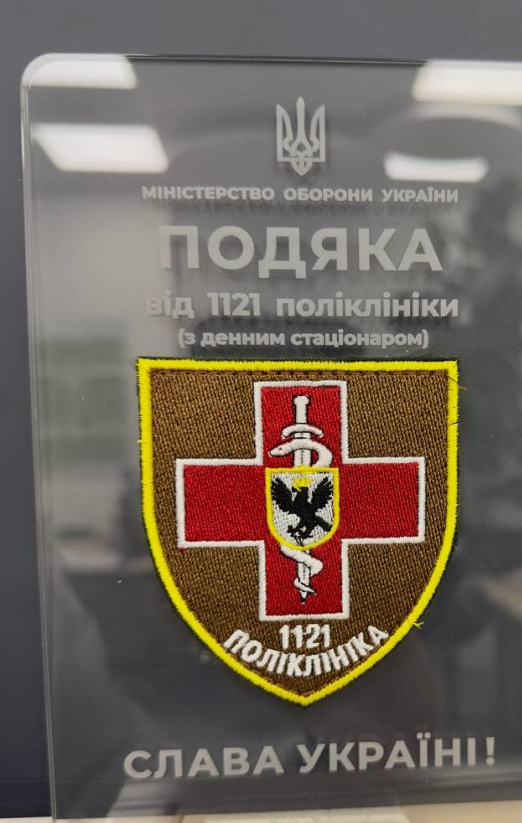


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# 06 AWARDS AND ACKNOWLEDGMENTS

# AWARDS AND ACKNOWLEDGMENTS

1. Caparol Ukraina get reward "Best building material producer IBUILD 2022" for product line "Restart" which intended for the restoration of destruction caused by war
2. Caparol Ukraina received acknowledgments from charitable Organization "TAPS" and the Coordination Staff of Dnipro Volunteers for their help
3. Caparol Ukraina received thanks from the Ministry of Defense of Ukraine for providing materials for the repair of 1121 polyclinics
4. Caparol Ukraina received thanks from the UN Global Compact for participating in the creation of the "Anti-corruption" electronic course



«CAPAROL UKRAINA» -  
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