



BES 6001

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Sustainability Report 2018 for RIGIPS-Stawiany Plant



25 LAT W POLSCE
RIGIPS



Rigips
SAINT-GOBAIN

**OD 25 LAT
POMAGAMY TWORZYĆ
LEPSZE MIEJSCA
DO ŻYCIA**

25 LAT W POLSCE
RIGIPS



www.rigips.pl

 **Rigips**
SAINT-GOBAIN

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1. INTRODUCTION







Ladies and Gentlemen,

We are happy to present the Sustainable Development Report of the RIGIPS-Stawiany Factory, summarising our company's operation in 2018. The publication covers four key areas concerning safety, environmental impact, employee development, as well as social engagement.

Sustainable development is an important requirement for us and constitutes a priority of the company policy. Every day we invest in quality and undertake actions aimed at continuous improvement of our standards. Conducting business without allowing for ethical values, law, respect for employees, customers, suppliers, and the entire society and the natural environment is of particular relevance for RIGIPS.

We are aware that as a large production plant mining a natural gypsum deposit not only influence the economic sphere but also people and surroundings. For this reason the main objective is to reduce to minimum the negative impact of our activity and creating comfortable living and work conditions. We aim to grow in a responsible and well-thought-out way, guarding the balance between the development of our company and our stakeholders' needs – and protection of the natural environment.

Every year, as part of corporate social responsibility, we undertake a number of projects, both investment and organisational ones, that consist in supporting charitable campaigns or cooperating with local organisations.

I would like to invite you to read the Report!

A handwritten signature in blue ink that reads "Maciej Kuczyński". The signature is fluid and cursive.

Maciej Kuczyński
Managing Director of RIGIPS



The RIGIPS-Stawiany factory has been part of the Saint-Gobain Group since 2006. The plant was established in 1970s and initially mined the gypsum rock for the purposes of the cement industry. In 1998, next to a gypsum stone processing plant, a factory manufacturing plasterboard was built. In the following years, the plant was expanded to include a production line for manufacturing suspended ceilings and gypsum blocks.

The sustainable development strategy of the Saint-Gobain Group, and thus the RIGIPSSstawiany factory, has been developed on the basis of respect for people and feeling responsible for natural resources.

Our sustainable development plan is based on solid pillars of World Class Manufacturing (WCM). The proof that we are implementing it efficiently is the fact that our factory received the WCM Silver Award in 2018. The results have been confirmed with an external audit.

Sustainable development requires care being taken of all stakeholders. They are our customers, employees, suppliers, investors, central and local government administration bodies, and local community.

We are also listening to the voice of nature that surrounds us. Our plant is located near valuable natural areas constituting part of Natura 2000 and Ponidzie Landscape Parks. Thus, our activities must match tasks facing institutions appointed for the protection of nature. The community residing in areas adjacent to the factor is interested in all forms of support. The neighbourhood residents want to be informed about the investment plans of the mine and factory, as well as all projects aimed at minimising the nuisance they create.

Our activity is conducted transparently which may be evidenced by another Sustainable Development Report for 2018.

A handwritten signature in blue ink, appearing to read 'K. Staszecki'.

Krzysztof Staszecki
Factory Director

Sustainable development policy

Understanding the situation and socio-economic requirements, combined with environmental constraints, requires that we give the appropriate treatment and respect to all resources that we have in our hands due to the activity conducted. The related long-term priorities and objectives are contained in the Sustainable Development Policy approved by the Managing Director of RIGIPS, Maciej Kuczyński, on 05.05.2017.

The mission of RIGIPS is to build a healthy and modern life and work environment, and to develop business relationships based on mutual trust and measurable benefits. We work with passion in the interest of people in our company and in the interest of our customers. We want the RIGIPS products to be identifiable in the entire delivery chain, and that the basis of their high quality is formed among other things by resources and input materials of known origin. It is for this reason the location of the RIGIPS Factory is strictly connected with the location of the mine from which the basic material required by us – gypsum rock – is obtained.

Through our activity we make an impact on the environment. We do our utmost to minimise the negative impact on our surroundings. We try to create comfortable conditions of life, work and development for our employees, customers, and suppliers.

The RIGIPS–Stawiany Factory in Szarbków is part of the Saint-Gobain Group which is the world leader in the building materials market. One of the main principles of the Group is to operate in accordance with business ethics requirements and law. In all of the Group companies there are documented, implemented and actively applied rules of conduct and behaviour. These rules constitute the basis of everyday work of all Group employees who constitute the pillar for building the corporate social responsibility of our organisation.

Based on its long history, the goal of the Saint-Gobain Group is to aim to set high standards for production and distribution of innovative products and building materials, with the simultaneous observance of the sustainable development principles.

To sum up, the Group's sustainable development strategy is based on:

- creating sustainable construction,
- standing out on the building materials market,
- reducing environmental impact,
- encouraging employees to develop professionally,
- supporting the development of local communities.

I. Social engagement

Health and safety

Our highest priority is work without accidents and occupational diseases. This is achieved through continuous involvement of the entire crew in the identification of threats, areas for improvement, and pointing out opportunities for improving the company. We keep implementing the latest technical and organisational solutions that increase safety standards, and in consequence the number of dangerous incidents has been decreasing successively each year;

Employee rights

As the employer we take care of employment ethics – we value professional commitment, respect for diversity and employee rights. At the same time, we do not accept any violation of legal regulations or conscious use of any loops or absence of legal regulations in order to circumvent practices in force in the Group.

We have also undertaken to absolutely observe the following rules: not using forced and children labour – directly or via subcontractors – and to refrain from undertaking any discriminatory practices against employees, including at the stage of recruitment, conclusion of contracts of employment, their performance, and after the contract has been terminated. We do not accept any activities connected with corruption, which is evidenced by the procedures implemented, determining the method of handling them;

Employment and skills

We want to develop Employees so they are the best and develop their potential, both in hard, technical skills, and those soft ones, focused on communication, relationship building and management. The principle of professional commitment means for us that the competences and knowledge we have are used in the most effective way possible, and they are continuously improved. In our activities we remember about the importance of competences connected with responsible sourcing of materials, being aware that this is the evidence of quality of our products;

Social engagement and charitable activity

From the beginning of our activity we have actively participated in various charitable campaigns. Our support is very easily measured – by the amount of money we provide to those in need, in particular children. Every year we subsidise holidays for children from poor families and we are the main sponsor of a nursery for disabled children. Using the opportunities provided by the profile of our activity, we continue to donate gypsum building materials to the vocational school in which young people are learning how to install them, we sponsor refurbishments and purchase of equipment for fire brigade units. We support charitable initiatives because we believe that our help may change many people's lives;

Local communities

We are aware that the business we conduct affects the society. Therefore the Management of Saint-Gobain Construction Products Gypsum Activity (RIGIPS) undertook to inform the interested parties about our activities for quality, health and safety, environmental protection, and energy efficiency. In order to appropriately identify and test moods among local communities we coexist and cooperate with on a daily basis, we regularly organise meetings of our representatives with authorities of the Pińczów and Chmielnik local communes, as well as the Pińczów and Kielce Districts. The purpose of such meetings is to discuss the current situation in the plant and urgent needs of the region, as well as communicate overall comments connected with our activity that are received by local authorities. In our cooperation with stakeholders, we focus mainly on the principle of loyalty, understood as honesty in relationships with the community and external partners

II. Environmental challenges

Legal requirements

Under our activity, we observe compliance with all currently binding legal regulations in the country in which we operate.

Integrated management system

The implementation and certification of quality, health and safety, environmental protection and energy management systems based on the following standards: ISO 9001, PN-N-18001, ISO 14001 and ISO 50001 (or their other equivalents) constituted support for the observance of legal requirements and an expression of concern about the environment, safety, or the highest quality of products.

Evaluation of life cycle and environmental declarations

The customers requirements more and more often go beyond the high quality of products, allowing also for the environmental aspects of the impact that our products have. Trying to meet such expectations, we have decided to conduct an analysis of the life cycle and evaluation of environmental properties of products and systems, creating so-called EDP (Environmental Product Declarations). From our point of view, the purpose of the environmental declarations drafted is to ensure fair competition and reduce environmental impact of our operations.

Climate change, energy management, and greenhouse gas emission monitoring

We aim to achieve more and more effective utilisation of energy in the production of materials, products and services, minimising the greenhouse gas emissions.

The activities we undertake go far beyond the compulsory legal requirements, the example of which is the environmental and energy management system and adoption of reduction goals. Our products are ecological and safe to human health, which helps us shape comfortable work and life environment for our employees and customers. At each stage of our activity the environmental aspect constitutes one of the most relevant elements of planning and decision making with regard to development, which enables us not only to adapt to the environmental standards in force but also map out new trends in this area.

We scrupulously monitor also greenhouse gas emissions, at the same time undertaking appropriate actions resulting in the reduction of the emission arising from our activity.

Waste management

On a daily basis we try to implement the idea of waste management hierarchy, undertaking such activities as internal recycling or maximisation of the quantity of materials suitable for reuse.

Out of concern for the natural environment, we have also build an installation to reclaim materials from rejected plasterboards, and we continue to try to develop and improve in this area.

Water resources

Taking into account how important water is from the point of view of future generations, we are trying to minimise its utilisation in our plant, and – as far as possible – improve the level of reusing liquid waste.

Transport impact

Our activity requires that resources, materials and products are transported, and that our employees travel to and from the plant. The awareness of the impact that this process has on the natural environment determines certain rules which we observe in order to minimise the negative impact. The basic rule is to aim to reduce the distance of transport, which we have been achieving among other things by locating our plant near the mine, and the appropriate logistics and optimisation of the transport distance. From the point of view of the activities undertaken, efficient monitoring of greenhouse gas emissions, noise and other impact connected with transport is of key relevance, and these activities are conducted systematically and in a documented manner, and with the observance of due transparency.

III. Economic development

Allowing for customers needs

Customer-orientation is one of our strategic factors. We intend to identify and satisfy customers' needs in the most effective and efficient way.

Sustainable resource management

From our point of view, effective management consist in the management of the resources available, including energy, water and raw materials, in a sustainable manner, allowing for the need to reduce the impact of use of these resources on the environment. In our activity we aim to be economical with the use of goods, use resources in the most effective manner, treat renewable resources as a priority, and use waste-free techniques, reusing waste materials or allowing future recycling of waste. Thanks to such approach, it is possible for us to create the same quantity of products with the simultaneous reduction of negative impact on the environment.

Supplier and supply chain management

In order to ensure appropriate management in the entire supply chain, we strictly observe our documented rules of procurement processes. We also conduct evaluation of suppliers from the point of view of meeting our requirements which, besides economic aspects, include also aspects connected with the assurance of due quality of services, safety, environmental protect, observance of law, and business ethics. In this context, we also conduct risk analyses and try to minimise the existing threats. We mainly cooperate with tested suppliers who in their business follow rules of respect for the environment, health and safety of people, and observe the highest quality standards (which often involves holding management system certificates based on the following standards: ISO 9001, PN-N-18001, ISO 14001 and ISO 50001 (or other equivalent standards).

Ethics

The main principles of ethics that we follow in our activity include:

- integrity – which demands from each one of us to absolutely observe rules of fair conduct in professional activity.
- loyalty – which is connected with the observance of internal recommendations and rules.
- solidarity – based on the feeling of professional responsibility by each and every employee and prevailing over the attitude that focuses on one's own goals.





2. SAFETY



Human health and safety

The most important values for our Group are human health and safety. Every day we work on the improvement of working conditions so that our employees, both those on the production line, in the field, and in the office, can carry out their task in a way that is safe for their health and life.

The commitment of employees constitutes a very important element in a correctly functioning H&S system. It is them who understand best how important it is to immediately notify dangerous situations, even if they themselves have caused the potential threat. The appropriate motivation is of key importance here because thanks to the great commitment of all employees, the safety system may operate correctly.

The basis for the safety culture in the plant is the highest importance attached to life and health. The shaping of such culture requires that employees create new attitudes. The purpose of such activities is to encourage elimination of excessive risk in the workplace and to promote conduct focused on protection of life and health.

The high safety culture is characterised by each employee feeling personally responsible for the matters of safety, reflected in everyday work. Employees demonstrate an attitude of active and continuous concern for their own safety and safety of others, they become personally involved in the process of identification of threats and risky behaviours, and undertaking improving activities. The plant management encourage them to present their own opinions and suggestions concerning H&S and involve them in the development of internal standards and documents on safety.

The formation of such culture requires constant focus, not only on the attitudes of employees, but also on the work environment (technologies, equipment, procedures), and individual traits of employees (skills, talents, experience).

The formation of the safety culture constitutes an integral part of the company management and an element of its image building. The continuous reduction of risk and losses constitutes a measurable effect of high safety culture.



Human health and safety are the highest values to us. Every day we work on the improvement of working conditions so that our employees, both those on the production line, those working in field, and office workers can carry out their tasks in a way that is safe for their health and life.

Rigorous standards connected with the safety

We have implemented rigorous standards connected with the safety of employees and other persons in the plant. Following them, we are capable of eliminating accidents and other dangerous incidents, as well as occupational diseases. Together, we create safe, healthy and friendly work environment, this is why we all:

- make sure to meet legal requirements and Group standards,
- observe regulations and rules of health and safety and environmental protection,
- respond to all types of observed dangerous behaviours and conditions of the work environment,
- enforce the observance of safe work from our colleagues,
- • organise work in a way that is safe for people and the environment,
- notify any threats and incompliances arising, as well as ideas on how to improve health and safety,
- participate in analyses of reasons and undertake improving activities,
- promote safe work methods and aim to raise threat awareness, e.g. by carrying out audits aimed at assessing behaviours,
- prevent dangerous situations through reliable risk assessment, including “60 seconds to think over”,
- ensure order in the workplace.

All employees, subcontractors and visitors have the right to feel safe here. We treat any matters concerning health and safety as the highest priority. This does not mean that no dangerous situations do not take place, such as e.g. incidents resulting in damage to property or potential accidents, or incompliances. However, the most important thing is that they are immediately reported, and thanks to in-depth analyses we undertake remedial actions in time and this enables us to avoid more serious incidents.

A standard alone is not enough!

Employee commitment constitutes a very important element in a correctly functioning H&S system. They know the importance of the immediate reporting of dangerous situations, even if they have been the ones to contribute to them. Appropriate motivation is of essential here because only with the involvement of all persons the safety system may operate correctly.

Autonomous Safety

The most important goals for the future include the development of the “Autonomous Safety” techniques, which will most certainly result in even greater commitment of all employees and will enable us to provide safer and safer work conditions.

What did we manage to achieve in 2018?

We reduced the risk identified in 2018 by 76.3%, among other things thanks to the projects implemented:

- reduction of noise in the board forming zone by 4–6 dB depending on the production parameters,
- roofing the gypsum rock store; the newly build hall made it possible to among other things reduce noise emission and dust pollution,
- improvement of stability of board stacks – improved quality of wooden pallets,
- reorganisation of traffic in the zone in which paper and other production additions are unloaded,
- replacement of lighting to LED – among other things, improved lighting conditions at workstations,
- new dining room and changing rooms for employees together with showers and toilets,
- modernisation of the office building – improved work ergonomics plus additional meeting rooms.

On the basis of group goals and internal risk analyses, we have developed a goal implementation plan for 2019. Main projects / tasks under this plan include:

- implementation of the new EHS Base
- reduction of risk connected with vehicle traffic, including:
 - o project to separate pedestrian and forklift truck traffic on TOFF – PB production
 - o new educational programme for drivers – ŁD
 - o separation of drivers during loading – ŁD
 - o reorganisation of traffic in the loading zone outside the hall – ŁD
 - o securing pedestrian crossings along warehouse sectors – ŁD
 - o pedestrian safety in warehouse zones – ŁD
 - o widening of the technological road opposite the pumping station – Mine
 - o alteration of the geometry of the bend opposite the main pumping station – Mine
 - o alteration of the road profile new gate No 3 – PM
 - o installation of missing protective barriers for the pedestrian route – GB
- improved machine safety:
 - PM – conveyor belt transporters
 - PB production – modernisation of the TOFF section safety system
- noise reduction:
 - PB production - WET
 - PM – waste chute from RHC 103
- continuation of replacement of lighting to LED – among other things, improved lighting conditions at workstations
- change of behaviour:
 - cyclic thematic training, including SMAT (devoted to the assessment of behaviour).



PN-N-18001:2004 certificate

The standard on which the comprehensive system has been based is PN-N-18001:2004 – an occupational health management standard. This standard is dedicated to organisations interested in undertaking systematic activities to improve health and safety at work and may be applied by any organisation, regardless of the type of its business and its size.

Our business is based on systemic activity. Each year we determine our own goals based both on corporate ones, and on internal analyses. The sources of this information are: audits, internal and external inspections, events taking place in our plant and in the Group, results of the risk assessment, and good practice. The current monitoring of achievement of goals / performance of activities enables us to fully manage risk in the plant.

Each day we continuously train, analyse risk, audit, improve our work. We create safe work conditions.

In 2018, we trained:

- **628 employees**
(1795 training hours; 8.7 training hours / 1 employee),
- **393 contractors**
(783 training hours; 9.5 training hours / 1 contractor)

on rules and standards concerning health and safety at work, and fire protection.

In 2019, we are planning to obtain a certificate confirming the compliance of the health and safety management system with the ISO 45001:2018 standard.



SMAT audits

SMAT audits are used by us in everyday work to improve safety standards. In 2018, our employees carried out 1638 behavioural audits – SMAT. The audits we conduct are the evidence of our current involvement in issues connected with safety. 5432 positive observations, 530 negative observations concerning employee behaviours and 417 negative observations concerning conditions of work environment were made (the number of positive observations vs. negative observations = 5.7 / 1). Under SMAT visits, 613 immediate remedial actions were undertaken.

What is SMAT?

SMAT – is a visit to the workstation, interview with employees devoted to safety issues, and in particular from the point of view of behaviour assessment, observation of regulations/standards, responding to all irregularities in this respect, as well as undertaking actions to reduce risk at the workstation.

We build safe work environment together and we are all responsible for it. We remember that each system is as strong as its weakest link.

Why SMAT?

Thanks to meeting legal requirements we are capable of significantly reducing threats but we are unable to completely eliminate them. Safe work environment includes informed employees building safety culture.

High safety culture is characterised by each employee feeling personally responsible for safety matters, reflected in everyday work. Employees display an attitude of active and continuous concern for their own safety and for the safety of others, they become personally involved in the process of identification of threats and risky behaviour, and undertaking improvement activities.

The continuous reduction of risk and losses constitutes a measurable effect of high safety culture.

One of the tools to improve it is SMAT (Safety Management Tool). It is a proactive tool – used for early identification and elimination of threats which in particular are connected with improper behaviour (over 80% of reasons behind incidents and non-compliances involve improper behaviour – failure to observe, tolerating /not responding, giving a bad example). The purpose of this tool is also to promote safe work methods by sharing good solutions and implementing them in other work areas.

What do we want to achieve through SMAT?

The purpose of introduction of the SMAT visit system is to ensure:

- employees focus on a safe method of performing work,
- understanding how important safe behaviour is,
- indication of areas where work is carried out correctly,
- assistance in the identification of threats created by incorrect habits during the performance of work,
- assistance in understanding and consolidating the knowledge of H&S instructions and procedures,
- increased awareness of employees with regard to health and safety at work,
- minimisation of risk that an adverse incident occurs.

EHS Day

On 9 October 2018, in the Saint-Gobain plants worldwide, we celebrated the International EHS (Environment, Health, Safety) Day under the slogan “EHS Yes!”.

Employees of RIGIPS and cooperating companies took part in celebrations in the RIGIPS Factory. Besides the formal part, many competitions, lectures and presentations promoting safety as well as protection of health and the environment were conducted, including:

- training on basic EHS standards and analysis of most recent dangerous incidents
- instructions on how to safely release safety belts after the car has rolled over
- presentation: „Why is it worth getting protection from noise”
- presentation: “Basic rules of granting first aid – the most common irregularities”
- presentation – safe work at heights using ladders and raised platforms

Through this type of actions, the Saint-Gobain group has been promoting the culture of work in safe conditions among employees, suppliers as well as local communities.



Safety at our suppliers and sub-contractors

It is just as important as the safety of our employees that our suppliers operate in a safe way, respecting life and health of their employees. We make sure that our subcontractors who carry out various works within the premises of the factory work in a manner which does not create a threat to them and others.

We pay particular attention to whether suppliers qualified by us have the PN-N-18001:2004 certificate that constitutes the confirmation that high work standards in the H&S area have been implemented. For this purpose, every year we carry out an assessment of suppliers based on this criterion and we regularly audit them. Our key suppliers meet requirements in terms of safety, the proof of which is their positive assessment and qualification conducted in 2018. In 2018, we conducted 532 SMAT audits at our subcontractors.

Our subcontractors are also regularly trained in the principles of health and safety at work. In 2018 we trained 393 contractors (783 training hours, 9.5 training hours / 1 contractor) on principles and standards of health and safety at work, and fire protection.

5S audit

The continuous improvement and aiming to achieve the highest occupational health and safety standards is visible at each stage. The projects implemented are aimed at reducing costs as well as improving conditions of everyday work. One of the tools used to maintain high occupational health and safety standards at workstations is the 5S method. It is a work technique used in our factory for many years, thanks to which we have order in workplaces.

We wish every workstation to be covered by the 5S audit that provides improvement of product quality, influences the creation of innovations, reduces costs, and ensures failure-free operation of machines.

In 2018, our internal 5S auditors conducted numerous audits which has been translated to the maintenance of the system in 24 areas of our factory in total. The project group also took care of the implementation of the 5S principles in external areas, thanks to which not only the safety of pedestrians and drivers increased, but the traffic and appearance of the factory improved. In our striving to maintain effects and motivations on the basis of the Lean Manufacturing foundations, we are supported by directors and managers from individual departments.

In practice, 5S means the continuous improvement of work conditions which, due to the systematised approach, provides fully ergonomic and safe workplaces, and which follows – further down the line makes it possible to: improve quality, introduce beneficial innovations, reduce costs, ensure failure-free operation of machines.

RIGIPS operates on the basis of the Lean Manufacturing foundations. Thanks to this we occupy leading places in domestic and world rankings, with the observance of care for the people, safety and environmental protection.

“Safe road to school” competition

For many years, together with the District Police Headquarters, we have been organising the “Safe road to school” competition for children and youth. This campaign constitutes an element of cooperation with the local community. Our activities result in increased awareness of road traffic safety issues. This way we become involved in passing on the knowledge about road traffic safety and rules to the youngest generation.

The campaign is composed of several stages. From September, meetings with police officers are organised in schools within the district, during which among other things issues connected with road traffic rules are discussed. At the same time, teachers at schools implement related programmes, e.g. “cyclist’s licence”. Another stage is the preparation of thematic artwork by pupils from years 1 to 3, connected with road traffic safety. The last stage is a knowledge final.

The main purpose of the campaign is to raise awareness of road traffic safety issues among the youngest.





3. ENVIRONMENT



Environmental protection

The care for protection of the environment, including natural resources, is also at the base of our company's business ethics. Assuming responsibility for the environment, we improve the management system, observing legal requirements concerning environmental protection, thus aiming to reduce emissions of pollutants, amount of waste produced, and energy consumed. We rationally manage natural resources and reclaim post-mining land. We try to use resources as effectively as possible: energy, gypsum rock, water, and other resources, at the same trying to reduce the production of waste and, wherever possible, reuse them through recycling.

Every year we assess environmental aspects on the basis of which we determine and implement our goals and tasks. The compliance with law is treated as our fundamental duty. We have a number of environmental decisions and permits issued after thorough tests determining the impact of pollutants created as a result of our activity on the natural environment. We monitor the condition of our surroundings in all important areas, such as: intake of water, emission of gases and dusts, amount and type of solid and liquid waste produced. The results indicate that we are in compliance with the decisions we hold.

The external audit conducted on 11-13.02.2019 by EcoMS Consulting Sp. z o.o. to assess legal compliance with regard to environmental protection showed full compliance with law on protection of the environment and natural resources in force in our country.

The proof of high work standards in environmental protection is the fact that our plant holds the ISO 14001:2015 and ISO 50001:2012 certificates.

Last year, we celebrated the EHS day and for this reason our group decided to promote good environmental practice.

The "Big Small Steps" campaign is aimed at showing that small things that we all do are of great importance.



WIELKIE MAŁE KROKI BY SAINT-GOBAIN

MAŁE RZECZY, KTÓRE WSZYSCY
ROBIMY MAJĄ DUŻE ZNACZENIE

WYBRALIŚMY JE: Zabierzmy je na pokład!

Pójście schodami
oznacza 30% mniej
CO₂ oraz
zmniejszenie ryzyka
chorób serca o
30%



W DRODZE

Gdybyśmy się
wszyscy
zaangażowali,
uratowalibyśmy
nawet **200 000**
drzew rocznie!



Zostawienie niepotrzebnie
włączonego światła na **10**
minut 3 razy dziennie, to
to samo co zostawienie go
włączonego non-stop
przez tydzień na
koniec roku!



W TRAKCIE PRZERWY

Ciekący kran
oznacza **5** litrów
zmarowanej
wody w ciągu
godziny!

ONLINE

Telefon komórkowy
może starczyć na 4-6 lat.
Nasze używamy średnio
22 miesiące...



WIELKIE Małe Kroki zostały wybrane przez 14 000 pracowników i tworzą kulturę eko-odruchów.
Nie rzucajmy słów na wiatr i stosujmy je codziennie.



EMAT Audits

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

The performance of audits also supports the building of eco-awareness among other employees and employees of external companies, as well as persons from outside or organisation. The number and scope of audits are taken into account in order to determine the environmental aspects in the ISO 14001:2015 environment management system. On this basis, the environment management programme is prepared for the given year.

In 2018, our employees conducted 108 EMAT environmental audits. On their basis we determined significant environmental aspects for 2018 and prepared a plan of investments aimed at reducing the negative environmental impact.

Number of EMAT audits:

2018 year = 108

2017 year = 137

2016 year = 63

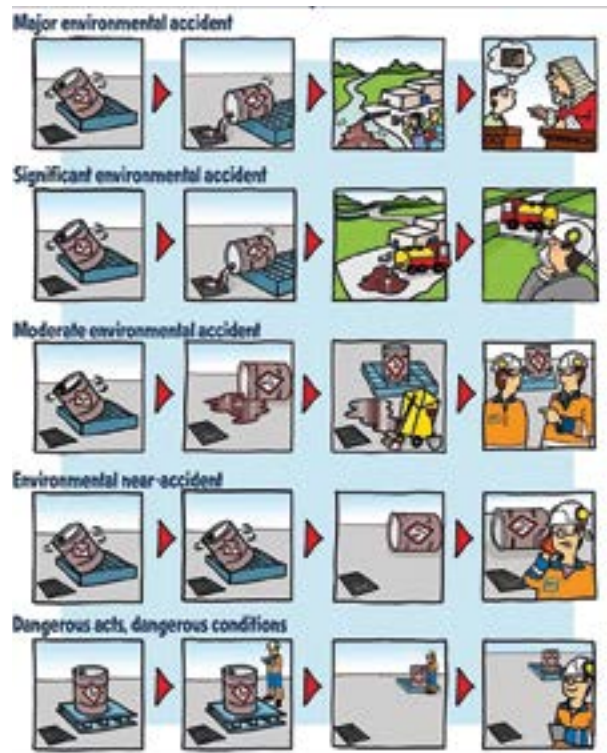
Average number of EMAT per employee:

2018 year = 0,6

2017 year = 0,8

2016 year = 0,35

All irregularities detected during the EMAT audits are reported on the basis of the following classification of environmental incidents. Each report is analysed in order to determine corrective or preventive actions.



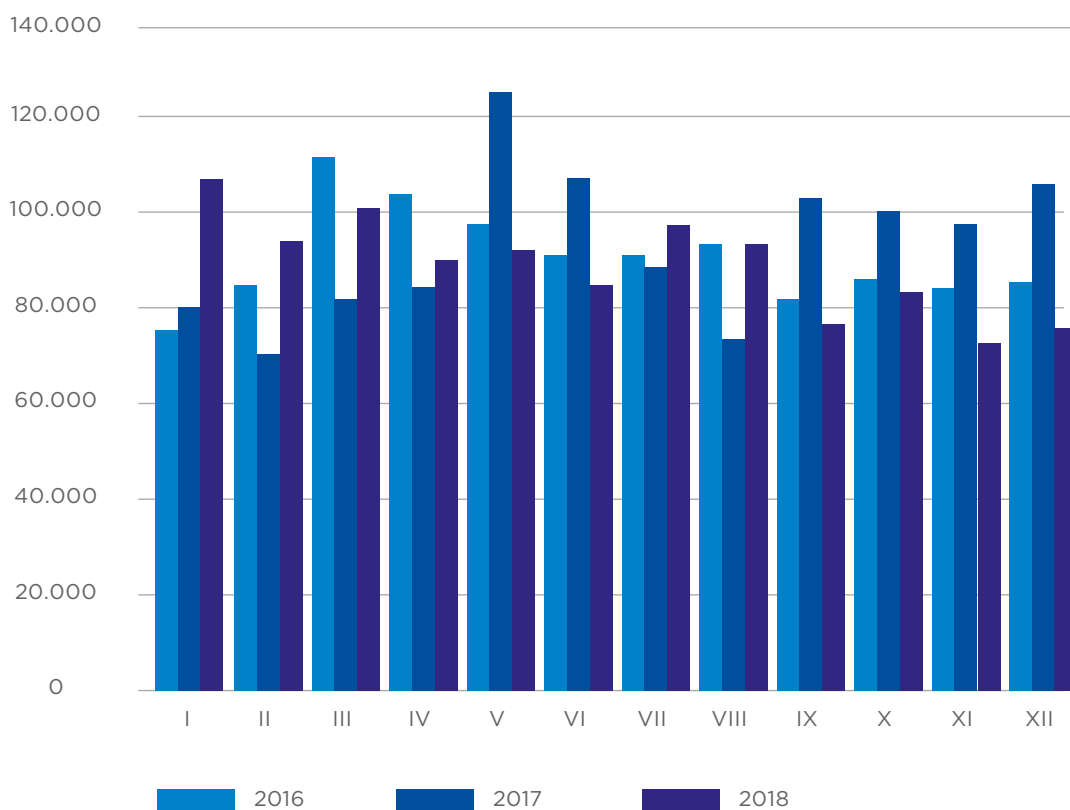
Water

Water constitutes a necessary raw material for the manufacture of our products. Due to the operation of an open-cast mine, we are forced to drain the excavation by pumping out groundwater to the local stream. Before the water gets into the river, it is cleaned using a system of open ditches and sumps. Its quality is continuously monitored using tests conducted by an accredited laboratory. The quality results of water tests are sent to state administration bodies dealing with environmental protection. Acting in accordance with the sustainable development principles, we are trying to minimise environmental impact, this is why we use only water originating from the drainage of our mine for the production process. Every year we reclaim around 170.000 m³ of water this way.

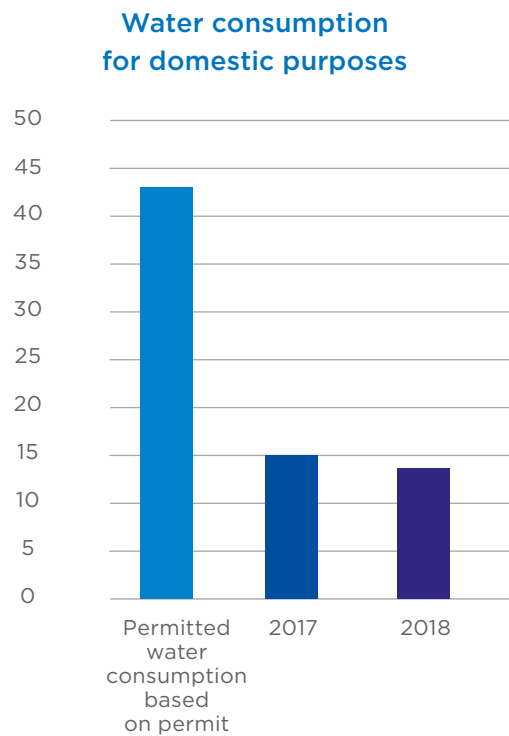
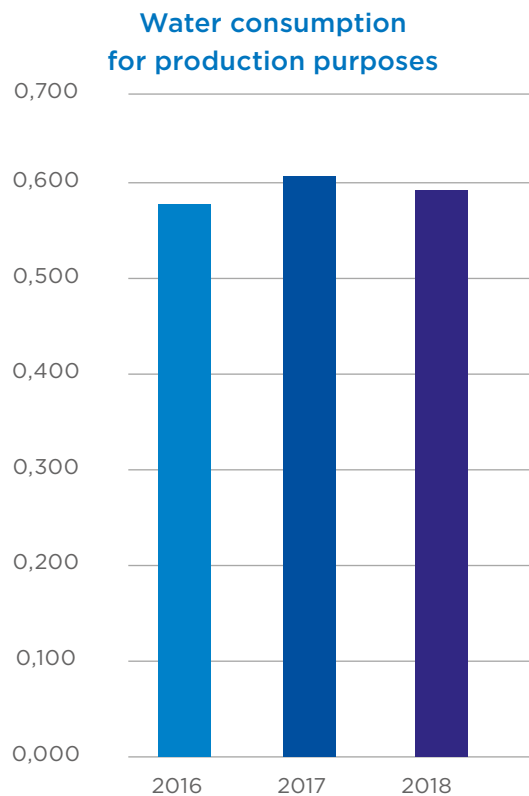
As long-term observations of the level of water in the mining area, the amount of water pumped out of the mine depends mainly on the volume of precipitation. The previous year was characterised by a low volume of precipitation, which was reflected in the amount of water pumped from the excavation. The compliance with requirements was checked during the legal compliance audit; we are presenting the results below.

We aim to continuously minimise the quantity of water used through water meters installed on streams and sealing closed circuits. We want to have a positive impact on water resources, we realise that there are areas in which there is shortage of water. Taking this into account, for technological purposes we use only water from draining the excavation. Projects implemented last year brought an effect in the form of reduced water consumption per one tonne of product.

Amount [m³] of water pumped out of the mine



Legal basis	Legal requirements	Fulfilment of requirement	Audit result
Adhering to the maximum permitted values of pollution indexes - water from the mining excavation. Decision of OWS VII.7322.30.201	The Water Law Act permit determines permitted values of pollutants which may be found in the liquid waste from the mining excavation: - general suspension - 35 mg/l - total chlorides and sulphates - 1500 mg/l	Measurements of liquid waste discharged to waters from the mining excavation confirm that permitted values of pollutants specified in the Water Law Act permit are adhered to.	COMPLIANT



A constant campaign is also conducted in our plant to save water for domestic purposes. Our activity in this respect consists mainly in education of employees through the EMAT environmental audits and in daily checks of the water supply infrastructure.

Water for domestic purposes is continuously monitored, and its quality tested by an accredited laboratory. Results are sent to central administration bodies dealing with environmental protection. The quantity of water used for domestic purposes remains at a good level.

Fugitive emissions

One of the main objectives of our organisation is to minimise emissions of harmful substances into the air. Last year, we managed to complete a project which significantly improved the quality of air in the factory surroundings. The task consisted in covering the gypsum rock store from weather conditions, which significantly reduced fugitive emissions. The entire investment-construction process took 3 years, and its cost amounted to around PLN 4 million.

Waste management

The waste we produce originates from the production process and from our domestic activity. Since 2008, waste has been subject to sorting and recycling. Only 12% of all waste generated by our plant is disposed of in a landfill.

Similarly as in the case of water, the waste management is regulated by an appropriate permit, and each tonne of waste produced by the factory is weighed, recorded, and reported in accordance with legal regulations in force.

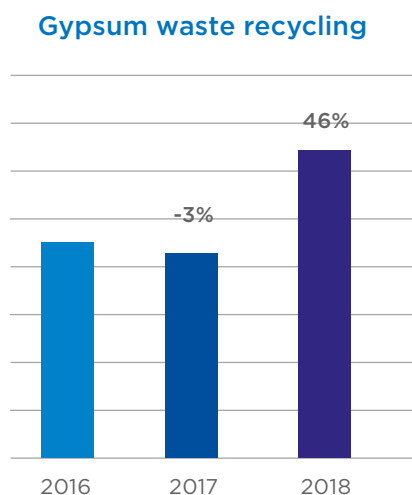
The correctness of sorting, storing, recording and reporting of waste has been confirmed by the annual audit of compliance with law in the area of environmental protection. We are presenting the results of the audit below.





Legal basis	Legal requirements	Fulfilment of requirement	Audit result
Storing of waste, Article 25 of the Journal of Laws No 2018.21	<p>The storing of waste takes place in accordance with requirements with regard to environmental protection as well as safety of human life and health, in particular in a manner which allows for the chemical and physical properties of waste, including the physical state, as well as threats that can be caused by this waste.</p> <p>Waste may only be stored on land to which the holder of waste has a legal title. The place and method of storing waste should be compliant with provisions of arrangements concerning waste management</p>	<p>The storing of waste takes place on land to which the holder of waste has a legal title in accordance with provisions of the permit to generate waste. The waste is stored until its collection by external companies, in accordance with provisions of the permit to generate waste. Within the territory of the plant, including production areas, containers have been placed for collection of individual types of waste. A place of collective storage of waste has been organised outside the production hall.</p>	COMPLIANT
Recording of waste, Article 36 of Journal of Laws No 10.185.1243 Journal of Laws No 2014.1973 Journal of Laws No 01.152.1735 Journal of Laws No 2018.21 Journal of Laws No 2014.1974	<p>The holder of waste is obliged to keep quantitative and qualitative records in accordance with the adopted waste catalogue and list of hazardous waste. The records are kept using waste record sheets (kept separately for each type of waste), waste handover sheets.</p> <p>The records, in the case of the waste producer, should cover the destination of waste, whereas in the case of the waste holder who conducts business activity involving recovery or disposal of waste, it should cover waste management methods as well as the date on waste origin.</p>	<p>The waste records are kept on binding waste handover sheets and waste record sheets.</p>	COMPLIANT

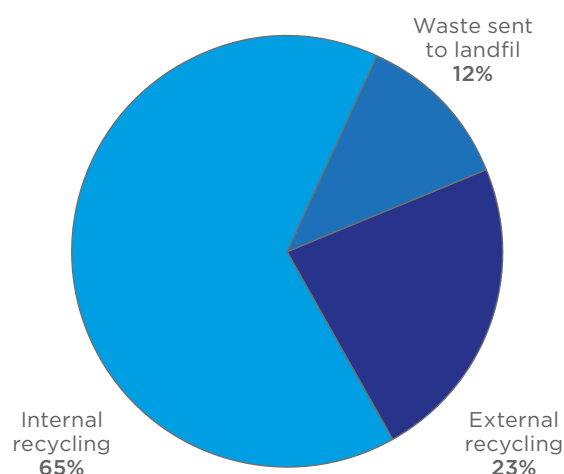
The greatest challenge of waste management which we have assumed for the following years is the modification of the production processes so that besides the gypsum production waste (originating from production processes) the gypsum waste created at building sites in Poland is recovered as much as possible.



The gypsum waste recycling is one of our priorities. Every year we try to recover more and more waste in the production process. Thanks to the commitment of the entire team in 2018 46% more waste was recovered than in the previous years. We have been doing our best to sustain this trend. In 2019, there are plans to launch a project the purpose of which is 100% recycling of own waste in the production process.

Rejects from the market

Since 2014 we have been conducting the campaign to collect gypsum waste from the domestic market in order to process and recover it. We have been achieving better and better results through educating our Customers, providing them with appropriate service, and work of our technologists. Our technical service conducts training for RIGIPS drywall system installers. Training results in reduced waste during their work at the building site. Every year we are recording better results in the recycling of waste from building sites, we are improving the sorting and quality control. In 2018 nearly 3% of waste subject to internal recovery were the rejects from the market.



Biodiversity

In 2018, the Saint-Gobain Group which we are part of adopted the Biodiversity Policy. As a production plant we want to introduce positive changes in biodiversity, with maximum reduction of environmental impact. Activities that we can boast are feeding birds in winter or tree planting.

Biodiversity policy adopted by the Saint-Gobain Group in June 2018

The development of Saint-Gobain relies on respect for people and the environment. As the main player in the construction sector and aware of the potential impact human activity can have on the planet, Saint-Gobain recognises its responsibility for management of impact on biological diversity and its reduction along the entire value chain in all of its activities.

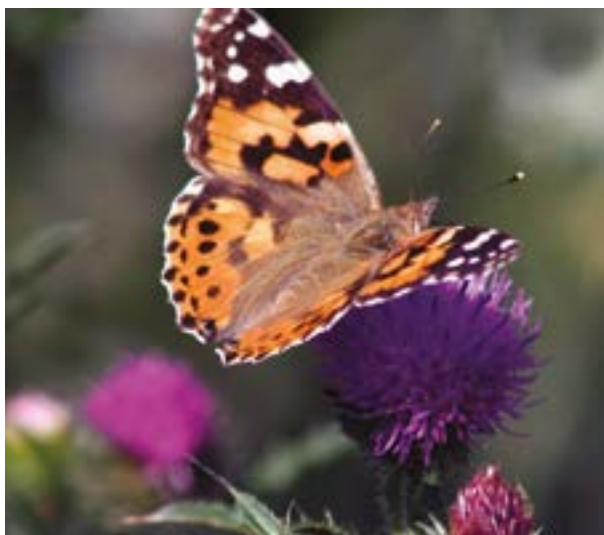
Saint-Gobain has the ambition to protect, rebuild, increase and enhance biodiversity, and to do all this by involving the interested parties.

In order to meet the ambition to reduce its impact on the biodiversity, the Group has established the following goals:

- identify, establish priorities, and supervise risks and opportunities in relation to biodiversity, by conducting an analysis of the correlation between ecosystem services in each activity, and establishing a list of priority plants which will have to launch the Biodiversity Management Action Plan,
- reduce the direct impact of our activity on biodiversity, by applying general principles of Alleviation Hierarchy (first and foremost, avoiding and minimising the impact, and as a last resort, compensation of losses), together with the implementation of dedicated activities in the existing and new plants, places of mining mineral resources, and acquiring living resources, and in transport,
- manage our indirect impact in the supply chain, by including the biodiversity component into our suppliers' obligations, and ensuring that suppliers adopt responsible business practices in categories deemed sensitive, in particular in the natural and mineral resources category,



- convert biodiversity into a source of innovations and business opportunities, by ensuring that our products, starting from the acquisition of natural resources to the final phase of the life cycle after their utilisation by consumers, do not cause damage to ecosystems, and by providing the market of the City of the Future with solutions and services supporting the development of natural environment in developed areas,
- involve all stakeholders, contribute to the reinforcement of shared knowledge and inclusion of biodiversity into the main trend, by promoting awareness of biodiversity among our interested parties, including our employees and local external stakeholders.



Through this Biodiversity Policy, zSaint-Gobain confirms its undertaking to reduce environmental impact connected with the activity conducted as much as possible and confirms its ambitions to be perceived as a responsible enterprise devoted to the idea of continuous improvement.

ISO 14001:2015 certificate

In 2017 and 2018 we adapted our integrated management system to the requirements of the ISO 14001:2015 standard "Environmental management systems. Application requirements and guidelines". This process ended successfully, which is confirmed by the certificate issued by SGS Polska Sp. z o.o.





4. ENERGY



Energy management

Our enterprise requires significant quantities of electricity and gas for the purposes of production, heating and maintenance of infrastructure.

By using energy, we have an impact on the surroundings in many areas. First of all, we utilise natural resources of gas and coal. We also contribute to carbon dioxide emissions.

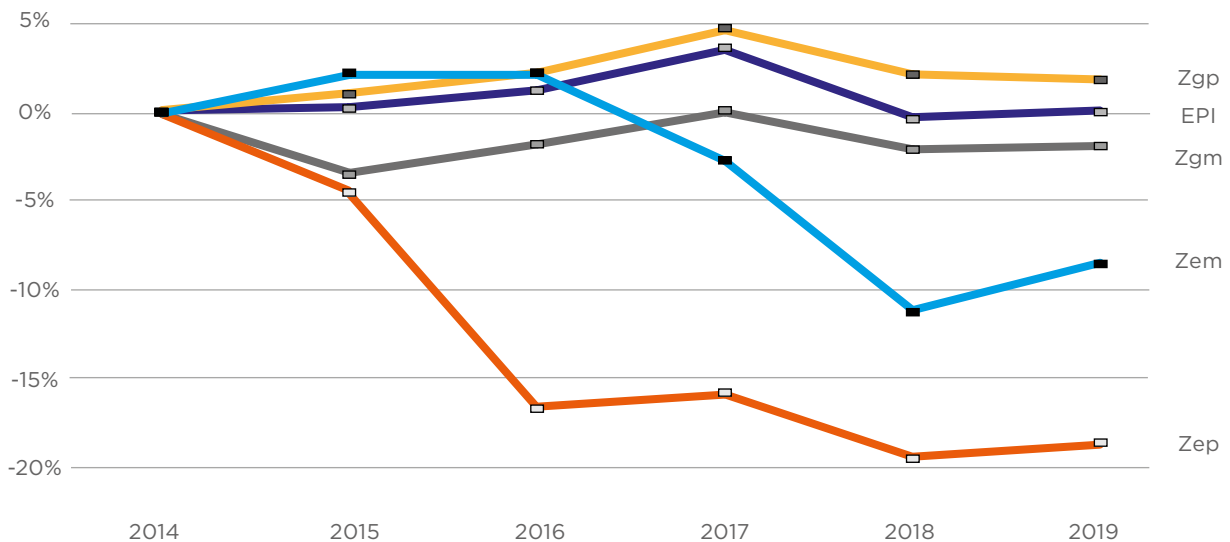
We are aware that only through actions aimed at reducing energy consumption we contribute to protecting our planet.

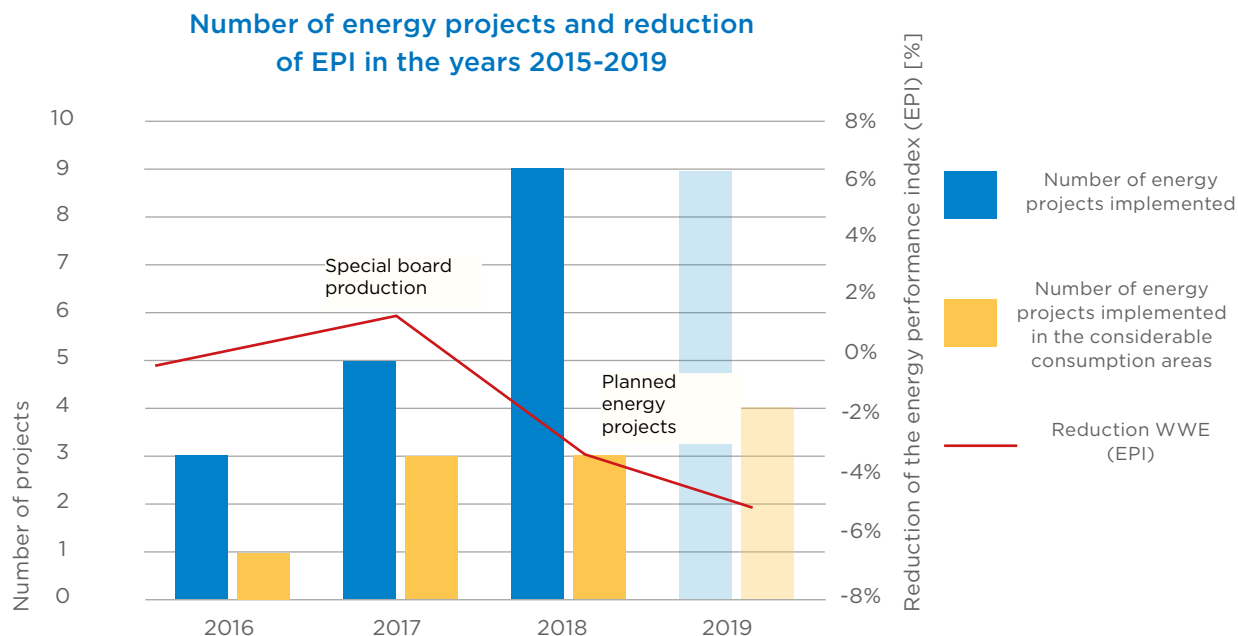
Through its activities the enterprise contributes to improving energy efficiency.

This is achieved through the use of energy efficient receivers and their appropriate utilisation (management). It has achieved efficiency of its actions through introduction of an appropriate model of energy utilisation management in accordance with ISO 50001.

Under this system 5 energy efficiency indexes (EEI) have been defined and are regularly monitored. In 2018, 4 out of 5 EEI were improved in relation to the base year 2014.

Percentage change in the EEI monitored in subsequent years





The Energy Team, composed of specialist engineers and technologists, carried out a number of projects which reduced the consumption of gas and electricity.

The following constitute examples of such projects of 2018:

- optimisation of the operation of a waste treatment plant, installation of a pump drive with a frequency inverter
- optimisation of air flow in the block drying facility
- optimisation of lighting in loading areas in logistics by implementing the DALI system. Free programming of the DALI lighting controllers reduced the EE consumption by over 20% and the comfort of work in the loading zones was improved.

In the next few years further projects to improve energy efficiency of the plant will be implemented. Examples of such projects include:

- optimisation of milling and calcination of gypsum in the milling facility;
- recovery of residual heat from the milling facility. Project notified by an employee.

Thanks to the ingenuity and commitment, the project will provide the reduction of gas consumption by 1% and support in the form of white certificates;

- modernisation of external lighting through the use of LED lamp and smart controls. The project covers the entire area of the plant and the purpose of it is to reduce the consumption of energy in external lighting as well as improve safety.
- optimisation of electrical drive through the replacement of motors high-efficiency IE3 and IE4.
- optimisation of the plant heating system.

Due to forecasted increase in prices of electricity and gas, the Energy Team conducts extensive works connected with the installation of the cogeneration system in the nearest future.

Carbon dioxide emissions

Carbon dioxide emissions arising from our activity originate mainly from the combustion of natural gas (we refer to it as a DIRECT emission because it originates in our plant) and coal (we refer to it as an IN-DIRECT emission because it originates in the power station which provides us with electricity).

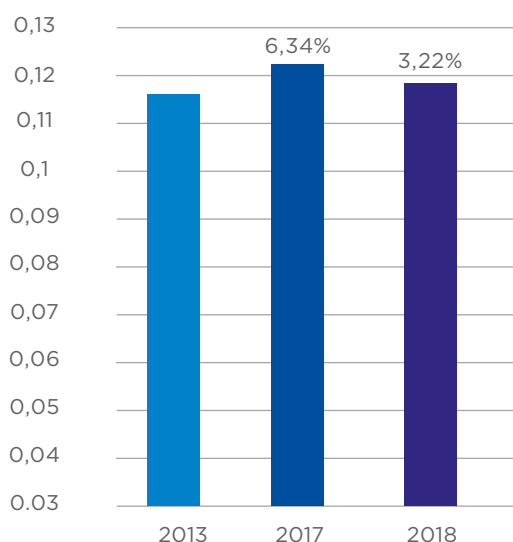
Additionally, although to a much smaller extent, carbon dioxide is emitted during the combustion of fuels in machines and delivery vehicles.

The ISO 14064-1 standard has been implemented in our plant. This means that we have a system aimed at reducing the emissions of CO₂. First and foremost, we monitor the quantity of carbon dioxide emitted to the atmosphere. The extent of the DIRECT emission is confirmed every year through an external verification. Moreover, due to the implementation of the ISO 50001:2011 standard and development of the energy consumption reduction plan, we have been achieving better and better results in the reduction of the CO₂ emissions to the atmosphere.

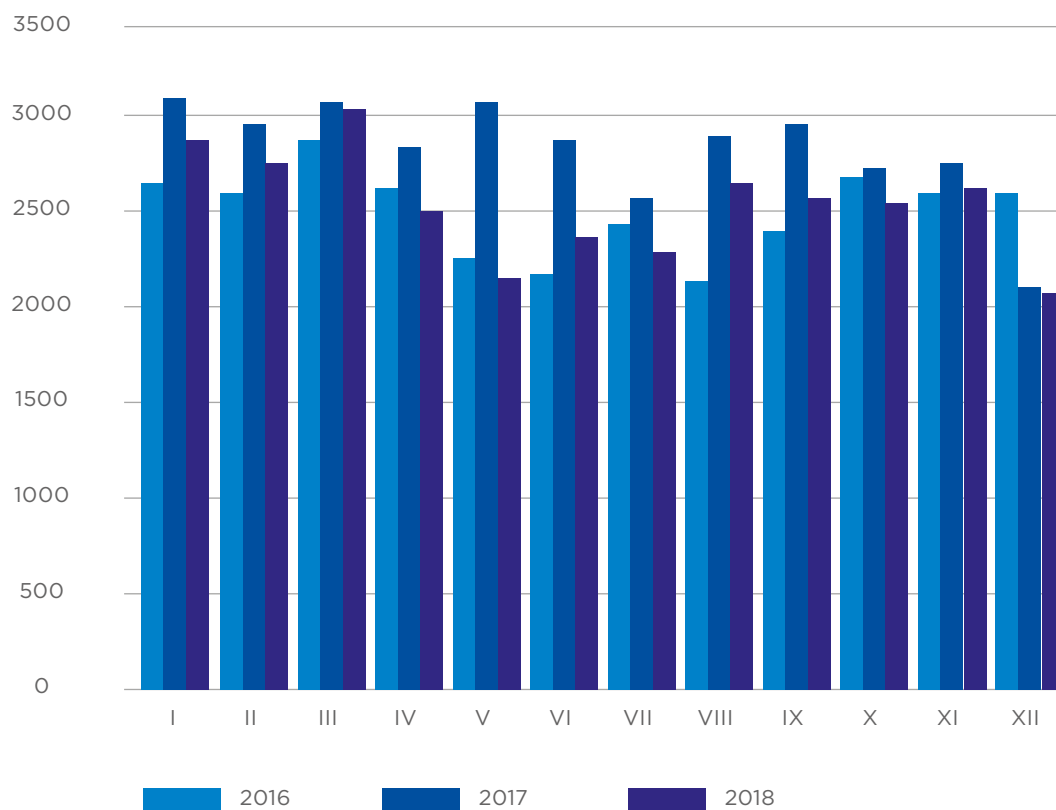
We have also been participating in the EU ETS greenhouse gas emission rights trading system. For this reason external verification concerning the number of CO₂ emissions is conducted every year. The verification is conducted by an accredited unit.

In relation to 2013 which has been adopted as the base year, in 2016 we managed to maintain the CO₂ emissions at a stable level. In 2018, the CO₂ emission increased by 3.22% compared to the base year, converted per production unit. The increased emission was due to the change of the product range manufactured, i.e. increased share of the “heavy” boards. We try reducing greenhouse gas emissions through the implementation of energy projects which have presented in the paragraph concerning energy management in this report.

CO₂ emission index
per production unit



Also the way in which machines in the mine are filled up contributes to the reduction of the CO₂ emissions. Previously these machines had to drive up to the filling point, which sometimes required them to drive a section of around 1 km every other day. We have changed this by delivering fuel directly to each machine. The saving arises from the difference in fuel consumed by these vehicles during the trip to the filling point and the fuel consumed by the vehicle delivering fuel to the machines. The project was implemented in 2018.

DIRECT emissions in CO₂ tonnes CO

The confirmation of our system activity with regard to the implementation of solutions reducing energy consumption in the main areas of its consumption is the certificate confirming the compliance with the ISO 50001:2011 standard.



5. TRANSPORT



Deliveries of goods to customers – ecological safety and sustainability

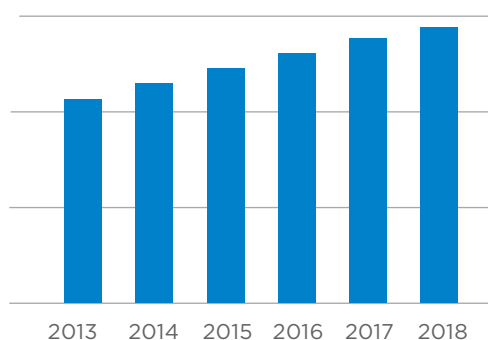
Road transport is one of the greatest threats posed by the civilisation. Its impact on the environment, human health and life is particularly apparent in the analysis of such aspects as: air pollution, water contamination, noise emission or road accidents.

The issues of safe transport and continuous decreasing of its impact on the natural environment constitute key issues for our company.

In 2018, we continued actions aimed at promotion of safety standards by training drivers. Each driver entering the premises of our factory must know the rules of safety and environmental protection in force in our company. In the case where such rules are breached, we apply a temporary ban on those drivers entering the premises.

We plan dispatches of goods to our customers with particular care, combining orders in such a way that the loading area is used as well as possible, and so that the distance to be covered by the vehicle is an optimum one.

The average tonnage of a large vehicle is optimised each year



Cyclic monitoring of environmental aspects connected with transport

We cyclically monitor significant environmental aspects connected with the transport of resources, merchandise and finished products. The methodology developed by us allows clear determination and quantification of our environmental impact connected with transport.

We understood the following as significant environmental aspects: fuel consumption, emissions of pollutants (inherent and accidental) to the air, water and soil, noise emission, creation of waste, leaking of hazardous substances from machines. The substances we monitor are selected compounds causing the emission of pollutants into the atmosphere, water and soil: nitric oxides (NO_x), methane (CH_4), volatile organic compounds (VOC), carbon monoxide (CO), nitrous oxide (N_2O), carbon dioxide (CO_2).

The transport-related reduction objective adopted is the change of the emission performance index for the above substances per tonne of the goods sold by 10% until 2020 in comparison with the base year 2015. By the end of 2018, we achieved reduction of 11-13%.



Multiuse pallets

Boards are packaged and transport on the GKP multiuse pallets. We contribute significantly to the reduced use of wood, i.e. we reduce of impact on the natural environment.

The GKP pallets are collected from our customers and are reused. We estimate that the life cycle of one pallet is five deliveries. We extend their life cycle by carefully sorting and repairing the damaged ones.

Sale of plasterboards on plaster strips and square timber

For a few years we have been promoting deliveries of boards on blaster strips or square timber among our customers. Such alternative method of packing has a significant impact in the form of reduced use of wood, and which follows – exploitation of forests.

Deliveries of boards on plaster strips or square timber allow the reduction of exhaust gas emissions in road transport due to their lower weight and no need to collect the GKP pallets from customers.

We have prepared a special information pack concerning the packaging and the instruction concerning the unloading and loading of boards on plaster strips presented in our price list in order to promote this solution.



Pakowanie płyt na kantówkach / paskach gipsowych

KORZYŚCI:



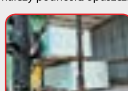




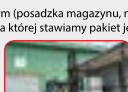
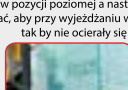
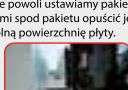
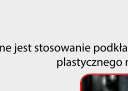
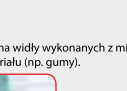
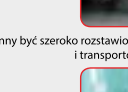
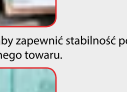
- ✓ nawet 1 120 zł w dostawie całosamochodowej (14 palet) – nie zamrażasz pieniędzy
- ✓ oszczędzasz czas i pieniądze – nie musisz odbierać, segregować i składować palet
- ✓ oszczędzasz nawet do 0,40 zł/m² płyty (koszt palety 80 zł netto do ok. 200 m² płyty) – nie płacisz za uszkodzone lub zaginione palety
- ✓ korzystasz z większej ładowności auta – mniejsza waga dzięki kantówkom/paskom gipsowym
- ✓ idealne rozwiązanie w obsłudze inwestycji dla dostaw bezpośrednich na budowę

Zamień palety na kantówki!



Oferta płyt pakowanych na kantówkach/paskach gipsowych na stronie 11.

INSTRUKCJA ROZŁADUNKU I ZAŁADUNKU PŁYT

ROZŁADUNEK / ZAŁADUNEK

- 1 Podjeżdżając po pakiet należy ustawić widły w pozycji poziomej – najlepiej opuszczonymi prawie do poziomu posadzki, podłogi naczepy lub znajdującego się poniżej pakietu.
 

- 2 **UWAGA:**
Próba pobrania pakietu widłami odchylonymi od poziomu grozi uszkodzeniem płyty.
 

- 3 Pakiet należy podnosić/opuszczać równomiernie, bez nagłych zrywów.
 

- 4 Po podniesieniu pakietu z posadzki, należy skierować karetkę w stronę kabiny wózka.
 

- 5 Transport poziomy powinien odbywać się z zachowaniem ogólnych zasad BHP.
 

- 6 Przed postawieniem pakietu w miejscu docelowym (posadzka magazynu, naczepa samochodu) należy upewnić się, że powierzchnia, na której stawiamy pakiet jest równa.
 

- 7 Widły ustawiamy w pozycji poziomej a następnie powoli ustawiamy pakiet opuszczając widły. Należy pamiętać, aby przy wyjeżdżaniu widłami spod pakietu opuścić je możliwie nisko, tak by nie ocierały się o dolną powierzchnię płyty.
 


ZALECENIA

- 1 Zalecane jest stosowanie podkładek na widły wykonanych z miękkiego, plastycznego materiału (np. gumy).
 
- 2 Widły powinny być szeroko rozstawione, aby zapewnić stabilność podnoszonego i transportowanego towaru.
 

SKŁADOWANIE

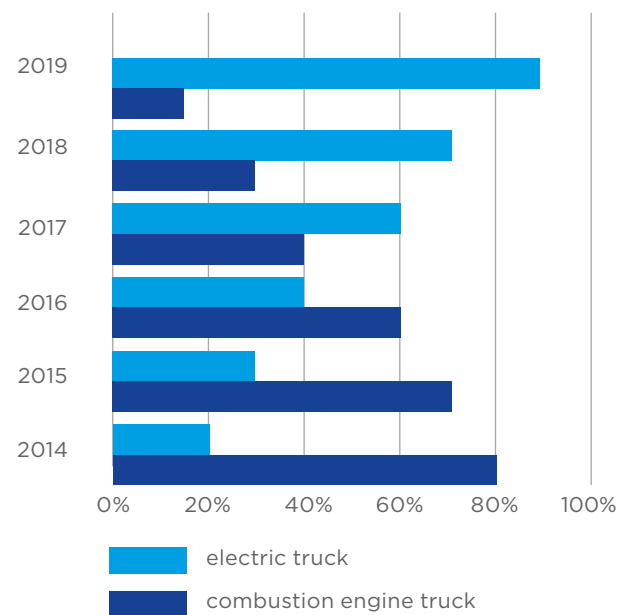
- 1 Pakiety powinny być ustawiane na twardej i równej posadzce.
- 2 Dozwolone jest ustawianie pakietów w stosy z uwzględnieniem wytrzymałości posadzki i wysokości hali magazynowej (waga pakietu od 1,5 – 2,0 tony).

Electric forklift trucks in the warehouse

We continue changing the fleet of our forklift trucks used to load vehicles from ones with combustion engines to electric ones. Electric forklift trucks are characterised by a low noise level, which ensures better work ergonomics and, first and foremost, very low CO₂ and particulates emissions. Our activities have significant impact on the health of our employees and reduction of the negative impact on the environment.

In 2018, already over 70% of forklift trucks in our warehouse were electric ones.

Forklift trucks used in RIGIPS





6. EMPLOYEES AND SOCIAL PARTNERSHIP

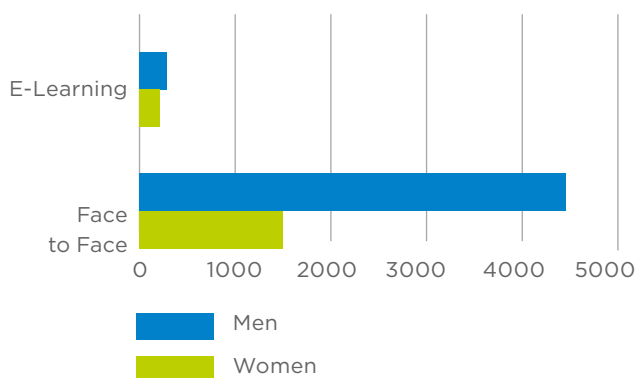


People – the most valuable resource

We believe that continuous motivation to self-development is beneficial both for the developing individual and for their closer and wider surroundings, and finally, for the entire organisation. This is why we are doing our utmost for our employees, through their participation in development projects, become better, develop their potential and personality. The training programmes we implement have been aimed both at the development of strictly professional competencies as well as intrapersonal and social competencies, focused on building mutual trust in the team, effective communication, or management.

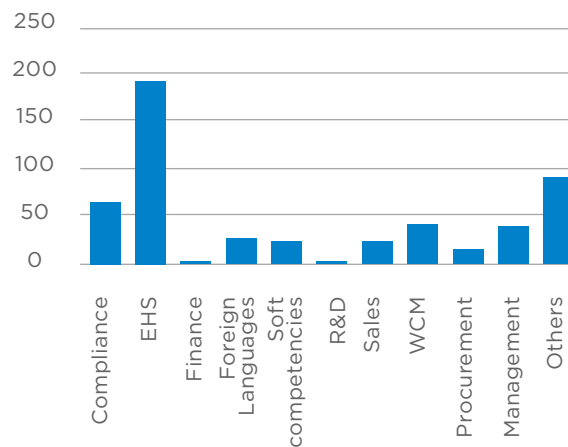
In 2018, our employees participated in 6511 training hours, which constitutes an increase by over 7% in relation to the previous year. Classroom training still enjoys greater interest, which is illustrated by the following diagram. Their doubtless benefit is the possibility of entering a social interaction with the trainer and co-participants.

Training in 2018



In 2018, our employees participated in 6511 training hours, which constitutes an increase by over 7% in relation to the previous year. Classroom training still enjoys greater interest, which is illustrated by the following diagram. Their doubtless benefit is the possibility of entering a social interaction with the trainer and co-participants.

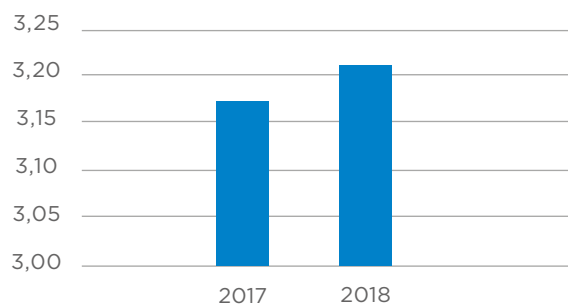
The number of participants development programs in 2018



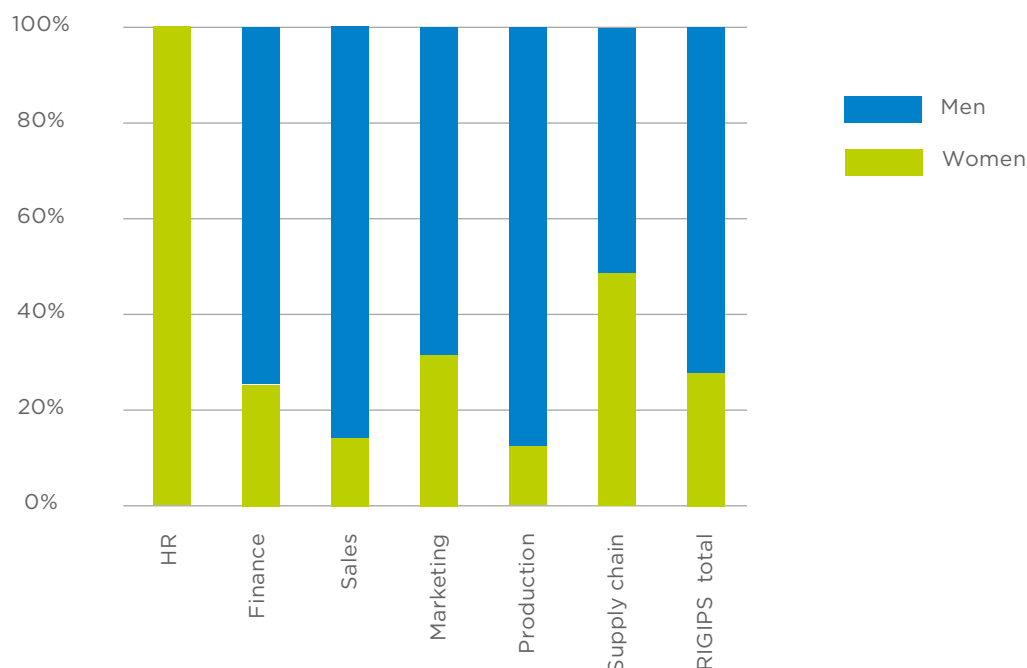
After 3 months from the training, the superior rates the effectiveness of training attended by their employee, for this purpose filling in an e-questionnaire. In 2018, 66.8% of questionnaires rating the effectiveness of training calculated on a sample of 10 training sessions were received.

The average rating of the effectiveness of training in 2018 (calculated on the basis of a sample of 10 training sessions) amounted to 3.21 (on a 4-level scale where 1 meant inefficient and 4 – efficient raining).

Average rating of training effectiveness



Women in RIGIPS (as of 31.12.2018)

**Basic indexes in 2018:****1. Years of employees professional experience**

- ≥ 30 years 11,00%
- ≥ 10 and < 30 years 38,50%
- < 10 years 50,50%

2. Average employee turnover ratio

- 11,43%

3. Average employee absenteeism ratio

- 4,41%

Opinion poll 2018

We are convinced that effective and open communication constitutes one of the sources of organisational success, this is why we invite all employees to share their opinions about their work in RIGIPS every 2 years. The questionnaire testing satisfaction is anonymous and encourages employees to speak honestly in a way that is safe for them about important areas concerning our company.

The survey results are available to the public via accessible internal communication channels, and then used to influence future

business processes and involvement of employees in ongoing business activity.

In this year's opinion poll conducted in late autumn we maintained high attendance, i.e. at 74%. The general employee engagement ratio is also high, i.e. it amounted to 73% (% of persons answering "I agree" or "I definitely agree"). The next opinion poll is planned for the autumn of 2019.

As a result of an analysis of the employee opinion poll we decided in 2019 to focus on development of the culture of openness, innovation, and a modern leadership model. We are also encouraging employees to discuss the possibility of increasing the effectiveness of our work and participating in the creation of culture supporting the development of employee and business potential.

Awards in 2018

We appreciate our employees' commitment to work and their striving to develop continuously, both on the professional and personal level, by granting awards. In 2018 we granted 91 awards in total.

Dialog builds cooperation

Besides the Saint-Gobain Group's Intranet, the local Saint-Gobain in Poland intranet also operates, where RIGIPS Employees may find all necessary and topical information.

Besides the cyclical meetings with superiors, we have also introduced quarterly meetings with the General Director and the management personnel of RIGIPS, known as "Team Briefings". All company employees are invited to them, so that they have the opportunity to find out about the current activities in the entire company and to ask any questions they might have. Starting from 2019, the meetings will also be transmitted via an on-line channel, enabling employees who are not permanently based in our factory to participate directly.

From 2018 we have also been issuing an internal employee newsletter entitled "Płyto-teka". The newsletter is distributed by email. The most interesting articles are also published on information boards in the factory in order to enable employees who do not work on computers to access them. The newsletter is published four times a year and you can read about current news from different departments as well as events from the company life, and get to know profiles of new persons joining the organisation.

Business ethics

Every day we take care of ethical conduct in employment – we value professional commitment, respect for diversity and employee rights. At the same time we do not accept any breaking of legal regulations or conscious exploitation of possible legal loops or lack of regulations in order to evade practices in force in the Group.

We have also undertaken to absolutely observe the following principles: we do not use forced and child labour, either directly or via our subcontractors, and we do not engage in any discriminatory activities against our employees, also at the stage of recruitment, conclusion of contracts of employment, its performance, and after the termination of the contracts.



Social engagement and charitable activity

From the beginning of its existence in Poland, i.e. from 1994, RIGIPS has been taking an active part in various charitable campaigns. We have been supporting them because we believe that our help may improve lives of many people. The measure of our support is the amount of money donated to those in need, particularly children, and the satisfaction of those we help.

Every year, the RIGIPS-Stawiany factory subsidises holiday trips for children from low-income families. We are also the main sponsor of the "Świetlik" nursery for disabled children near Pińczów, and the "Kubuś" nursery in Szarbków.

Moreover, we are a sponsor of prizes for children and adults during many artistic and sports events, e.g. the Handball Festival for Girls and Boys from Lower Secondary Schools in Busko, National Highly Qualified Hike.

We are trying to actively participate in events organised by the commune or district, supporting the local community in the promotion of our region, showing the possibilities of cooperation and development, not just on local scale. The support has been provided among other things to the Pińczów District Harvest Festival, Chmielnik District Harvest Festival, Jazz All Souls' Day in Pińczów Local Government Centre of Culture, Picnic of Uniformed Services of the State Fire Brigade in Pińczów.

Using the opportunity provided by our business profile, we have donated gypsum building materials among other things for: refurbishment and construction of a night shelter for the homeless (Monar and Markot), construction of a nursery by the Association of Our Lady of Perpetual Help, refurbishment of the Municipal Social Welfare Centre in Łazy, refurbishment of the Volunteer Fire Brigade (OSP) in Galowo, OSP in Skowronna,

OSP in Bogucice, refurbishment of the Primary School in Balice, the Primary School in Motkowice, refurbishment of the ambulance service facility in Pińczów.

We have also provided financial support for: "Teatr za jeden uśmiech" ("Theatre for one smile") from Kraków and the organisation of a performance for children from the Haematology and Oncology Ward of the Children's Hospital in Kielce, Senior Citizens' club "Seniorita" from Pińczów, Association of Disabled Persons Prometheus during the organisation of the international BOCCIA Tournament "Prometheus-Cup".

At the end of 2018, in the atmosphere of anticipation of the imminent Christmas and New Year period, the RIGIPS employees decided to take part in a charitable campaign for one of the charges of the Chata Bogucka Association, organising a collection for the treatment of a little boy with cancer.

In 2019, we are planning to start cooperation with local and educational authorities with regard to the education of young people in the Vocational School Complex in subjects and specialisations arising from the current and prospective needs of our plant.

Activities for the local community

Each production plant impacts the environment, and the scope and size of that impact depends on the type of activity and the technology applied.

As in the previous years, we have been maintaining regular contacts with local authorities and we have been cooperating in the solution of local problems. We provide financial and material support for local initiatives concerning refurbishments of facilities and purchases of equipment to benefit the local community, such as e.g. rural day care centres or fire stations.

From the beginning of existence of the mine and the factory, we have continuously tried to minimise the negative impact on the environment through the application of modern production technologies. A good example of this type of activities is the long-term cooperation with scientists from the University of Science and Technology (AGH) in Kraków with regard to the blasting technique aimed at conducting blasting works in a way that does not cause mining damage. In order to reduce such damage, stations monitoring vibrations caused by blasting have been installed in all of the nearby villages. Thanks to the readings from these stations, we are capable of improving our blasting technique.

We continue to improve the blasting works in the mine. We use electronic fuses more widely in such works, which makes it possible to modify the parameters of the blasting schedule. Thanks to these innovations we have reduced para-seismic vibrations occurring during blasting works. The eccentric rock breaker for mechanical working of the deposit, used near residential and commercial buildings, also contributes to the minimisation of the impact of the mine on the surroundings. Additionally, from 2018, we have been using two modern loaders with a greater capacity, lower fuel consumption, and lower exhaust emissions than those used previously.

We have been trying to continuously compensate local residents for any inconveniences connected with being our neighbours. This is the most obvious in the approach to land management which constitutes our property. A lot of land that we currently do not need for industrial activity is leased to local farmers. This way around 40 ha of our land is cultivated by farmers and fruit growers. Another aspect of such approach to the utilisation of the resource that is land is the free-of-charge delivery of fertile soil from land occupied by mining activity. It is used by them to improve the quality of their land or to even out the terrain. Last year we gave away over 4,000 tonnes of soil to the interested farmers, allotment holders and fruit growers.

After receiving signals from farmers that they were interested in using the mine water for farming purposes, particularly during times of high demand, during the spring and summer season, we developed an installation which makes it possible to collect that water. It is used e.g. to water trees, plants, and to spray fields. In the recent years the demand was high. In 2018, we provided 110.000 litres of water that way. At the moment we are also analysing the development of a new water installation to the village of Borków.

Another initiative for better social co-existence is the extension of the period of use of the local road owned by the Group, located between the villages of Borków and Szarbków. In the future, the area through which the road crosses will be occupied for mining. We are extending the existence of the road by suitably planning and carrying out the mining work. We would like to mention here that thanks to the funds from the plant two alternative roads have been built for the residents of Borków, thanks to which the closing of the Borków – Szarbków road will not constitute a great inconvenience. The route of the new roads had been subject to prior arrangement with residents of Borków.

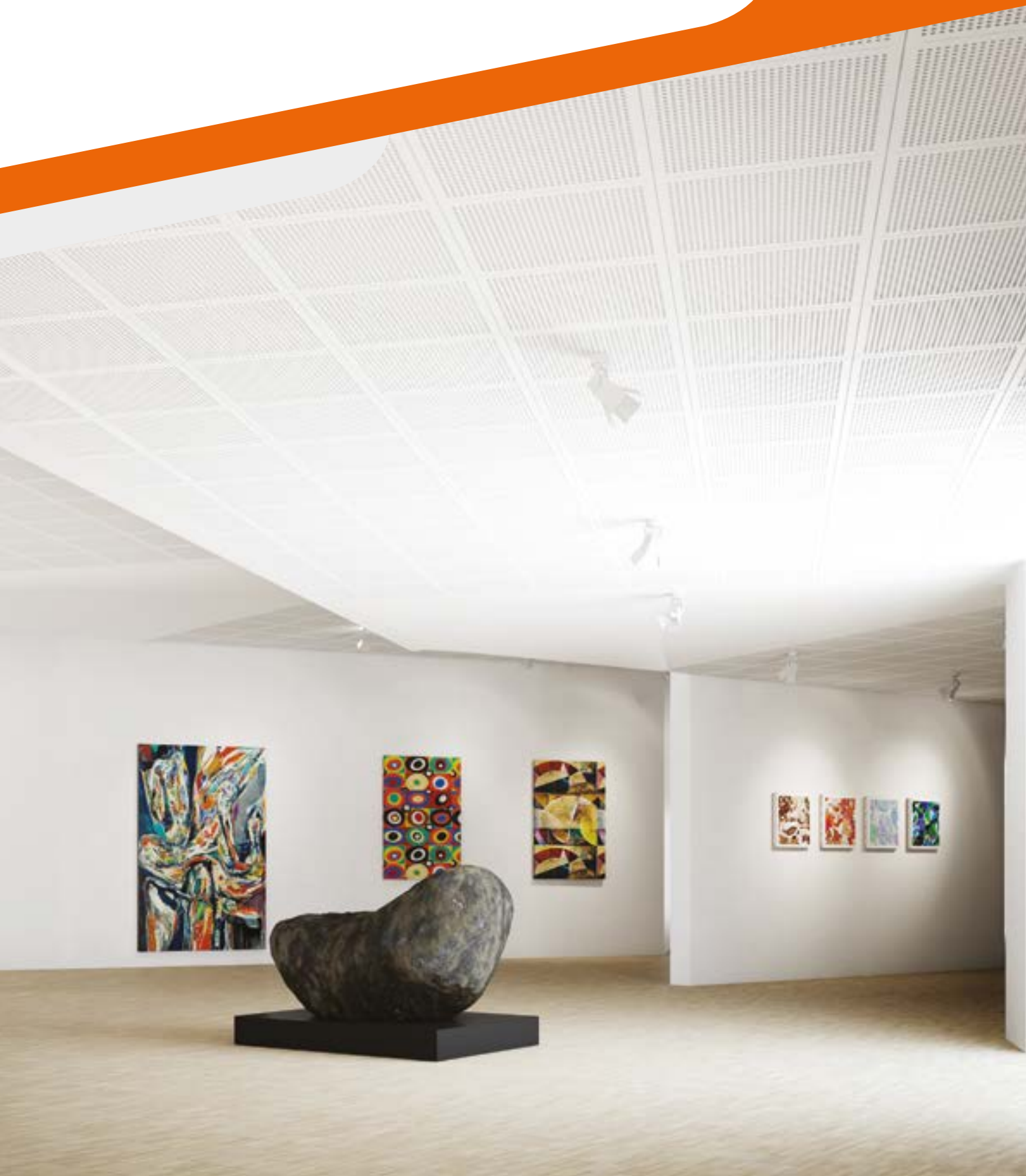
It is worth mentioning that our factory is open to young and adult students who want to study the technology of plasterboard production and the work of the mine. and placements.

Every year, the factory is visited by many school excursions and groups of students interested in the specific nature of our work. Every year, the factory is the place of student traineeships and placements.





7. INNOVATIONS



Products

Care for the environment and quality of life are factors determining our development. The creation of buildings that are safe and sustainable constitutes a constant challenge for the construction industry. Combined with the changing regulations and focus on sustainable development, this means a need for solutions which meet current and future requirements for buildings and their residents' needs.

In order to understand the needs, we co-operate closely with different customers along the entire supply chain, developing information channels and knowledge concerning their behaviour. We invest in laboratory research, searching for new and innovative solutions through cooperation with scientific and technical units. We also create new departments and areas of activity, such as e.g. the "Prefab Department", dedicated to the timber-frame buildings, the MultiComfort standard using solutions of and created by the Saint-Gobain group.

Our objective is to bring in value added for our customers through the development of products, systems and solutions which will reduce the negative impact on the environment, as well as improve the comfort of users, creating face, ecological and friendly interiors.

Meeting our customers' expectations, we have implemented a new board format into production, 6.5 mm-thick and 900 mm-wide. These products are intended for wall renovations.

With a view to ensuring high air quality in interiors, RIGIPS has used a special additive, Activ'Air®, in its products. The RIGIPS Activ'Air® boards are capable of removing harmful substances from the air and transforming them into a neutral, lasting compound. The tests conducted in Poland (Institute of Construction Technology) and abroad confirmed the effectiveness of the Activ'Air® products using the example of formaldehyde. Thanks to the use of plasterboards with the addition of Activ'Air® in interiors, the concentration of formaldehyde decreases by 60 to 80%, depending on the quantity and place of application for the product. Due to their ability to remove harmful substances from the air, the RIGIPS Activ'Air® products are recommended for rooms such as: hospital wards and doctor's surgeries, classrooms, nurseries, hotel rooms, office rooms, residential premises (particularly bedrooms).



The RIGIPS 4PRO™ boards – the only solutions in the Polish market which make it possible to erect walls and ceilings with the highest level of smoothness, with four flattened edges, mean not only quicker and more efficient performance of work, allowing even better quality of finish of drywall systems. This is also a more cost-effective way of using binding and finishing materials, thanks to which we achieve their significant reduction.



Noise is one of stressors or pathogenic factors that plague us the most in our surroundings this day and age. Thus, we attach a considerable importance to the designing of solutions providing insulation (from the noise between rooms) and absorption (for the appropriate regulation of echo as well as conditions within the given room). The properties of drywall systems allow the achievement of very high acoustic parameters in both these areas. The RIGIPS systems are characterised by one of the highest acoustic parameters on the market. We were the pioneers on the Polish market in the creation of acoustic solutions, based e.g. on the RIGIPS PRO Aku board.

The continuous search for innovative technologies and solutions resulted in the introduction of a number of new products on the market, including:

GYPTONE Point 80 boards. Manufactured in the RIGIPS-Stawiany factory, GYPTONE Point 80 boards stand out due to their fine and dense round perforations with the diameter of 5 mm. The highest degree of perforation among all GYPTONE boards (19%) ensures very good sound absorption (α_w 0.70) and the possibility of use in rooms with high requirements concerning echo. Just like all products from the GYPTONE family, the Point 80 boards are made using the Activ'Air® technology and have the ability to reduce the concentration of formaldehyde and cleaning air from other gaseous pollutants. These are also the lightest boards in our offer, weighing 5.30 kg/m². Their additional benefit is the high durability and resistance to soiling.



Durable RIGIPS Habito® board. High resistance to impact, load of as much as 15 kg on one screw and ability to install without the need to drill constitute the most important characteristics of the new RIGIPS Habito® board marketed in Poland in 2017. All these features make it a modern alternative to the traditional brick-and-mortar technology, excellent for those who are looking for innovative and safe solutions. The product is resistant to damage, durable, and easy to install. It will work well both in private investments, commercial facilities, hotels, or schools, and in public utility facilities.



Universal tapes for the RIGIPS NO-COAT® and RIGIPS AquaBead® corners are one of the most durable solutions for the quick and easy finishing of corners. They work excellently on atypical corners, long and short sections, cut to any size. No waste during installation. The flexible bend fits any corner, both outside and inside, of any angle. Using the RIGIPS corner tapes, we quickly obtain an excellent effect and we save the valuable time for construction.



The ULTRASTIL® profile offer covers the full set of wall and ceiling profiles used in drywall construction. The high quality of the ULTRASTIL® profiles has been confirmed by tests by the Institute of Construction Technology (ITB). ULTRASTIL® means 50% higher rigidity of walls, high safety and durability standard of structures constructed. the ULTRASTIL® profiles have received positive ratings in full RIGIPS drywall systems, both in terms of their static properties, as well as fire safety and acoustic insulation. This is confirmed by Technical Approvals issued by the Institute of Construction Technology.

Technological process

We have been developing the technological process in many areas, such as improvement of work ergonomics, reduction of factors negative for health, or minimisation of energy consumption. We have been introducing new process quality control methods that enable us to reduce the amount of waste through constant monitoring (on-line checks). An example of such solution is the board geometry measurement system which allows the constant checking of such data as thickness, width and length of the board.

In the technological process, we have been developing the base of raw materials and additives through tests and research. We have been working actively on increasing the quantity of recycled gypsum added through the appropriate selection of materials and process parameters. Our activities have been developed thanks to cooperation with the Main R&D Centre of the Saint-Gobain Group as well as scientific institutes such as the University of Science and Technology (AGH), Institute of Mineral Building Materials, Institute of Construction Technology (ITB), Wrocław University of Technology. In 2018, it resulted in the start in production of new additives which significantly improved the utility properties of boards. The result was also the reduced quantity of internal waste, reduced water and energy consumption. The reduction of WG for boards was also an important element in 2018 which developed the process and contributed to better energy efficiency.

The continuous development of the technological process allows the acquisition of the highest quality products, which can be seen in the number of complaints submitted to RIGIPS.

In 2018, we obtained a certificate confirming the adaptation of our system to the requirements of the new edition of the ISO 9001:2015 standard "Quality Management Systems. Requirements".

This standard is similar to the ISO 14001:2015 standard in many of its elements and requirements.



E-Commerce

Meeting the requirements imposed by the current market, where the speed of information exchange, access to information at any time and in any place have become the key issues, in June 2018 we provided our Commercial Partners with the e-Commerce RIGIPS platform.

Besides the standard functionality for submission of orders and monitoring their statuses, the platform contains full information about the trade offer of RIGIPS, together with the entire documentation available (technological sheets, certificates of approval, etc.).

Our customers may follow the dedicated promotions prepared for them, investment offers and special offers on an ongoing basis, and on this basis submit orders, having full transparency of terms offered.

This innovative tool will allow the saving of time, constant access to information and final removal of geographical and time constraints connected with the submission of orders.



Training

The promotion and dissemination of professional knowledge about drywall systems is an area to which we have been continuously devoting a lot of attention. Knowing how important is the knowledge of technology and innovative solutions among suppliers, designers and contractors, we have been offering a number of training courses on drywall construction. Thanks to this our customers, fully effectively, may use the solutions we create. We continue to develop the awareness of factors affecting the users' comfort and environmental ecology. One of the main areas in which we are providing this are various specialist training courses.

The RIGIPS Academy located within the RIGIPS-Stawiany Factory, is the main place where specialist training is conducted. In 2016, the Academy was thoroughly modernised and adapted to the continuously growing and changing needs with regard to such training.



The training is addressed mainly to contracting firms which want to acquire or improve their skills with regard to the installation of the RIGIPS drywall systems. The most advanced specialist training is supported by a system of certification and licencing, which enables buyers of these type of services to make informed choices as to specialists, taking care of the correct standard of work.

The year 2018 was the continuation of the training programme for our existing and future customers. We meet at different training sessions, both in the RIGIPS Academy and in field.

We have also been training the youth from vocational schools, so that from the beginning of their professional path they can conduct work in an informed manner, and as professionally as possible, on the basis of the correct standards of solutions.

The cyclical nature of the training enables us to maintain the continuity of this process and gives our clients an opportunity to expand their knowledge repeatedly in the given year.

The RIGIPS instructors continue expanding their knowledge during specialist training, and in daily contact with contractors at building sites.

In 2016, we were trusted by 590 people who underwent training in the RIGIPS Academy during 45 different training courses. In 2017, in turn, nearly 700 put their trust in us and were trained in the RIGIPS Academy during 52 different training courses. The year 2018 has been closed with 49 training courses for nearly 750 people. These statistics do not include people trained during field visits.



8. USE OF RESOURCES



Sustainable development and WCM

The production plant in which our products are made is located in Szarbków near Pińczów. On the area of around 20 ha we have placed three production lines providing RIGIPS brand products – plasterboards, Rigiroc gypsum blocks and Casoprano ceilings. In February 1999, the first board left the production line – it may be seen in a display cabined on the wall of the factory canteen. The RIGIPS products are made from a natural material, i.e. gypsum rock mined in our mine. This material constitutes over 91% of components in our products.

With a view to ensure sustainable development of our plant, we continue to improve our processes, using various methods, tools and systems. One of them is World Class Manufacturing the basic element of which is the commitment of people to continuous improvement of the plant. In accordance with this philosophy, knowledge, skills, experience, ingenuity and creativity of operators, mechanics, electricians, etc., auxiliary personnel, managers and the management staff are used. The most significant difference between the traditional organisation and the WCM organisation is the approach to people. Typically, in a traditional organisation, people are managed by leaders. Here, leaders appoint goals and to achieve them teams undertake and implement various projects.

Here, objectives are exceptionally objective. They arise from specific losses, such as: dangerous incidents (including environmental ones), breakdowns, minor stoppages, lengthy retooling, quality defects, complaints, etc. The WCM's goal is the number "0" – zero accidents, zero injuries, zero occupational diseases, zero environmental incidents, zero unused waste, zero breakdowns, zero process problems, zero complaints.

By implementing projects contributing to the reduction or elimination of losses, employees learn more about the condition of the work environment and its processes. They may influence their improvement thanks to their personal involvement in planning, implementation, performance, verification, and evaluation of effectiveness of improving activities of the selected element of the organisation. The following pillars operate under the World Class Manufacturing system:

1. Health and Safety at Work,
2. Environmental Protection,
3. Customer Service,
4. Quality Assurance and Process Control,
5. Employee Development,
6. Innovation and Development,
7. Industrial Productivity,
8. Reliability.

In 2018, the RIGIPS-Stawiany factory was the subject of an external WCM audit which lasted several days. It confirmed the high level in the application of the philosophy and tools of WCM in our operations.

We received 61 points, which means that we won the WCM Silver Medal.



Sustainable development in production and logistics

Vehicles leaving our factory are weight-checked. This enables to avoid overloading and excessive consumption of fuel. All drivers entering the factory premises undergo a compulsory health and safety training, verified by an exam. We have increased the number of pallets packed on plaster strips by 5% in relation to 2016. We continue promoting this method of packing.

We refurbish pallets, which enables us to make real savings in terms of wood used. We have replaced forklift trucks with electric ones. Our warehouse is already serviced by electric forklift trucks in 70%.



We use processed gypsum waste as a raw materials for our boards and cement industry – in 2018 we saved over 6423 tonnes of the natural gypsum deposits this way.

Thanks to the operation of two pillars of WCM – Autonomic and Professional Maintenance, we have conducted constant, daily checks of our machines. The number of breakdowns is low, machines are worn slowly and we do not have to replace them with new ones.

In the case of purchase of new equipment, in the first place we analyse their environmental impact (consumption of electricity, consumption of lubricants). We have implemented a programme of daily checks of forklift trucks, thanks to which the risk of leaks from the trucks has been eliminated. Since 2011, we have replaced 100% of our forklift truck fleet this way on the board production line, which enabled us to reduce exhaust emissions and improve the quality of air in the production hall.

Only 12% of all waste from our activity is subject to disposal at the landfill. Effective and efficient sorting of waste is conducted within the factory. Any recyclable waste is subject to recycling.

The energy group operating in the factory has been conducting effective actions and implementing projects to reduce energy consumption, and thus reduce the CO₂ emissions. A number of energy projects has been planned for 2019, e.g. optimisation of air flow in the block and board drying hall.

End of life of a product

Our factory has an installation for processing gypsum waste, thanks to which our products are partly manufactured from recycled material. We are planning to expand this installation in 2018-2020, so that we can process larger quantities of waste from building sites and demolitions of buildings.

In 2015 we assessed the environmental properties of our products and systems, creating Environmental Product Declarations.

An environmental declaration is carried out on the basis of the EN 15804 standard, determining the set of a dozen or so environmental indexes which have the basis for documentation of environmental properties of a product and defining the life cycle analysis (LCA) principles, including the collection and conversion of data. Thanks to this our environmental declarations are created on the basis of clearly defined rules and regulations, and our customers may be certain that the index value obtained and stated in the declaration is reliable. The purpose of such characteristic is to ensure the basis for identification of building products which have a less harmful impact on the environment.

Environmental declarations provide the quantitative information about the environmental impact of products, verified by the Institute of Construction Technology – member of ECO-Platform and auditor (in accordance with ISO 14025), expressed per unit of product – from the acquisition of materials to the product leaving the factory. An important fact is that a large number of impacts during the life cycle of the product may arise already in the production phase. By raising environmental standards of production, RIGIPS decided to provide information for the production phase of its products. The manufacturer has prepared Environmental Product Declarations (EPDs) for the following products and systems:

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

In 2018, work on new environmental declarations for our products commenced. Together with the Saint-Gobain central team, we will conduct an analysis of the life cycle on the basis of which the new declarations will be issued. The LCA we are working on will be more accurate, so that the environmental impact of our products is identified as well as possible. We want to show how our product affect the environment not only during production processes, but also outside the boundaries of our plant.

SUFITY RIGIPS

Komfort dla oka i ucha



Estetyka



Akustyka

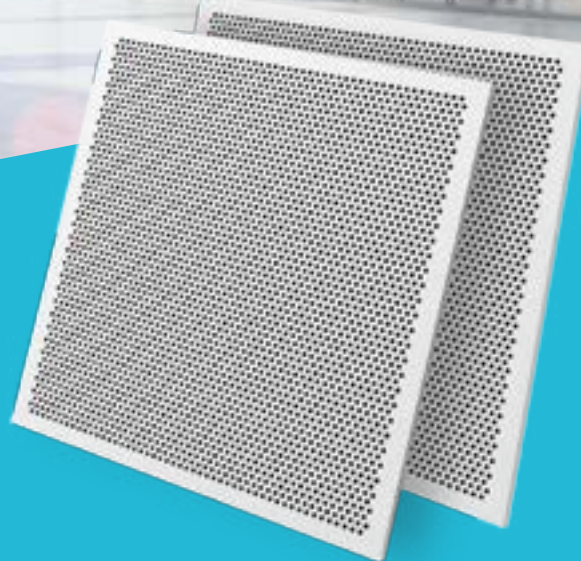


Czyste powietrze

RIGIPS GYPTONE Point 80

Nowoczesna płyta gipsowo-kartonowa do sufitów podwieszanych

- Wysokie pochłanianie dźwięku
- Wyjątkowy design
- Wysoka jakość powietrza dzięki funkcji Activ'Air®
- Doskonałe rozwiązanie do sal konferencyjnych, restauracji, sal szkolnych i innych pomieszczeń z wymagającym niskim poziomem



JEDYNY ORYGINALNY RIGIPS. Sprawdź na www.rigips.pl





9. GOALS



AREA		GOALS	RESULT for 2018
Social engagement	Health and safety	Zero accidents.	Wypadki typu LTA =0
	Employees, testing employee satisfaction, and communication	Employee absenteeism at below 7%.	4,41%
	Social engagement and charitable activity	Over 10 community or charitable initiatives per year.	10 initiatives and campaigns.
	Local communities	Under 30 complaints each year from representatives of local communities.	0 complaints.
Environmental challenges	Life cycle assessment and environmental declarations	Reduction of value of indicators determined under the LCA.	Restrictions for various indicators are presented in the report.
	Environment	Reduction of CO ₂ emissions per product unit in relation to 2016.	Due to changes in the production process, previous activities did not translate into the achievement of the goal.
		Reduction of fugitive emissions of dust within the plant.	Significant improvement in fugitive emissions from the stone storage facility thanks to the construction of the warehouse hall.
		Reduction of exhaust emissions in connection with exhaust emissions from forklift trucks.	We have purchased one electric forklift truck to replace one with a combustion engine.
	Effective resource management	Increasing effectiveness of resource utilisation per unit of production.	Yes – presented in the section concerning energy and environment.
	Water	Reduction of demand for water per unit of production in relation to 2016.	Due to changes in the production process, previous activities did not translate into the achievement of the goal.
	Energy management	Reduction of at least one of energy result indicator by at least 0.2% in 2018 in comparison with 2015.	Results for two energy result indicators.
	Waste management	Increase in the quantity of gypsum waste subject to recycling.	Goal achieved, indicator improved by 46% in relation to 2016. A gypsum waste recycling project has been launched.
	Transport	Monitoring and reduction of greenhouse gas emissions from transport per unit of product in comparison with 2015.	Reduction of emission result indicators by 11-13% depending on the substance monitored.

AREA		GOALS	RESULT for 2018
Economic development	BES Responsible Resource Management Certificate	Confirmation of transparency of the enterprise.	Sustainable development reports presented to stakeholders every year at the RIGIPS.pl website. BES 6001 certificate has been maintained.
	Allowing for customer's needs	Reduction of the number of complaints to under 0.10% per 200 orders.	Number of complaints 0.22% per 200 orders.
	Training	Total number of hours of training conducted 3700 h/year.	6511 h/year



10. THE ONLY ORIGINAL RIGIPS



THE ONLY ORIGINAL RIGIPS Drywall expert

Unique products, long-term experience and high position of the brand offer very strong basis for describing it as the ONLY ORIGINAL RIGIPS. We have been conquering Polish market for nearly 25 years and from the beginning of our activity we have been aiming to achieve harmonious development of our company. During that time, the word "RIGIPS" has become a synonym of a plasterboard.

RIGIPS means quality

We managed to prove it among other things in 2015 by evaluating environmental properties of our products and systems, creating Environmental Product Declarations. This means that the use of RIGIPS materials which have very low negative environmental impact may improve the rating of the building using the BREEAM method.

In 2016, our RIGIPS-Stawiany Factory in which we manufacture plasterboards and gypsum blocks received the BES 6001 certificate, and the verification conducted in 2017 confirmed the high quality of our products. We are extremely proud of this fact because we are the first company in Poland to make a decision to undergo a certification of their product – the plasterboard – using the BES 6001 standard.

What does it mean for RIGIPS? First and foremost this is a confirmation of the highest quality of our products, with the simultaneous respect for the environment in which we live.

RIGIPS takes into account the needs of our customers, local community, as well as principles of business ethics. The benefits, however, can be felt also by our customers. Thanks to the BES 6001 certificate any structures built using the RIGIPS plasterboards may receive additional points when applying for the prestigious BREEAM or LEED certificates. The BES 6001 standard implemented constitutes proof that the products manufactured by RIGIPS are made in 100% of materials obtained responsibly, with the observance of the highest standards of quality and broadly understood environmental protection.

We are trying to do even more as regards environmental protection, and it is worth adding that we reuse the plasterboard waste from building sites in the production process.



RIGIPS also means innovation

We are innovative and create reliable solutions for the construction of comfortable and safe interiors. We also incessantly seek new technologies and innovative solutions, which resulted in the marketing of a number of innovative products, such as:

- RIGIPS 4PRO™ boards – four flattened edges of the board make it possible to construct walls and ceilings of the highest level of smoothness with the simultaneous significant reduction of the use of joint compounds.
- Activ'Air® technology boards – they regulate the quality of air by reducing the level of formaldehyde concentration by up to 80%
- HABITO™ boards – the best alternative to the brick-and-mortar technology. Thanks to their high resistance and load, low weight and easy installation, they are a perfect choice for the most demanding customers
- ULTRASTIL® profiles – they guarantee more than 50% greater stability of drywall systems with the simultaneous reduction of the risk of cracking on joints between plasterboards
- Super-strong corner tapes: AQUABEAD® and NO-COAT® - this is the latest solution for durable and extremely resistant finishing of corners.

Our solutions have been used in many prestigious facilities, such as among other things the Chamber Hall of NOSPR in Katowice (atypical acoustic structure using GLASROC H and F boards), or the Google Campus office building in Warsaw (GYPTONE BIG boards).

In 2018, the RIGIPS brand once again won the 1st place in the Consumer Quality Leader programme in the "Plasterboard" category. The award was granted with the votes of customers in a survey conducted by the editorial section of „Strefa Gospodarki” (“Economy Zone”) of the national daily newspaper Dziennik Gazeta Prawna. We also won the golden Consumer's Laurel by winning the popularity plebiscite “Consumer's Laurel 2018” in the category: drywall systems. Respondents answered the question: “Which drywall systems do you believe to be the best and recommend to others?”. RIGIPS won the largest number of votes from among 5 brands offering drywall systems which took part in the survey.

For many years we have been building healthy and modern life and work environment using natural gypsum. Find out for yourself that there is only one original RIGIPS!



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





Saint-Gobain Construction
Products Polska Sp. z o.o.

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