



severo**o**TISK

ESG summary

Foreword

Dear business partners, customers and colleagues, we are pleased to present the first sustainability report of Severotisk s.r.o., which represents an important step in the systematic management of environmental, social and governance issues within our business.

Our company has long operated in an industry that is closely linked to the use of natural resources, energy-intensive production and responsibility within the supply chain. We therefore recognise that sustainability is not merely a regulatory requirement, but a **natural part of responsible business and long-term competitiveness**.

Over the past period, we have focused on identifying key issues through a double materiality assessment, which takes into account both environmental and social impacts, as well as financial risks and opportunities for our company. This process has enabled us to better understand our stakeholders' expectations and set priorities for further development.

The main areas of our focus include **efficient use of resources, reducing the environmental impact of production, the responsible management of raw materials, employee safety and development, and transparency in communication**.

At the same time, we are presenting **our carbon footprint measurements**, which we have been carrying out continuously **since 2021**, and are preparing for future regulatory requirements, particularly in the area of the CSRD and related ESRS standards.

This inaugural report marks the start of our systematic ESG journey. While this is a voluntary commitment, we are dedicated to refining our data and integrating sustainability into our daily management.

We thank our employees and partners for their contribution to this first step toward more responsible business practices.

Milan Černý & Karel Blecha
Managing Directors of Severotisk s.r.o.



Company information

Own employees

 **277** of employees

63%



37%



29%



staff
turnover



more than
100 hours/year
staff training

2
accidents

0
serious
accidents



Environment

Resource consumption



15,499 m³

total water consumption

0 m³

consumption in stress areas



38,000 t

material consumption

6,409 t

recycled materials



6 534.15 t

total waste production

120.7 t

hazardous waste

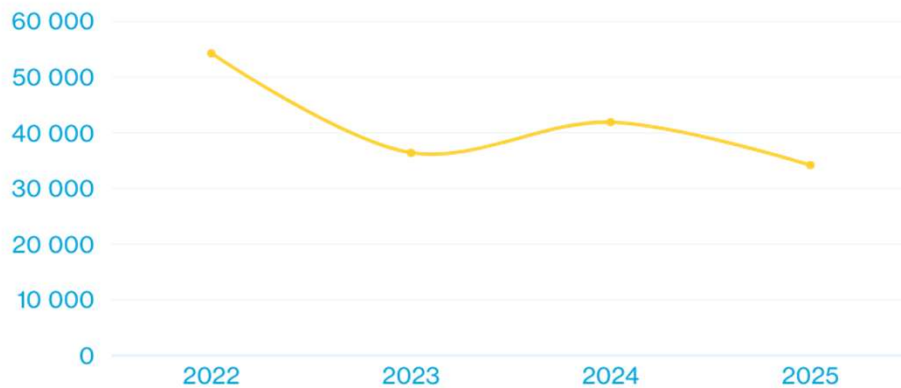


98%

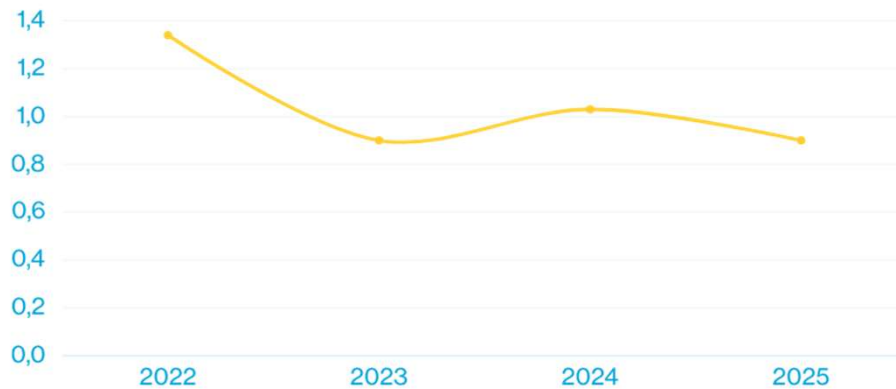
recycling / waste recovery

Carbon footprint

Absolute



Intensity (t CO₂ e per unit)



Severotisk's emissions reduction goals are designed to mitigate climate change, help reduce the business and reputational risks associated with climate challenges, help achieve cost savings, stimulate innovation within the organization, and prepare the organization for any future mandatory requirements and regulations regarding emissions reporting.

2022 The baseline year. Severotisk first had its carbon footprint calculations verified by Preferred by Nature. Since 2022, measuring and publishing the carbon footprint has become a regular part of the environmental management process.

Measure	Base year	2023	2024	2025
Absolute (t CO ₂ e)	54,296	36,433	41,921	34,195
Intensity (t CO ₂ e per unit)	1.34	0.90	1.03	0.90
% reductions		30%	13%	30%

Biodiversity and forest ecosystems



We source materials exclusively from **trusted suppliers** who are committed to responsible and sustainable resource management.

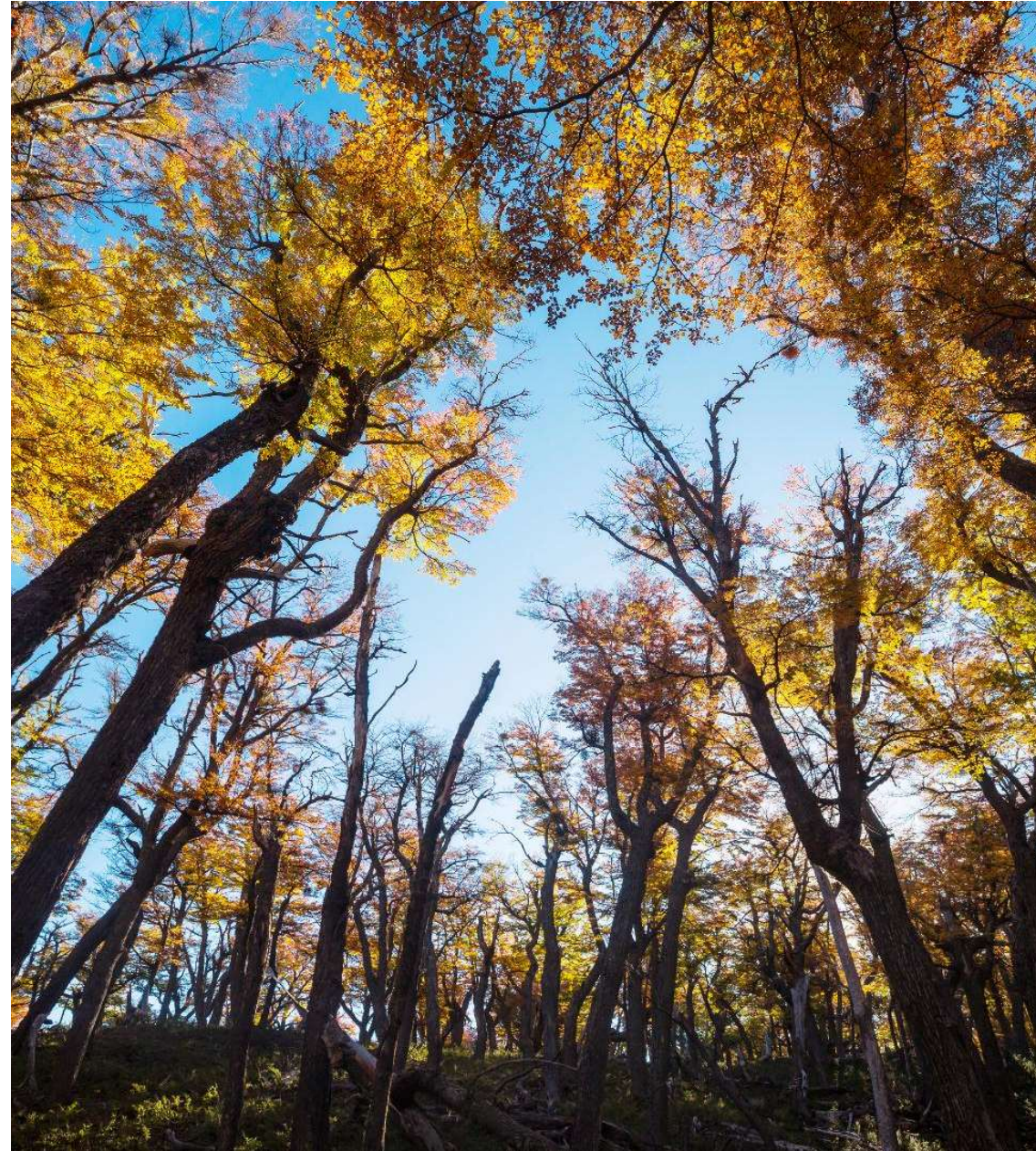


Our main raw material is paper. We require our suppliers to **comply with European regulations** and certifications such as FSC, PEFC, EUTR, EUDR, CSDDD, etc.



We recognize that forests are a source of food and shelter, but they are also key to combating climate change. That is why purchasing paper with a **verified origin is essential for us**.

We closely monitor our supply chain, maintain regular contact with supplier representatives, and participate in discussions. We have implemented a due diligence system, risk assessment, and a supplier code of conduct across all Group companies. Our supply chain is transparent and open, and our partners conduct their business responsibly with a clear understanding of their impact.



Guidelines and Rules

- Environmental policy
- Guidelines for the handling of chemical substances and mixtures
- Waste Management Guidelines
- ESG strategy
- EUDR Risk Analysis
- EUDR Due Diligence Procedure
- EUDR Policy
- Carbonfootprint Management Plan





Certificates





Social

Responsibility, education, and ethics as the foundation of corporate culture



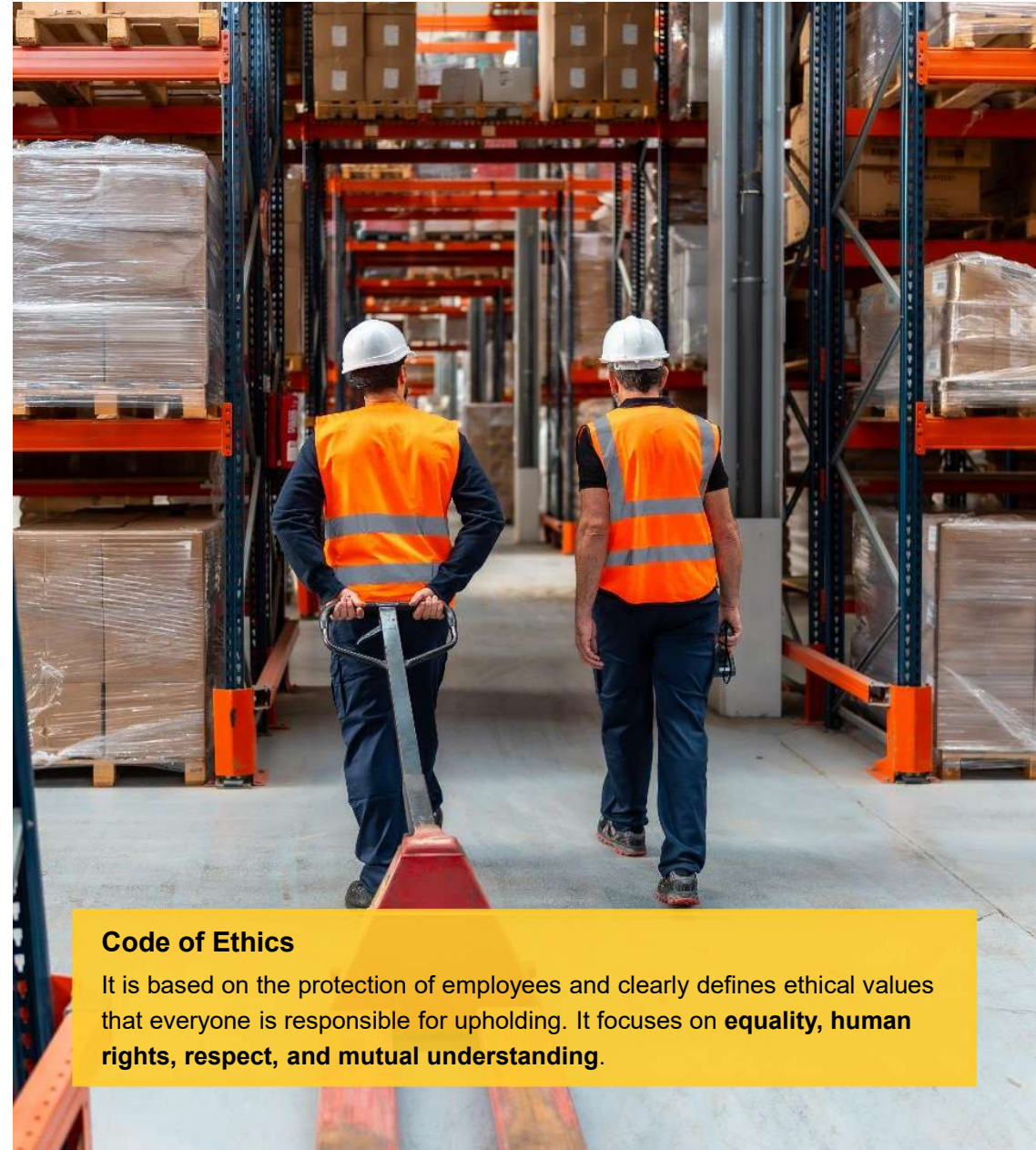
We support employee training not only in professional skills, but also in the areas of **climate change and evolving European legislation**.



We strive to be a **stable and reliable partner for our employees**. We are guided by a clearly defined code of ethics, the principle of equal pay, and international standards such as SA 8000 certification and SMETA audits.







We are an **active part of the local communities** that we have long supported—for example, we collaborate with the management of Severn Terasa and the community garden association.



Code of Ethics

It is based on the protection of employees and clearly defines ethical values that everyone is responsible for upholding. It focuses on **equality, human rights, respect, and mutual understanding**.

Guidelines and rules

-  Code of Ethics
-  Human Resources Management
-  Pay and Employment Regulations
-  Data Protection



Health and Safety

- | Emergency Plans
- | Fire Alarm Procedures
- | Evacuation Plans
- | Risks and risk prevention system in the workplace



Certification:



SMETA

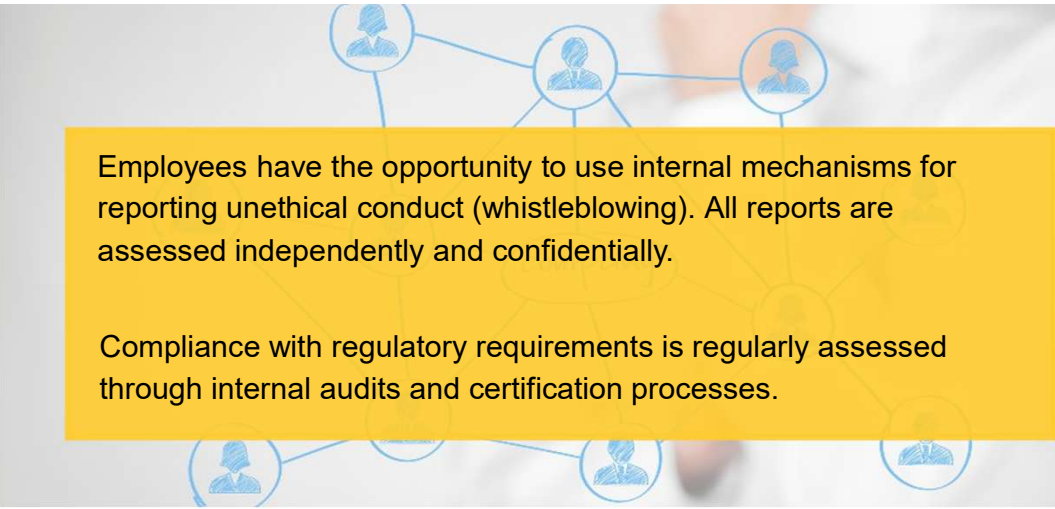
A photograph of a business meeting. In the foreground, a person in a white shirt is writing on a document with a pen. In the background, another person in a light blue shirt is using a calculator. The scene is set at a desk with various documents and a laptop. A yellow banner is overlaid at the bottom of the image.

Governance

Ethics, Transparency, and Responsible Corporate Governance

We place a strong emphasis on ethical business practices and transparency. Our guiding framework is the Code of Ethics, which outlines the following principles:

- **zero tolerance of corruption,**
- **equal treatment,**
- **respect for human rights,**
- **responsible conduct in the supply chain.**



Employees have the opportunity to use internal mechanisms for reporting unethical conduct (whistleblowing). All reports are assessed independently and confidentially.

Compliance with regulatory requirements is regularly assessed through internal audits and certification processes.

We actively monitors legislative developments in the field of environmental and social regulation. Particular attention is paid to:

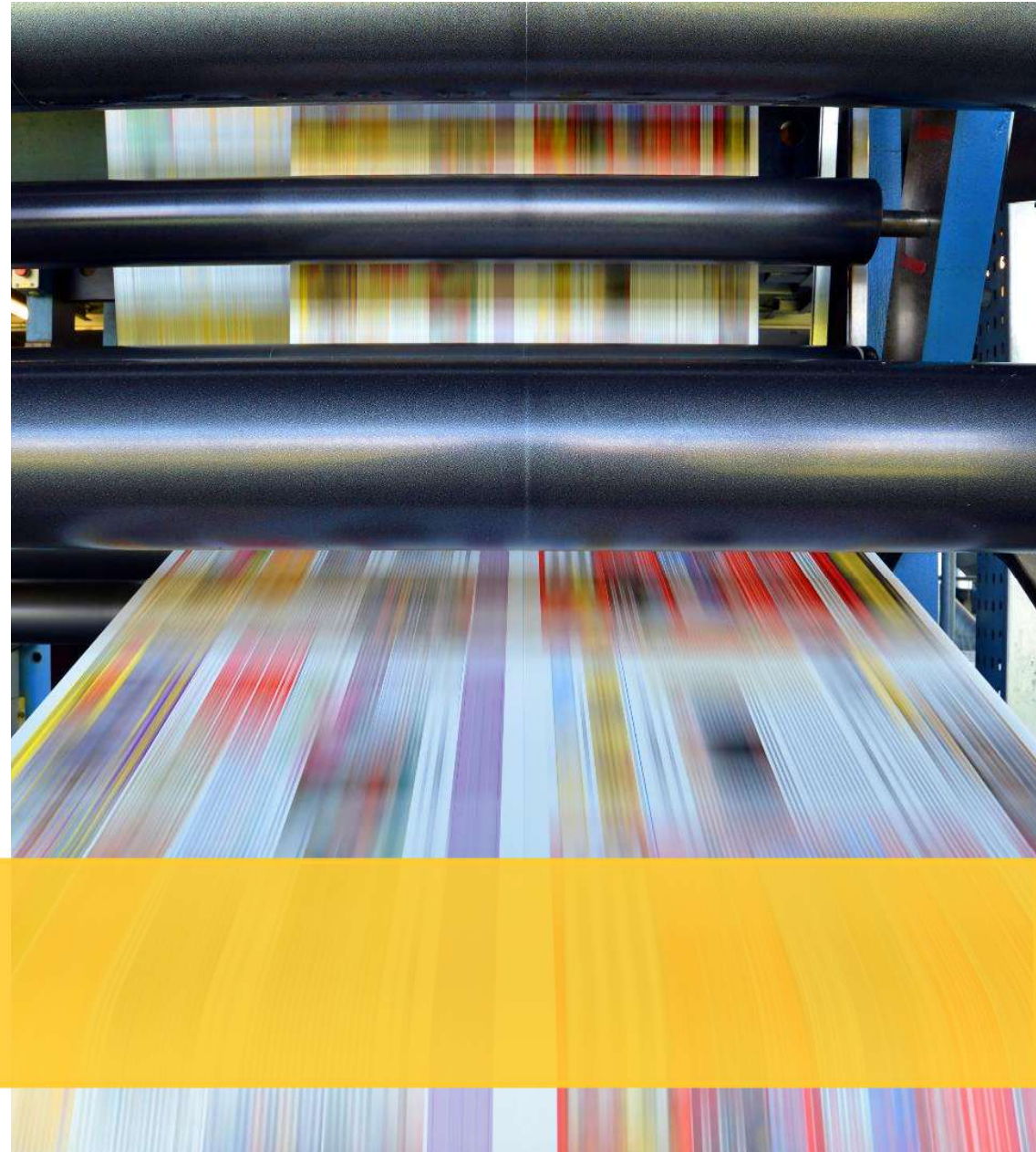
- **the requirements of the CSRD Directive,**
- **ESRS standards,**
- **the EUDR Regulation,**
- **requirements relating to FSC, PEFC and ISO system certifications.**

Guidelines and rules

 **Anti-Corruption Code and Policy**

 **Supplier Code of Conduct**

Certifikace:



Link to SDGs

SDG	SDG 4 – Quality Education	SDG 5 – Gender equality	SDG 8 – Decent work and economic growth	SDG 9 – Industry, innovation and infrastructure	SDG 12 – Responsible consumption and production	SDG 13 – Climate action	SDG 15 – Life and land	SDG 17 – Partnership for the goals
Relevance to the group	Development of employee skills and professional competencies	Equal opportunities and non-discrimination	Safe working conditions and stable employment	Modernisations of production and technological innovation	Resource efficiency and circular economy principles	Greenhouse gas reduction and climate risk management	Protection of forest ecosystems and biodiversity	Collaboration within the value chain and stakeholder engagement
Link to ESRS	S1	S1	S1, G1	E1, E5	E5	E1	E4	S1, G1
Key Activities	Internal training programs, professional development, technical skill enhancement	Equal pay principles, non-discrimination policies, Code of Ethic	Occupational OHS, SA8000 compliance, long-term employment stability	Investments in energy-efficient technologies, process optimisation	FSC/PEFC certified materials, waste optimisation, efficiencies paper usage	CFP measurement, transition plan, energy management system	EUDR compliance, responsible sourcing, FSC certification	Supplier audits, cooperation with business partners, knowledge sharing

Summary

ESG Report of Severotisk s.r.o.
Data pertains to the year 2025
Published in 2026