



CSR REPORT 2019

SEWS-CABIND

**SUMITOMO
ELECTRIC
GROUP**

SEWS CABIND POLAND

CSR N.1 – ENVIRONMENTAL INITIATIVE

Project name	Implement new guidelines to correctly manage air conditioning and heating systems.
Description	<p>Before: there were no specific rules, only general recommendations on how to properly use both cooling and heating equipment.</p> <p>Now:</p> <ol style="list-style-type: none"> 1. New instructions establish the proper use of cooling and heating equipment and determine, pursuant to law, boundary temperatures for specific areas on premises. 2. Offices and production area equipped with thermometers for monitoring.
Target	Company
Country of Implementation	Poland
Benefits to the environment	<ul style="list-style-type: none"> x Energy consumption x CO² emissions x Other air emissions Water consumption Waste generation Biodiversity Other (please specify)
Details on the benefits (indicators)	<p>Electrical energy saving.</p> <p>Increase environmental awareness with employees.</p>

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CSR INITIATIVE N.1 - boundary temperatures chart

Obszar	Temperatury minimalne [°C] *	Temperatury maksymalne [°C] *
Hala Produkcyjna / warsztat UR	18	24
Magazyn komponentów	18	24
Magazyn wysyłkowy	18	24
Biura/ Jadalnie/ Laboratorium / Narzędziownia	22	25
Szatnie/ Umywalnie	24	26

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CSR N.2 – ENVIRONMENTAL INITIATIVE

Project name	Cleaning-up the world activity / Eco Walk.
Description	Volunteer participation of employees and members of their families to clean up a local area from litter.
Target	Employees and local community.
Country of Implementation	Poland
Benefits to the environment	Other air emissions Water consumption x Waste generation Biodiversity Other (please specify)
Details on the benefits (indicators)	Building "eco" awareness among employees, develop relations with local community, employee branding, positive PR of the company.

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CSR N.3 - SOCIAL INITIATIVE	
Project name	Family Day
Description	Full day of attractions for around 3000 participants, employees and family members. They enjoyed games, competitions, mural painting, pony rides and much more. 150 people also did a plant tour of the Grunwaldska site.
Target	Employees and local community
Country of Implementation	Poland
Benefits to the environment	Other air emissions Water consumption Waste generation Biodiversity Other (please specify)
Details on the benefits (indicators)	Develop a family-friendly workplace. Build on relations with local community. Heighten employee branding. Positive PR of the company.

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CSR N.4 – SOCIAL INITIATIVE	
Project name	Christmas party
Description	A festive Christmas celebration for all employees of the company. Singing carols together.
Target	Employees & external workers.
Country of Implementation	Poland
Benefits to the environment	Other air emissions Water consumption Waste generation Biodiversity Other (please specify)
Details on the benefits (indicators)	Increasing of cooperation, inter communication, the sense of employee unity, improvement of internal atmosphere.

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CSR N.5 – SOCIAL INITIATIVE

Project name	Woman's Day / Man's Day
Description	Formal handing out of small gifts for both ladies and gentlemen in the company of music and songs.
Target	Employees & external workers
Country of Implementation	Poland
Benefits to the environment	Other air emissions Water consumption Waste generation Biodiversity Other (please specify)
Details on the benefits (indicators)	Increasing of engagement, communication, creating positive atmosphere within the company.

SEWS CABIND MAROC

CSR N.1 – SOCIAL INITIATIVE

Project name	International Woman's Day
Description	The company gave a gift to all female employees.
Target	Female employees
Country of Implementation	Morocco
Benefits to the environment	Other air emissions Water consumption Waste generation Biodiversity Other (please specify)
Details on the benefits (indicators)	Increase employees sense of belonging and positive attitude toward the company. Development of employee branding.

CSR N.1 – ENVIRONMENTAL INITIATIVE

Project name	Plastic free starts with me
Description	Started the progressive elimination of single-use plastics from inside the company. Single-use water bottles, drinking and coffee cups are no longer provided by the company. We gave an aluminum water bottle to all employees and installed water dispensers providing drinkable, purified water for all free-of-charge.
Target	Employees, visitors.
Country of Implementation	Italy
Benefits to the environment	<p>Other air emissions</p> <p>Water consumption</p> <p>x Waste generation</p> <p>Biodiversity</p> <p>X Reduce plastic litter</p>
Details on the benefits (indicators)	We eliminated 36.000 single-use plastic water bottles consumption per year at the company: effective contribution to reducing harmful single-use plastics litter from oceans and seas.

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CSR N.2 – ENVIRONMENTAL/SOCIAL INITIATIVE

Project name	From water to water
Description	<p>Internal collection of plastic bottle tops from water bottles. An association called A.P.R.E. picks up the bottles once a month (from many companies) and recycles them to fund building wells and drinking water systems in Tanzania.</p> <p>A recurring yearly initiative that **ended in July 2019 due to launch of plastic free campaign.</p>
Target	Employees, benefactors in Tanzania.
Country of Implementation	Italy, Tanzania
Benefits to the environment	<p>Other air emissions</p> <p>Water consumption</p> <p>x Waste generation</p> <p>Biodiversity</p> <p>Other (please specify)</p>
Details on the benefits (indicators)	Support plastic recycling. Provide water to people in need.

SEWS CABIND ITALY

CSR N.3 – SOCIAL INITIATIVE

Project name	International Woman's Day
Description	The company made a donation to an association of volunteers at Turin City Children Hospital and gave a gift to all female employees.
Target	Employees & external workers
Country of Implementation	Italy
Benefits to the environment	Other air emissions Water consumption Waste generation Biodiversity Other (please specify)
Details on the benefits (indicators)	Contribute to purchase of new hospital equipment. Increase employee's level of positivity and engagement.

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CSR N.4 – SOCIAL INITIATIVE	
Project name	Free Flu Jab
Description	The company offers all employees the possibility to get a free-of-charge flu jab every winter. In 2019, n.38 employees adhered.
Target	Employees
Country of Implementation	Italy
Benefits to the environment	Other air emissions Water consumption Waste generation Biodiversity Other (please specify)
Details on the benefits (indicators)	Contribute to the good health of employees and decrease the levels of influenza in the company.

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CSR N.5 – SOCIAL INITIATIVE

Project name	Christmas fund raising
Description	To collect funds for new analysis equipment at Turin City Children's Hospital, we set up a fund raising point in reception. By giving a donation our employees received a Santa Claus outfit.
Target	Employees
Country of Implementation	Italy
Benefits to the environment	Other air emissions Water consumption Waste generation Biodiversity Other (please specify)
Details on the benefits (indicators)	Strengthen ties with local community. Increase employee appreciation. Support children's hospital.

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CSR N.6 – SOCIAL INITIATIVE	
Project name	Social worker for all
Description	Employees have the opportunity to consult a social worker free-of-charge twice a month.
Target	Employees.
Country of Implementation	Italy
Benefits to the environment	Other air emissions Water consumption Waste generation Biodiversity Other (please specify).
Details on the benefits (indicators)	Employees can easily access this important service free-of-charge. Increase employee appreciation.

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CSR N.7 – SOCIAL INITIATIVE	
Project name	Christmas Cake
Description	We made a donation to a charity which supports families with autistic children. The charity returned a small Christmas cake for each employee.
Target	Employees. Local community.
Country of Implementation	Italy
Benefits to the environment	Other air emissions Water consumption Waste generation Biodiversity Other (please specify).
Details on the benefits (indicators)	Heighten company reputation. Employee branding. Support families in need.

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CSR N.8 – EMPLOYEE TRAINING

Project name	Promotion of DIVERSITY
Description	Training course was delivered for First Line Managers on Diversity Management and Inclusion Culture
Target	Top management
Country of Implementation	Italy
Benefits to the environment	Other air emissions Water consumption Waste generation Biodiversity Other (please specify)
Details on the benefits (indicators)	<ul style="list-style-type: none"> • Develop awareness about Diversity Management • Foster sensibility and knowledge about Inclusion Culture • Analyze and share the most frequent perceptive biases focusing on impacts and consequences • Identify and share possible improvement actions towards Diversity Management and Inclusion culture



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