

Corporate Social Responsibility Report 2017

for the RIGIPS-Stawiany Plant

BES 6001

Responsible Sourcing

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Rigips
SAINT-GOBAIN

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1. INTRODUCTION





Ladies and gentlemen,

We are giving you the third Sustainable Development Report for the RIGIPS-Stawiany Plant.

In the report you will find information regarding our activity mainly in the field of safety, environmental protection and the impact we have on them, the development of our employees and our social commitment in 2017. You will also find here details regarding the context of our company, its stakeholders, their expectations, needs as well as our activities aimed at the sustainable development of RIGIPS treated as an element of the both business, social and natural environments.

We are aware that as a large production plant that exploits natural gypsum deposits, using significant amounts of energy and supplying manufactured goods to many customers, we have significant impact both on people and environment.

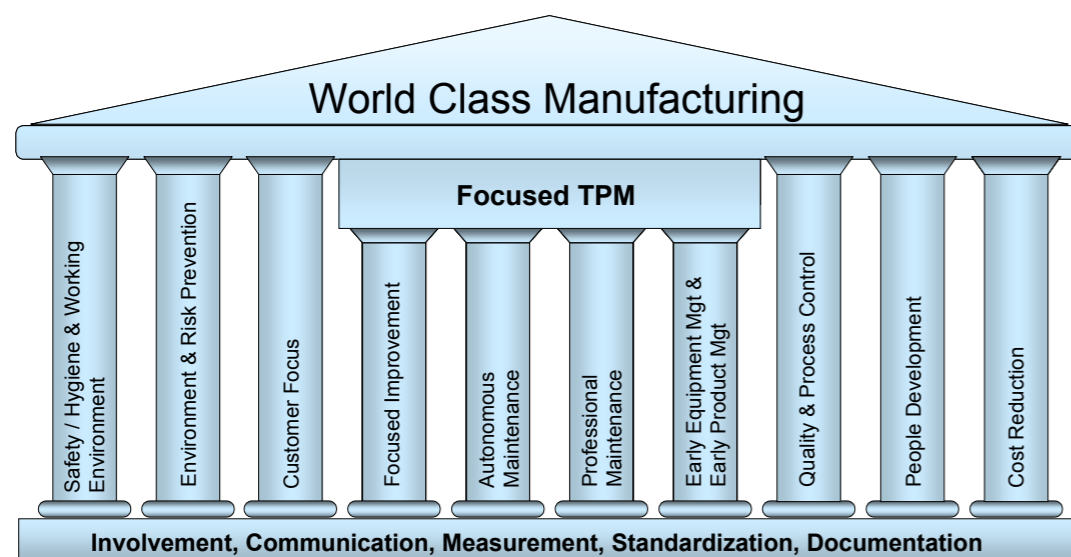
Therefore, from the very beginning we have been working to minimize the impact of our activities. We strive for development but in a sustainable way. We proved this in 2016, when our plant received the BES 6001 certificate from the independent organization BRE Global which certifies products, services and systems of companies operating on the market in a sustainable way, respecting people and the environment.

We invite you to read the report!

A handwritten signature in blue ink that reads "Maciej Kuczyński".

Maciej Kuczyński
Chief Executive Officer of RIGIPS

Silver Award WCM 2013 for the RIGIPS Stawiany Plant



The RIGIPS-Stawiany plant has been the part of the Saint-Gobain Group since 2006. The plant was established in the seventies and initially extracted gypsum stone for the needs of the cement industry. In 1998 the plant manufacturing gypsum plasterboards was built next to the gypsum stone processing plant. In subsequent years the plant was expanded to include the production line for manufacturing gypsum ceilings and gypsum blocks.

The sustainable development strategy of the Saint-Gobain Group, and hence the RIGIPS plant, was built based on the respect for people and in the sense of responsibility for natural resources.

Our sustainable development plan is based on solid pillars of World Class Manufacturing, and the proof that we are successfully implementing it is the fact that our factory received in 2013 the Silver Award for the results confirmed by external audit.

1. INTRODUCTION - WHO ARE WE?

Sustainable development requires maintaining care for all stakeholders, which are our customers, employees, suppliers, investors, government and local government administration bodies as well as our neighbours - the local community. We also listen to the voice of the nature that surrounds us. Our plant operates in the vicinity of valuable natural areas, which constitute the element of Natura 2000 Areas and Ponidzie Landscape Parks. That is why our actions have to go hand in hand with the tasks assigned to the institutions established for the purpose of nature protection. The local community inhabiting the neighbouring areas is interested in all forms of support. Local residents want to be informed about investment plans regarding the development of the Mine and the Plant as well as about any projects aimed at reducing their nuisance.

The basis of our activity constitutes compliance with legal and other requirements, which is a response to the requirements of various government and self-government administration bodies affecting our business activity.

That is why we want to make business decisions bearing in mind our responsibility to the environment in which we operate.

Krzysztof Staszecki
Head of the Plant

2. SAFETY



Human safety and health

Human safety and health are the highest values for us. Every day we make efforts to ensure that our employees, both those working at the line and in the field or in the office can perform their work safely without damage to their health and life.

A very important element in the properly functioning OHS system is the involvement of employees. They are the ones who know the importance of reporting dangerous situations immediately even if they have contributed to such situations. The right motivation is crucial here, as the safety system may work properly only with the involvement of all people.

The basis of the safety culture in the plant is the high value attributed to health and life. Shaping such a culture requires creating new attitudes and values with the involvement of employees. The aim of these activities is to encourage elimination of excessive risk in the workplace and promote conduct aimed at health and life protection.

The high safety culture is characterized by the sense of personal responsibility of each employee for safety issues which is reflected in everyday work. Employees have the attitude of active and permanent concern for their own and other people's safety.

They personally engage in the process of identifying threats and risky behaviours and undertaking improvement activities. They are encouraged to present their own opinions and suggestions regarding health and safety, and are involved in the development of internal safety standards and documents.

The development of such a culture requires permanent concentration not only on the attitude of employees, but also on the work environment (technologies, equipment, procedures) as well as individual characteristics of employees (skills, predispositions, experience).



Shaping the security culture constitutes the integral element of the company's management and the element of building its image. A measurable effect of the high safety culture is permanent reduction of risk and losses.

According to the Business Continuity Planning, projects are being implemented to improve the safety of employees and critical processes in the plant. In 2017 the RHC113 and RHC115 automatic conveyor extinguishing systems were installed which are based on fire sprinklers. The implementation of the above development also has contributed to the increased security of supplies of the finished product to our customers.



System of sprinklers alongside the RHC115 conveyor

The PN-N-18001:2004 certificate

RIGIPS has the PN-N 18001:2004 certificate in the field of occupational health and safety which proves that our standards in this area are at the highest level.

We are basing our activity on systemic efforts. Each year we set our own goals based both on corporate and internal analyzes. The sources of such information are: internal and external audits and controls, incidents that take place in our plant as well as in the Group, results of risk assessment and good practices. Ongoing monitoring of the implementation of the objectives/activities allows us to fully manage the risk in the plant.

Every day, we incessantly train, analyze risk, audit, correct and improve our work. We create safe working conditions.

In 2017 we trained: 807 employees (2934 training hours, 14.8 hours/1 employee) and 387 contractors (834 training hours, 10.2 training hours/1 contractor) in the field of the rules and standards regarding safety, occupational hygiene and pre-medical aid.



SMAT Audits

SMAT audits are used by us in our daily work to improve our standards regarding safety.

In 2017, our employees performed 1317 SMAT behavioural audits. The conducted audits show our ongoing commitment to safety issues. As part of the audits, 8063 positive observations, 346 negative observations regarding behaviour and 219 negative observations regarding working environment conditions (number of positive vs. negative observations = 14.3/1) were made. As part of the SMAT visits, 393 immediate corrective actions were taken.

Safety at our suppliers and subcontractors

Equally important as the safety of our employees is that our suppliers act in a safe manner and with respect for the health and life of their employees and that our subcontractors performing various works in the area of the plant work safely, without posing a threat to themselves and to others.

We pay special attention to the fact that suppliers qualified by us have the PN-N 18001:2004 certificate, which confirms the implementation of high standards of work in the field of OHS. To this end, we evaluate suppliers every year in terms of this criterion and regularly audit them. Our key suppliers meet our requirements in terms of safety which is evidenced by their positive assessment and qualification carried out in 2017.

Our subcontractors are regularly trained in the rules of occupational health and safety. Moreover, we regularly audit them, checking whether they respect the rules applicable in our plant. In 2017 we conducted 496 SMAT audits in relation to our subcontractors.

Every day, we incessantly train, analyze risk, audit, correct and improve our work. We create safe working conditions. In 2017 we trained 387 subcontractors (834 training hours, 10.2 training hours/1 contractor) in the field of the rules and standards regarding safety, occupational hygiene and pre-medical aid.

5S Audit

Continuous improvement and striving for the highest standards of occupational health and safety is guiding us at every step. The implemented projects are aimed at reducing costs as well as improving the conditions of everyday work.

One of the tools used to maintain high occupational health and safety standards at the workplaces is the 5S method. This is the work technique that we have been using in our plant for many years and thanks to which workstations are kept in good order.

In 2016, we set up the 5S project group consisting of RIGIPS employees who, having undergone relevant training, obtained the title of 5S Certified Auditors. Their task is to implement the 5S method at new workstations and to periodically audit areas in which 5S method is functioning.

We intend each position to be covered by the 5S audit which ensures the improvement of product quality, influences creation of innovations, reduces costs and ensures that machines are fail-safe.

In 2017, our internal certified 5S auditors provided training for 67 people from the company, which translated into the implementation of 5S in 7 workstations from scratch, and improvements in 10 production areas. The project group also took care of the introduction of 5S rules in external areas, thanks to which not only the safety of pedestrians and drivers was increased but also the communication and the appearance of the plant was improved. In pursuit of maintaining the effects and motivation based on the foundations of Lean Manufacturing, we are supported by directors and managers of individual departments who each month turn into zone auditors and, in accordance with the generally accepted questionnaire, monitor the best developing areas of 5S.



Inga Gawlik-Betka, Certified Auditor 5S

„Practically, 5S ensures continuous improvement of working conditions which, thanks to the systematic approach, provides fully ergonomic and safe workplaces and thus in the long term enables: improving quality, introducing advantageous innovations, reducing costs and machines being fail-safe.

RIGIPS is operating based on the foundations of Lean Manufacturing. Thanks to this, we occupy leading positions in national and global rankings while maintaining care of people, safety and environmental protection.”

The competition „Safe way to school”

For several years we have been organizing the competition „Safe Road to School” for children and youth from primary schools in our region in cooperation with the District Police Headquarters. In this way, we engage in providing the youngest generation with knowledge regarding safety, road traffic rules and rules of behaviour on roads.

In 2017 the competition „Safe Way to School” took place for the first time in our plant, in our training centre - the RIGIPS Academy. Its participants were children from eight surrounding primary schools. The aim of the competition was to promote safe road behaviour among the youngest and familiarize them with traffic regulations.

The competition consisted of the artistic part in which the children presented their works related to the safe way to school. Then a quiz was conducted, during which the children presented short scenes on road safety. The final stage was the knowledge competition, led by the police officer - the representative of the road traffic department. In 2017 the quiz was won by the Primary School from Brześć and the knowledge competition regarding road traffic rules was won the Primary School from Włoszczowice. The winning schools received sports equipment.



3. ENVIRONMENT



Environment protection

Concern for environmental protection, including natural resources, underlies the business ethics of our company. We are aware of the company's impact on natural environment and that's why we use it in a rational and lawful manner. We know that we do not own the environment but are its temporary user. We are aware of the fact that after us our children, grandchildren and next generations will have to live in it and derive from its life-sustaining resources. So we must leave the environment in equally good condition as we have received it ourselves.

Assuming responsibility for the environment in which we live, we improve the environmental management system, we comply with legal requirements regarding environmental protection, we strive to reduce emission, waste and energy consumption, rationally manage natural resources and recultivate post-mining areas.

Every year, we evaluate environmental issues and on this basis we define and implement our environmental goals and tasks. We treat compliance with provisions of law as our primary duty. We are the addressee of a number of environmental decisions and permits that have been issued following detailed tests determining the impact of pollution resulting from our activity on the state of the natural environment.

We monitor the condition of the natural environment in all relevant areas, such as water abstraction, gas and dust emission, the quantity and type of waste and sewage generated. The results indicate compliance with decisions addressed to us.

External audit of the legal compliance assessment in the field of environmental protection conducted on 13-15.02.2018 by EcoMS Consulting Sp. z o.o. has demonstrated full compliance with national environment and natural resources law.

The fact that our plant possesses the ISO 14001:2004 and ISO 50001:2012 certificates is the proof of high standards of work in the field of environmental protection.



EMAT Audits

For many years EMAT environmental audits have been carried out in our plant. EMAT is a tool used to identify and detect potential environmental incidents (we prevent not just treat). They are performed by our employees or subcontractors in order to indicate potential spots and sources of threats to the natural environment and work environment.

Their performance is also conducive to building environmental awareness of our employees and employees of external companies, including people outside our organization. The number of audits and their scope is taken into account to determine environmental issues in the ISO 14001:2004 environmental management system. On this basis the environmental management program for a given year is prepared.



In 2017, our employees performed 137 EMAT environmental audits.

Based on them, we have identified significant environmental issues for 2018 and prepared the investment plan to reduce our impact on environment.

EMAT audits in:

2017 = 137

2016 = 63

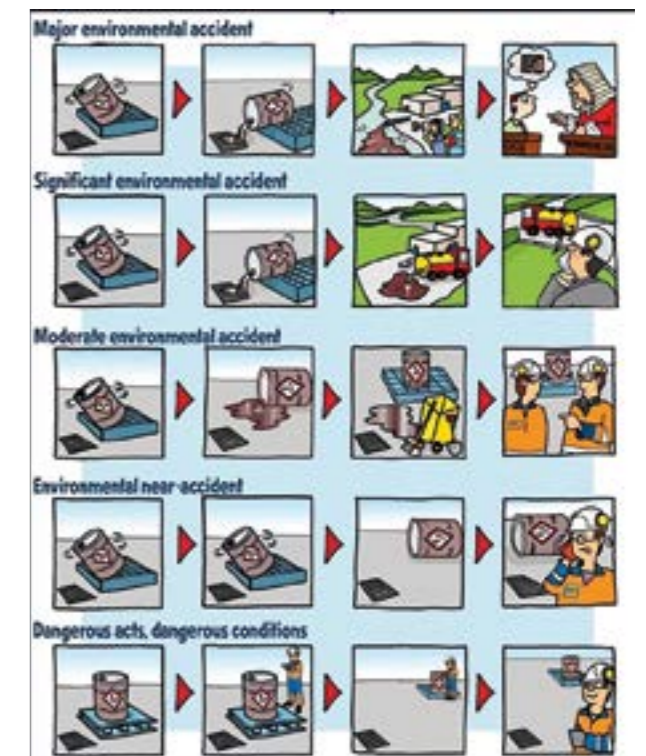
Average EMAT amount per employee in:

2017 = 0,8

2016 = 0,35

All discrepancies detected during EMAT audits are reported according to the following classification of environmental issues.

Each notification is analyzed to determine corrective or preventive actions.



Water

Water constitutes an indispensable raw material for production of our products.

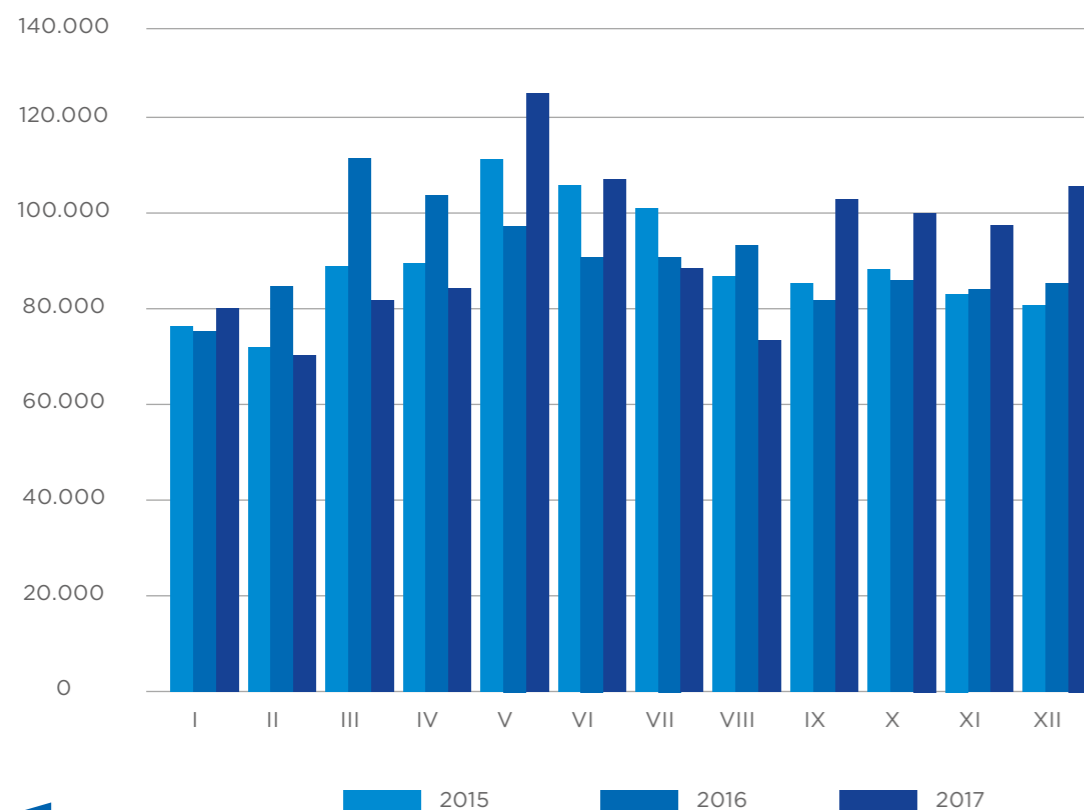
In connection with the exploitation of the open-cast mine, we are forced to dehydrate the pit by pumping groundwater to a local stream. The water, before being dropped into the stream, is cleaned by the system of open ditches and sumps. Water quality is permanently monitored in the form of tests carried out by the accredited laboratory. Water quality tests results are sent to state administration units dealing with environmental protection.

Acting in accordance with the principles of sustainable development,

we try to minimize the impact on the environment which is why we use only water from mine drainage system for the purposes of the production process. Annually, we recover in this way about 170.000 m³ of water.

Jak wynika z wieloletnich obserwacji poziomu wód w terenie górniczym, ilość wody wypompowanej w kopalni uzależniona jest głównie od wielkości opadów atmosferycznych. W poprzednim roku, w okresie od września do końca roku, miały miejsce intensywne opady atmosferyczne, co znalazło odzwierciedlenie w ilościach wody wypompowanej z wyrobiska. Zgodność z wymaganiami została sprawdzona podczas audytu zgodności z prawem; poniżej prezentujemy wyniki.

The amount (m³) of water pumped out of the mine



Legal basis	Legal requirement	Implementation of the requirement	Result of the audit
Keeping the highest permissible values of pollution indicators - water from a mining excavation. Decision of the OWS VII.7322.30.201	The permit required by the Water Law specifies permissible limits of contamination that can be found in sewage discharged from a mining excavation: - total suspended solids - 35 mg/l - sum of chlorides and sulphates - 1500 mg/l	Measurements of sewage discharged to waters from the mining excavation (see point 7.4) confirm compliance with the permissible limits of contamination specified in the permit required by the Water Law.	COMPLIANT

The increase in water demand resulted from the change in the production profile of gypsum plasterboards which was a response to the needs of the market. In our plant there is also a permanent campaign run aimed at saving water for utility purposes. Our activity in this area consists mainly in educating employees by means of EMAT environmental audits and in daily control of water supply infrastructure.

Water for utility purposes is being monitored on the permanent base and its quality is examined by an accredited laboratory. The results are sent to state administration units dealing with environmental protection. The increase in consumption for utility purposes resulted from the increased number of contractors performing numerous investments within the area of the plant.

Legal basis	Legal requirement	Implementation of the requirement	Result of the audit
Implementation of obligations specified in the permit required by the Water Law. Decision OWS-VII.7322.46.2014	The permit required by the Water Law imposes on the plant the following obligations: - pt. II.1: conducting measurements of the amount of water taken from each well and to record the results in the water consumption register; - point II.3: conducting water level measurements in wells: - dynamic measurement during pumps' operation - once a month; - static measurement - during pumps' breakdown or replacement; - point II.5: to conduct measurements of the quality of water collected: - 2 times a year in the range: ammonium ion, colour, conductivity, Escherichia coli, concentration of hydrogen ions (pH), smell, taste, turbidity, coli forms, free chlorine, Legionella; - once every two years within the scope (point 5b of the permit).	During the evaluation the following documentation was presented: - Test report LHS.9051.2.2119.2017 of 23.11.2017, LHS.9051.2.2193.2017 of 01.12.2017, Test report No. 589/02/2017 from 29.11.2017 and Test report No. 589/01/2017 (drinking water). - Test report LHS.9051.2.800.2017 of 26.05.2017, LHS.9051.2.848.2017 of 05.06.2017, Test report No. 244/01/2017 dated 29.05.2017 and Test report No. 589/01/2017 (drinking water). - Test Report No. 114/01/2017 of 31.01.2017 and Test Report LHS.9051.2.486.2017 of 27.03.2017. The tests are carried out by the laboratory certified with the AB885 accreditation certificate and subcontracted to the laboratory certified with the AB552 accreditation certificate.	COMPLIANT

Fugitive emission

According to our register of environmental issues, fugitive emission has been included within significant issues. Measures regarding minimization of this issue were included in the environmental program resulting from the ISO 14001 standard. Due to the scope of the activities, the three-year cycle of the investment process was assumed. In 2016 the investment process consisting in determining the budget, obtaining decisions and building permits was initiated and in 2017 the construction works started. The expected time of completion of the construction works is June 2018. Following their completion, we expect significant reduction of fugitive emission coming directly from the stone stockyard and indirect emission - secondary emission from the surface of roads and squares.



Waste management

Waste produced by our plant are created in the production process and during social and daily living activities. Waste has been segregated and recovered since 2008. Only 6% of the waste generated by our plant is disposed of in landfill.

Similarly as in the case of water, waste management is regulated by appropriate permit, and each tone of waste produced by the plant is weighted, recorded and reported in line with the applicable law. In 2017 the selective waste collection point was established at the plant. The new infrastructure is aimed at facilitating waste segregation and recovery.



The correctness of waste segregation, storage, recording and reporting was confirmed by the annual audit of compliance with the environmental law. Below we present the results of the audit.

Legal basis	Legal requirement	Implementation of the requirement	Result of the audit
Storage of waste, art. 25 Journal of Laws 2018.21	Waste storage is carried out in accordance with the requirements of environmental protection and safety of human life and health, in particular in a manner that takes into account the chemical and physical properties of waste, including the state of aggregation, and the hazards that such wastes may cause. Waste storage may only take place within the premises to which the waste holder has legal title. The place and method of waste storage should be compliant with the provisions of the waste management arrangements held by an entity.	Waste storage takes place in the area to which the waste holder has a legal title in accordance with the provisions of the permit for the production of waste. Waste is stored till its collection by external companies in line with the provisions of the permit for the production of waste. Within the premises of the plant, including production areas, containers for individual types of waste were placed. Outside the production hall, the place for collective storage of waste was organized.	COMPLIANT

Waste from the market

Since 2014, we have been involved in collection of gypsum waste from the domestic market for its processing and recovery.

We have been achieving better and better results by educating our customers, providing them with proper service and thanks to the work of our technologists. Our technical service conducts training for assembly workers of the RIGIPS dry construction system. Training has had influence on the reduction of waste generation during their construction works in the area of construction sites.

From year to year, we have been achieving better and better results in recycling waste from construction sites and improving in the field of segregation and quality control. In 2017 almost 3% of the waste subject to internal recovery was the waste from the market.



Legal basis	Legal requirement	Implementation of the requirement	Result of the audit
<p>Waste register, art. 36 Journal of Laws 10.185.1243 Journal of Laws 2014.1973 Journal of Laws 01.152.1735 Journal of Laws 2018.21 Journal of Laws 2014.1974</p>	<p>The waste holder is obliged to keep quantitative and qualitative records in accordance with the accepted waste catalogue and the hazardous waste list. The records are kept using:</p> <ul style="list-style-type: none"> - waste record forms (kept separately for each type of waste); - waste transfer forms. <p>Records, in the case of:</p> <ul style="list-style-type: none"> - the waste producer - should include the destination of the waste; - the waste holder who is active in the field of waste recovery or disposal - should include waste management methods, as well as data regarding their origin. 	<p>Records of waste are being kept on applicable templates of waste transfer forms and waste record forms.</p>	<p>COMPLIANT</p>

The biggest challenge in the field of waste management, which we have set for the next years is the modification of production processes, so that apart from the gypsum production waste (resulting from our production processes) we will be able to recover as much as possible of gypsum waste produced within construction sites in the whole country

Biodiversity

We are aware of the nature around us. In 2016 together with the „Society for Research and Nature Conservation”, we conducted the nature inventory. The result of our work was the development of the brochure presenting species of animals that may be found in the areas surrounding our plant. Aware of the presence of our smaller friends, we help them survive cold winter. One of such activities is feeding birds inhabiting the plant grounds. Feeders were made by our customers as part of building ecological awareness. The materials we used come from recycling process.



Recultivation

The mine has „Project documentation of recultivation of the post-mining areas of Borków-Chwałowice gypsum deposits”. The documentation was approved by the Head of the District Administration in Pińczów on April 2nd, 2002.

The approved documentation specifies the method and dates of recultivation and their stages. The first stage of recultivation concerned the external dump and consisted of planting it with deciduous trees and shrubs.

In 2014 this stage was considered completed by the Head of the District Administration in Pińczów and by the Regional Mining Office in Kielce.

The land in the recultivated area was reclassified from industrial to agricultural land and forests. Currently, the second stage of recultivation is being carried out - consisting in dumping soil into the excavation and planting trees around it.



The mining excavation along with the recultivated external dump in the foreground

4. ENERGY



Zarządzanie energią

Our company needs significant amounts of electricity and gas for production and heating purposes as well as for infrastructure maintenance. Through the use of energy, we influence the environment in many areas. First of all, we use the natural resources of natural gas and coal. We also contribute to the emission of carbon dioxide.

We are aware that it is only through actions aimed at reduction of energy consumption that we may contribute to protection of our planet.

The Energy Team, established in 2016, consisting of specialist engineers and technologists, implemented a series of projects reducing gas and electricity consumption. An example of such projects from 2017 are:

- Replacement of the production hall lighting. Applied LED technology and intelligent lighting control has reduced energy consumption by more than 50% in this area.
- Replacement of the motor and installation of the LV inverter of the main fan at the gypsum mill. The use of the inverter has allowed reducing the electric energy of the fan by 15%, which translates into 10% reduction in electricity consumption per ton of stucco.

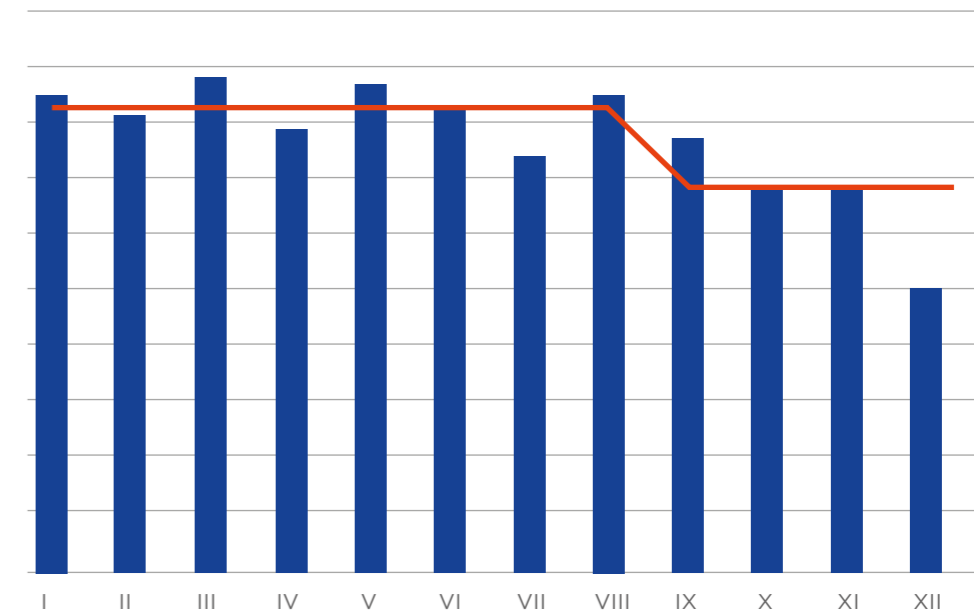


The above projects were supported by the Energy Regulatory Office with white certificates as undertakings with the highest energy and economic efficiency.

In the coming years, further projects will be implemented to improve energy efficiency. The Energy Team also plans to consider the legitimacy of using renewable energy sources (photovoltaics) as well as cogeneration systems.



The Mill – electricity [kWh] In subsequent months



Carbon dioxide emission

The carbon dioxide emission arising from our operations originates primarily from the combustion of fuels: natural gas (we call it the DIRECT emission, because it arises in our plant) and coal (we call it the INDIRECT emission, because it is produced in a power plant that supplies us with electricity).

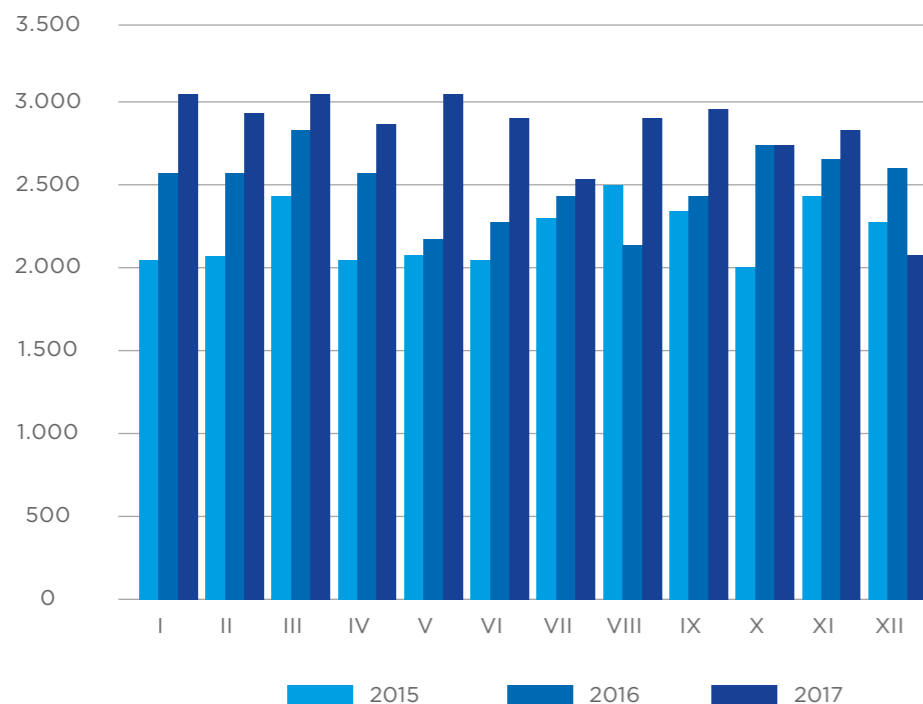
Additionally, although to a much lesser extent, carbon dioxide is emitted as a result of fuel combustion in machines and delivery vehicles.

Carbon dioxide emission is very bad damaging for our natural environment. It harms natural environment causing global climate change.

The carbon dioxide emission arising from our operations originates primarily from the combustion of fuels: natural gas (we call it the DIRECT emission, because it arises in our plant) and coal (we call it the INDIRECT emission, because it is produced in a power plant that supplies us with electricity). Additionally, although to a much lesser extent, carbon dioxide is emitted as a result of fuel combustion in machines and delivery vehicles. Carbon dioxide emission is very bad damaging for our natural environment. It harms natural environment causing global climate change.

In 2017 we emitted 3.806 tons of CO₂ more than in 2016, however, this is due to more production and thus from increased gas consumption for production processes.

DIRECT emissions in tons of CO₂



In 2017, we exchanged previously used loaders in the area of the mine and in mechanical processing. Consequently, the newly purchased machines will allow reducing the carbon dioxide emission to the atmosphere from this area thanks to reducing the fuel consumption by approximately 5.5 thousand litres per year (about 14.5 tons of CO₂).

Emissions from these machines will decrease by approximately 15%.

The change in the method of refuelling these machines may also contribute to the reduction of CO₂ emission from the above area in our mine. Currently, the machines have to drive up to the refuelling point, which sometimes requires driving by them the distance of about 1 km. We intend to change this by supplying fuel to each machine. The savings result from the difference in fuel consumption by these machines while driving to and from the refuelling point and consumption by the vehicle supplying the fuel to the machines. We intend to implement the above project this year.



New loader during loading gypsum stone

5. TRANSPORT



We permanently improve the process of supplies to our Customers

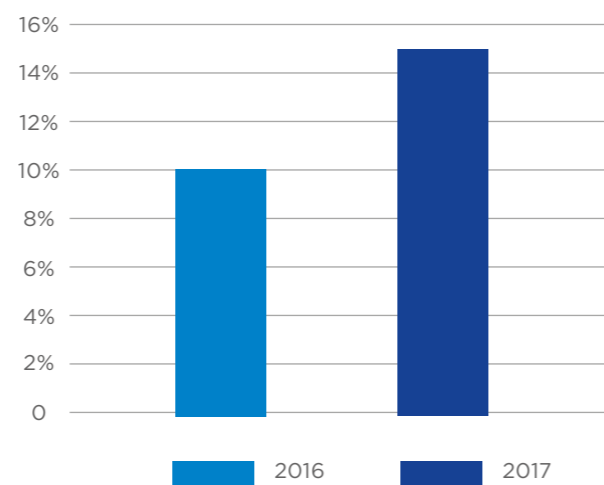
Safe distribution which is not compromising ecological balance and, above all, is safe, constitutes the highest value for us. We constantly improve safety standards by training drivers and maintaining high safety rules. We conduct activities contributing to the optimization of our deliveries. Our orders are combined in an optimal way in terms of location and using cars. Thanks to these actions we transport larger quantity of goods using a smaller number of cars that generate exhaust fumes. When combining routes, we always have in mind to use the methods which are most effective and economical for the natural environment.



Promotion of gypsum plasterboards on wooden scantlings/gypsum strips

Our key project in 2017 was to promote among our customers supplies of gypsum plasterboards on wooden scantlings/gypsum strips instead of reusable pallets. Thanks to this solution, we have increased the share of deliveries on gypsum strips by 5% compared to 2016. This solution allows reducing wood consumption, and consequently has a significant impact on the exploitation of forests. Wooden scantlings constitute ecological packaging that can be recycled. It also allowed limiting the receipts of pallets without the need to involve cars that generate exhaust fumes. The above system of packaging will continue to be promoted in 2018.

Number of boards on gypsum strips

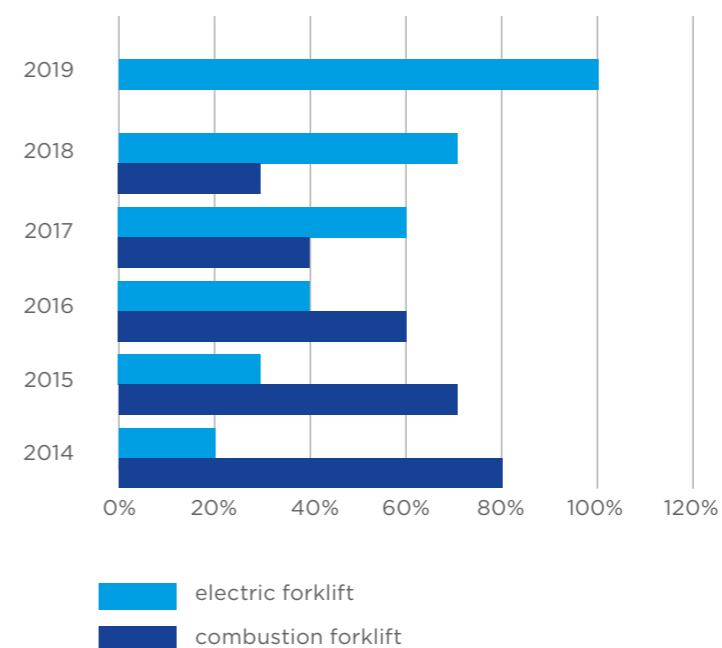


Exchange of forklifts into electric forklifts

We systematically exchange the fleet of our forklifts used for loading cars from combustion to electric ones. Our warehouse is already supported in 70% by electric forklifts. Thanks to these solutions, we eliminate emission of exhaust fumes from combustion forklifts. In addition, we have changed the layout of our warehouse so that loading takes place in an even more optimal way. Thanks to the new settings of goods in the warehouse we shorten the loading time. This affects the movement of the forklifts and the length of their stay under loading. We organize our magazine in a way that maximally eliminates the negative impact on the environment. Our goal is to completely replace the forklifts with electric ones by the end of 2019.



Forklifts used in RIGIPS



6. EMPLOYEES AND SOCIAL PARTNERSHIP



People are the most valuable resource

We want to develop employees to make them be the best and let them develop their potential both in hard, technical skills and soft skills focused on communication, relationship building and management.

In 2017 we conducted 6083 hours of training. The number of received surveys evaluating the effectiveness of trainings was 66.67%. The average assessment of training effectiveness in 2017 was 3.17 (on a 4-point scale, where 1 meant ineffective and 4 - effective training).

Every 2 years we invite all employees to share their opinion about working at RIGIPS. The satisfaction survey is anonymous and encourages employees to speak honestly about important areas of our company. The results of the survey are shared internally and then used to shape future business processes and to keep employees in the centre of all business activities.

In 2016 in the study of engagement we maintained the high attendance at the level of 80%. The engagement rate increased from 38% in 2015 to 46% in 2016. The next engagement study will be conducted in June 2018.

Indicators in 2017:	
Employees with seniority over 35 years	6,5%
Employees with seniority from 10 to 35 years	45%
Number of employees with seniority shorter than 10 years	48,5%
Average employee turnover rate	8,7%
Average employee absence rate	2,85%

As a result of the above studies we have decided to develop the culture of innovation and leadership by conducting workshops for leaders, but above all, modelling the attitudes of employees: giving a good example and support as well as challenging them

thanks to which they develop their competences. We encourage them to talk about how we can do a better job and create the culture that supports both the development of employees and business.

In years 2015-2018, we organized a series of closed trainings in the field of soft competences for our leaders. They were also improving their leadership competences through participation in external open training.

Below we present tables showing the number of people who participated in individual trainings.

To sum up the trainings in the field of soft skills implemented for leaders in years 2015-2018:

Total number of trained	70 people
Total number of training days	55
Total number of completed training hours	440

In the 7th edition of Young Talents which began in 2017 participates Aleksandra Krawczyk from the Development and Quality Control Department.

We appreciate our employees' commitment to their work and their willingness to constantly develop awarding them prizes. In 2017 we granted the total of 71 awards.



The Young Talents program is a 12-month program, the purpose of which is to identify and develop young talents at Saint-Gobain. The aim of the program is to develop the skills that should a leader should have and implementation of the authorial business project



Jakub Żółtak,
Master Data
Administrator

„The award which I received during the celebration of St. Barbara's Day in 2017 was a nice surprise for me. I felt that the company appreciates my work”

Dialog builds cooperation

Apart from the Saint-Gobain Group intranet, there is also in place the Saint-Gobain Construction local intranet where RIGIPS employees may find all the necessary and current information.

In addition to regular meetings with superiors, we have also introduced quarterly meetings with the Managing Director and the management staff of RIGIPS. All employees of the company are invited to such meetings to get acquainted with current activities conducted in the entire company and ask questions bothering them.



Ethics in business

Every day we care about the ethics of employment - we value professional engagement, respect for diversity and employees' rights. At the same time, we do not accept any violation of legal provisions or the conscious use of any legal loopholes or lack of legal provisions to circumvent the practices applicable in the Group.

We have also committed ourselves to abide by the following rules: not using forced labour and child labour, neither directly nor through subcontractors as well as taking no discriminatory actions against employees, including already at the stage of recruitment, entering into employment contracts, their implementation and following the termination of such contracts.

Social engagement and charitable activity

Since its inception in Poland, i.e. since 1994, RIGIPS has been actively involved in various charity campaigns. We support such campaigns because we believe that our help can improve the quality of life of many people. The measure of our support is the amount of money transferred to people in need, in particular children and satisfaction of our pupils.

The RIGIPS-Stawiany plant annually subsidizes holidays of many poor children. It is the main sponsor of the kindergarten for disabled children „Świetlik” near Pinczów as well as the kindergarten „Kubuś” in Szarbków.

We also sponsor prizes for children and adults during many other artistic and sports events. For example, the Świętokrzyski Winter Marathon, the Handball Festival for Girls and Boys from Junior High Schools in Busko, and the International Spa Run in Busko Zdrój.



6. EMPLOYEES AND SOCIAL PARTNERSHIP

We strive to actively participate in various events organized by the municipality or district, supporting the local community in promoting our region and showing opportunities for cooperation and development not only in local dimension. We have given our support, among others, to Pinczów District Harvest Festival, Chmielnik District Harvest Festival, Music Festival named after Krystyna Jamroz in Busko, Jazz All Souls' Day in Pinczów, helping students from Ukraine.

Taking advantage of the opportunities offered by the profile of our activity, we have provided gypsum building materials for victims of storms in Pomerania, renovation and construction of night shelters for homeless people (Monar and Markot).

We also supported firemen in their purchase of the fire truck for the Pinczów municipality. „Theatre for one smile” from Krakow received from us financial support for organization of a performance for children from the Department of Hematology and Oncology of the Children's Hospital in Kielce.



Our activities for the local community

Each production plant affects the environment and the scope and size of this impact depends on the type of activity and technology used.

From the very beginning of the existence of the Mine and the Plant, we have been trying to minimize our negative impact on the environment through the use of modern production technologies. A good example of such activities is the long-term cooperation with scientists from AGH University of Science and Technology in the field of blasting techniques aimed at conducting blasting works, in the way not causing mining damage. For this purpose, we have installed works in all surrounding villages stations monitoring vibrations induced by blasting works. Thanks to the vibrations from the station, we are able to improve our blasting technique.

In 2017 we started blasting attempts using electronic detonators. The eccentric rotation ripper for mechanical quarrying of the deposit also contributes to the minimization of the impact of the mine on the environment. It is used to excavate the deposit in the immediate vicinity of buildings. In 2017 we bought two modern loaders with better efficiency, lower fuel consumption and lower emissions than previously used loaders.

We try to constantly compensate the local population for the inconvenience connected with our neighbourhood. This is most evident in the approach to managing our land. Many of the lands that are not yet necessary for mining operations are rented to local farmers. In this way, about 40 ha of our land is cultivated by farmers and gardeners. Another aspect of such an approach to using the treasure (as the land may be called) is the transferring to farmers the soil from the land occupied for exploitation. It is used by them to improving the quality or levelling up their land. Last year we transferred approximately 1750 tons of soil to the interested parties.

After receiving signals from farmers that they are interested in using mine water for agricultural purposes during periods of high demand for it, especially in spring and summer, we have made the installation that allows it to be collected, for example for watering plants and spraying fields. In recent years the demand for this water has been very high. We also analyze the construction of the new water installation to the village of Borków.

Our next contribution to better co-existence with the local community is the extension of the period of use of the local road being our property between the villages of Borków and Szarbków. In the future the area on which the road is situated will be dedicated for exploitation. However, we try to delay this time by planning and implementing exploitation in appropriate way. It should be noted that thanks to the financial funds of the plant, alternative roads have been built.

Our plant is open to young people in education who want to learn about the production method of gypsum plasterboards as well as of the work of the mine. Every year the Factory is visited by many school trips and student groups interested in getting to know our work. Every year the Factory hosts internships and student apprenticeships.



7. INNOVATIONS



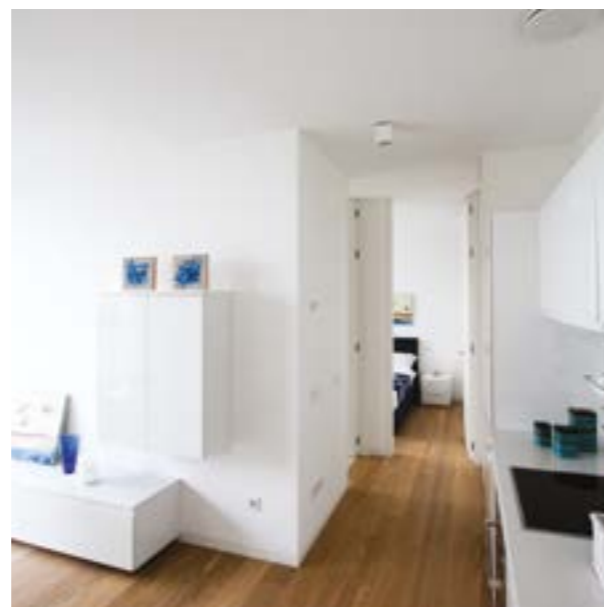
Products

Care for the environment and the quality of life of our customers are the factors that guide our development. Creating buildings that are safe and sustainable is constitutes a constant challenge for the construction industry. Combined with changes in regulations and focusing on sustainable development, solutions are needed that meet current and future needs related to buildings and their residents.

To understand these needs, we work closely with various customers throughout the supply chain by developing information channels and knowledge about customer behaviours. We cooperate closely with contractors, developers, assembly workers, distributors and designers. We invest very large resources in laboratory research, seeking new and innovative solutions. We also create new departments and areas of activity, such as „Prefab Department”, dedicated to frame construction which uses solutions and follows the MultiComfort house construction standard created by the Saint-Gobain Group.

Our goal is to bring value to customers through the development of products, systems and the elaboration of solutions that help reduce the negative impact on the environment and increase the comfort of users, creating a safe, ecological and friendly interior.

For the sake of high indoor air quality, RIGIPS has implemented a special Activ'Air® additive in its products. RIGIPS Activ'Air® boards have the ability to remove harmful substances from the air and convert them into an inert, stable compound. Research conducted in Poland (the Construction Technique Institute) and abroad has confirmed the effectiveness of Activ'Air® products based on the example of formaldehyde. Thanks to the use of plasterboard with the Activ'Air® additive in rooms, the concentration of formaldehyde in the air decreases by 60 to 80% depending on the amount and place of application of the product. Due to the property of cleaning the air of harmful substances, RIGIPS Activ'Air® products are recommended for use in rooms such as: rooms for patients and offices in hospitals, school classes, kindergartens and nurseries, hotel rooms, office rooms, living rooms (especially bedrooms).



RIGIPS 4PRO™ boards - the only solutions on the Polish market that allow to make walls and ceilings with the highest degree of smoothness, with four flattened edges. It allows for much faster and more efficient execution, allowing even better finish quality of drywall systems. It is also a more economical and effective use of jointing and finishing materials, thanks to which we obtain a significant reduction.



One of the most stressful and pathogenic factors that we experience in our environment today is noise. Hence, we pay a lot of attention to the design of insulation solutions (against noise between rooms) and absorbing solutions (to correct regulation of reverberation and conditions within a given room). The properties of drywall systems allow for achieving very high acoustic parameters in both areas. RIGIPS systems are characterized by one of the highest acoustic parameters on the market. We were pioneers in the Polish market in creating acoustic solutions based, for example, on the RIGIPS PRO Aku board.

The constant search for innovative technologies and solutions has resulted in the launch of a number of new products on the market including:

GYPTONE Point 80 boards. Produced in the RIGIPS plant in Stawiany, GYPTONE Point 80 boards are distinguished by a small and dense, round perforation with the diameter of 5 mm. The highest perforation (19%) of all GYPTONE boards, ensures a very good sound absorption as well as the possibility of using them in rooms with high reverberation requirements. Like all GYPTONE products, Point 80 boards are made in technology Activ'Air® and have the ability to reduce the concentration of formaldehyde and clean the air of other gaseous pollutants. They are also the lightest boards in our offer. Their weight is 5.30 kg/m². Their additional advantage is high durability and dirt resistance.



Durable **RIGIPS HABITO™** board. High impact resistance, load capacity of up to 15 kg on one screw and the option of assembly without the need of drilling are the most important characteristic of the new RIGIPS Habito™ board introduced to the Polish market in 2017. All these features place it as a modern alternative to traditional masonry technology, perfect for those who are looking for innovative and safe solutions. The product is resistant to damage, durable and easy to assemble. It will do well in private investments, commercial facilities, hotels, schools and public places



Universal tapes for **RIGIPS NO-COAT®** and **RIGIPS AquaBead** to corners are one of the most durable solutions for corner finishing in a quick and easy way. They are perfect for non-standard corners, long and short sections and may be cut to any size. No waste during assembly. Flexible bending fits into any type of corner, both outside and inside, at any angle. By using RIGIPS corner tapes, we quickly achieve perfect effect and save valuable time at the construction site.



The offer of **ULTRASTIL®** profiles includes a complete set of wall and ceiling profiles used in dry interior construction. The high quality of ULTRASTIL® profiles has been confirmed by tests of the Construction Technique Institute (ITB). The PROFRASTIL® means 50% higher wall stiffness, high standard of safety and durability of constructions. ULTRASTIL® profiles have been positively evaluated in complete RIGIPS dry construction systems both in terms of their static properties as well as fire safety and sound insulation. This is confirmed by Technical Approvals issued by the Construction Technique Institute.

Technological process

We care about the development of the technological process through its continuous development. Using WCM tools, we follow individual stages of the process and implement projects aimed at improving the quality of products and minimizing energy and water consumption.

In our technological process we use advanced chemical additives that shape the properties of our products and at the same time are safe for the environment. In addition, we support our process activities with knowledge that we gain in cooperation with the Central R & D of the Saint-Gobain Group and scientific units such as AGH University of Science and Technology, the Institute of Mineral Building Materials, ITB and Kielce University of Technology.

We care about the highest quality and safety of our products on a permanent basis. Their properties are confirmed by us in our plant's laboratories located at each technological line. We are also developing our research facilities by purchasing new devices.

In 2017, we purchased the latest endurance testing machine thanks to which we are able to check the parameters of finished goods and raw materials used in production as well as a humidity sensor for the line producing gypsum blocks thanks to which we obtain precise results in a short time.

Thanks to the use of advanced technologies we are able to control the process in order to obtain the highest quality products with respect for the natural environment.



E-commerce

Many aspects of everyday life have moved to the virtual world. The situation is similar in business. E-commerce platforms offer a lot of possibilities such as: the ease of placing orders, getting information about the status of the order anywhere and anytime.

In years 2016-2017 we started implementation works related to launch the e-commerce business platform for our Business Partners. On the e-commerce platform, available at: sklep.rigips.pl, the information about investment offers and special, dedicated promotions will be placed so that our offer will be more transparent and attractive. This innovative tool will allow saving time, constant access to information and final elimination of the geographical and time constraints associated with placing orders.

The planned date of launching the full functionality of the offer is June 2018.



Trainings

Promoting and spreading expertise in the field of Dry Construction Systems is the area that we pay a lot of attention to. Knowing how extremely important is the familiarity of suppliers, designers and contractors with technologies and innovative solutions, we offer a series of training in the field of dry-wall construction systems. As a result, our customers can fully use the solutions we create. We are constantly building awareness of factors affecting user comfort and ecology of environment. One of the main areas in which we implement the above assumptions are various specialist trainings.

The RIGIPS Academy, located in the RIGIPS - Stawiany plant, was the main place for specialized training. In 2016, it was thoroughly modernized and adapted to the ever-growing and changing needs of this type of training.



The training is aimed mainly at contractors who want to acquire or improve their skills in the field of assembly of RIGIPS drywall construction systems. We support the most specialized trainings with the certification and licensing system which also allows recipients of this type of services to consciously choose professionals who care about the right standard and performance of work.

In 2017 we conducted the first training for architects to build awareness and care for the optimal selection of solutions at the concept and design stage and to ensure proper cooperation at the space where the contractor is met.

We also train young people from vocational schools so that from the beginning of their career they can consciously and professionally create their work based on the right standards of solutions.

The cyclical nature of the training allows us to maintain the continuity of the process and gives our customers the opportunity to expand their knowledge manifoldly over the course of a given year.

RIGIPS trainers are constantly expanding their knowledge during specialist trainings and daily contact with contractors on construction sites.

In 2016 we were trusted by 590 people who were trained by us at the RIGIPS Academy during 45 different trainings, while in 2017 we were trusted by nearly 700 people who were trained by us at the RIGIPS Academy during 52 different trainings. This statistics does not include the persons trained during field visits.

8. USE OF RESOURCES



The idea of sustainable development

Sustainable development is based on the principle of responsible use of natural resources, i.e. reaching for them only when it is necessary to conduct business. We must not forget that for the production purposes we reach for non-renewable resources that may be lacking some time. These resources include our basic raw material - gypsum stone originating from the Miocene deposits „Borków-Chwałowice”. Keeping this in mind we continue exploitation of the deposit in a rational manner and consistently with the conditions of the „Deposit Development Project” approved by the Minister of the Environment Protection. The evidential records of changes in the deposit resources drafted every year indicate that it is exploited in accordance with the terms set out by the licensing authority which is confirmed, inter alia, by the resource use indicator.



Sustainable development in production and logistics

Cars leaving the area of our factory are controlled in terms of their tonnage. This allows to avoid overloading and excessive fuel consumption. All drivers entering the premises of the Factory are under compulsory health and safety training verified by the examination.

Increasing the number of delivered pallets which were packed on gypsum strips by 5% compared to 2016. Further promotion of this packaging method.

Pallet renovation allowing to obtain real savings in wood consumption

Changing forklifts from combustion to electric ones. [Our warehouse is already serviced in 70% by electric carts.](#)



Processed gypsum waste as the raw material for the production of boards and for cement industry. [In 2017 we saved over 3183 tons of the natural gypsum deposit in this way.](#)

Thanks to the operation of the two pillars of WCM - Autonomous and Professional Movement Maintenance, we conduct constant daily inspections of our machines. The number of failures is low. The machines get worn out slowly and we do not have to exchange them for new ones. However, the replacement of machines and the purchases of new ones are first analyzed in terms of their impact on the environment (electricity consumption, consumption of lubricants). In 2017 we purchased the new electric forklift as part of the complete fleet replacement with electric forklifts and since 2011 we have exchanged 100% of our forklift fleet at the board production line.

Only 2% of all waste generated as a result of our operations is recycled in the landfill. Effective and efficient waste segregation is carried out at spot, in the plant, and any waste that is recyclable is recovered.

The energy group operating in the Plant conducts effective activities and implements projects that reduce energy consumption and thus reduce CO2 emissions. In the middle of 2017 the project was launched in our mill to bring savings - the electricity consumption in the mill was decreased by 10%.

Sustainable development at our customers

In 2017, the collection of gypsum waste from our customers was continued. The waste was used in the production process. Our leading customers could join in the recultivation process of our mine by planting trees (red oaks) within the pro-environmental campaign.

1. Extraction and management of raw material from the bottom layer of the deposit 5.200 tons
2. Fertile land (humus) for farmers, gardeners 1.744 tons
3. Pumped mine water designated for the production process of the boards 167.700 m³
4. Pumped mine water designated for farmers 70.000 litres
5. Recultivation of post-mining areas - planting of 320



The end of the product life cycle

Our factory has the installation for processing of gypsum waste thanks to which our product is manufactured partly from the recovered raw material. In the years 2018-2020 we anticipate to extend this installation so that we will be able to process more waste from construction works and demolition of buildings.

In 2015 we evaluated the environmental properties of our products and systems by creating Environmental Declarations of the III type products, so-called EDP (Environmental Product Declaration).

The Environmental Declarations are made on the basis of the EN 15804 standard which sets a list of several environmental indicators that constitute the basis for documenting environmental properties of a product and defining the principles of conducting the LCA analysis, including data collection and conversion. Thanks to this, our Environmental Declarations are created based on clearly defined rules and regulations and our customers may be sure that the value of the indicator provided in the declaration is credible. The purpose of this characterization is to provide the basis for identifying construction products that have less impact on the environment.

Environmental declarations give the quantitative information on the environmental impact of products expressed per unit of a product - from the collection of raw materials till leaving the plant gate which is verified by the Construction Technique Institute - member of the ECO-Platform and auditor (in accordance with ISO 14025). The important fact is that a significant number of interactions in the life cycle may occur in the production stage. RIGIPS, by increasing the environmental standards of production, decided to provide information for the production stage of its products. The manufacturer has prepared EDP environmental product declarations for the following products and systems:

- gypsum stone and anhydrite,
- RIGIPS PRO and RIGIPS 4PRO gypsum plasterboards,
- CASOPRANO Casobianka, Casostar, Casoroc ceiling panels
- RIGIROC® gypsum blocks and the set of products for building RIGIPS partition walls

9. GOALS



SUBJECT AREA		GOALS
Social engagement	Health and safety	No accidents
	Employees, assessment of employees satisfaction and communication	Absence of employees at the level below 7%
	Social engagement and charitable activity	More than 10 social or charitable initiatives per year
	Local communities	Less than 30 complaints by the representatives of the local communities per year
Environmental challenges	Evaluation of life cycle and environmental declarations	Limiting the values of indicators determined under LCA
	Environment	Reduction of CO2 emission per unit of product in relation to 2016
		Reducing the fugitive emission of dust in the area of the plant
		Reduction of exhaust fumes emission related to the emission by forklifts
	Effective resources management	Increased efficiency of use of resources per unit of production
	Water	Limitation of demand for water per unit of production in relation to 2016
	Energy management	Lowering by 2018 at least one of the energy result indicators by at least 0.2% compared to 2015
	Waste management	Increased amount of gypsum waste subject to recycling
Transport	Monitoring and reduction of greenhouse gas emission from transport per unit of product compared to 2015	

SUBJECT AREA		GOALS
Economic development	The BES Certificate of responsible management of raw materials	Confirmation of the enterprise's transparency
	Taking into account customer's needs	Limiting the number of complaints to less than 0.1 for each 200 orders
	Trainings	Conducting trainings in the total amount of min. 3700 h per year

10. THE ONE AND ONLY ORIGINAL RIGIPS



RIGIPS. Expert in the field of drywall systems

Unique products, many years of experience and high position of the brand give a very strong foundations for describing our brand as THE ONE AND ONLY ORIGINAL RIGIPS. We have been conquering Polish market for almost 25 years and since the beginning of our activity we have been striving for harmonious development of the company. During this time, „rigipses” have become the synonym for gypsum plasterboard.

RIGIPS means quality

We have proven this among others in 2015 when we subjected to assessment the environmental properties of our products and systems, creating Environmental Declarations of the III type products. This means that the use of RIGIPS materials, which have a very low environmental impact, may improve the assessment of the building according to the BREEAM method.

In 2016, our RIGIPS-Stawiany Plant, in which we produce gypsum plasterboards and gypsum blocks, received the BES 6001 certificate and the verification carried out in 2017 confirmed the high quality of our products. We are very proud of this fact because we are the first company in Poland that decided to undertake the certification of its product - gypsum plasterboards based on the BES 6001 standard.

What does this mean for RIGIPS? First of all, it is the confirmation of the highest quality of our products while respecting the environment in which we live. RIGIPS takes into account the needs of customers, local community and the principles of business ethics. The benefits, however, are also noticeable to our customers. Thanks to the BES 6001 certificate, buildings erected with the use of RIGIPS gypsum plasterboards can receive additional points when applying for prestigious BREEAM or LEED certificates. The implemented the BES 6001 standard evidences that products manufactured by RIGIPS are made in 100% of raw materials obtained in a responsible manner, while maintaining the highest standards in terms of quality and broadly understood environmental protection.



We are trying to do even more in the field of environmental protection and it is worth adding that in the production cycle we re-use the gypsum plasterboard wastes produced on construction sites.

RIGIPS means also innovation

We are innovative and create reliable solutions for building comfortable and safe interiors. We do not stop in our search for new technologies and innovative solutions which resulted in the launch of a number of innovative products on the market, such as:

- **PRIGIPS 4PRO™** boards - four flattened edges of the board allow to build walls and ceilings with the highest degree of smoothness while shortening the working time and significantly reducing the level of use of putty compounds.
- **Boards with Activ'Air®** - regulate air quality reducing the level of formaldehyde by 80%
- **HABITO™** - the best alternative for masonry technology. Thanks to their high strength and load bearing capacity, low weight and easy assembly, they are an ideal choice for the most demanding customers
- **ULTRASTIL® profiles** - guarantee greater by more than 50% stability of drywall construction systems while reducing the risk of cracks at connections between g-k boards.
- **AQUABEAD® i NO-COAT®** - extra strong tapes for corners - this is the latest solution for durable finishing of corners ensuring extreme endurance.

10. THE ONE AND ONLY ORIGINAL RIGIPS

Our solutions have been used in many prestigious facilities, such as the Polish National Radio Symphonic Orchestra Chamber Hall in Katowice (unusual acoustic constructions from GLASROC H and F boards), or the Google Campus office building in Warsaw (GYPTONE BIG boards).

We have been building a healthy and modern living and working environment for years using natural gypsum. See for yourself that there is only one original RIGIPS!

NOTES:

Ściany przetestowane w ekstremalnych warunkach... domowych

Habito™



Kuchnia wytrzyma wszystko!

Szafka pełna naczyń?
Ze ścianą z wyjątkowej
płyty RIGIPS Habito™
to możliwe i bezpieczne.
Bez wiertarki,
pyłu i bałaganu!



Montowanie
do ściany
bez wiercenia



15 kg
na jednym
wkręcie



Wysoka
odporność
na uderzenia



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