

SUSTAINABILITY
REPORT
MAPEI POLSKA

2020





SUSTAINABILITY REPORT
MAPEI POLSKA

2020

MESSAGE TO OUR STAKEHOLDERS



*Veronica & Marco
Squinzi*
Corporate CEOs

2020 was an unprecedented year, almost entirely dominated by the **Covid-19 pandemic** that overwhelmed Italy and the entire world, changing the priorities and challenging not only on all countries' healthcare systems, but also on their economic framework.

This change of perspective has required exceptional responsiveness and flexibility from companies and institutions, a digital acceleration that could represent an epochal leap for our country, both from a technological and cultural point of view, towards the **sustainable development**.

In this challenging context Mapei, that is not unprepared, is firmly convinced that the path towards the sustainability goes through research and innovation. Thanks to **investments in our plants, digitalisation and training**, we have been able to maintain a high level of efficiency, safety and quality, even in the new configurations imposed by the pandemic.

Despite the difficult situation at global level, we are proud of the results achieved thanks to the company's well-established strategy based on **Internationalisation, Specialisation, Research & Development**, and **Sustainability**: indispensable features of an efficient production and commercial system.

This has enabled Mapei to continue to be an active member of the community and to offer its solidarity contribution in support of numerous hospitals, placing itself at the side of health personnel and anyone who has found itself, and still finds itself every day, on the front line in the battle against the virus.

Special thanks are due to all the members of the great "**Mapei Family**" for the seriousness and dedication they have always shown and for the commitment and support that are allowing us to continue our work even in this particular situation.

Mapei, which in 2020 has more than **10,600 employees worldwide and revenues for 2.8 billion euro**, did not stop because of the pandemic and continued to operate and produce in complete safety, not only to support all its subsidiaries and to guarantee supplies to customers all over the world, but also to avoid the interruption of important work sites and strategic national infrastructure works.

In this difficult moment for our Countries and for the whole world, the virus has not prevailed against **passion, commitment, transparency, talent and competitiveness**, or rather the values that have always distinguished us and made us the perfect teammates for each of our stakeholders: from customers, to suppliers, to all the people and the organisations we work with.

Indeed, for over eighty years, Mapei has been working to guarantee “**continuous quality**” for the market, for clients, for the environment and for its own employees.

In 2020, convinced that we want to make our contribution to a better environment, we are strongly committed to reduce environmental impacts from a Circular Economy perspective, limiting the incoming raw materials consumption and maximising the recovery and reuse of produced waste. In this context, the **Circular Economy** topic gained further importance with the annual update of the Group's materiality matrix, not only as proof of the growing interest shown by our stakeholders in this theme, but above all as confirmation of the strong commitment made by Mapei in this direction and of the important results obtained.

Lastly, 2020 is also the year in which Mapei has decided to expand its sustainability reporting by supporting some European countries, chosen as pilots, in the production of their own local Sustainability Report, which will be added to the annual Sustainability Report for Italy published by the Group.

According to this, it is therefore with great pride that we present to you our first Mapei Polska's Sustainability Report.

Marco & Veronica Squinzi





OUR FIRST SUSTAINABILITY REPORT

With the aim of fostering a more transparent and open communication towards its own stakeholders, *Mapei Polska* (Hereinafter also “Company”) has decided to publish its first Sustainability Report.

This choice is part of a wider sustainability path undertaken by Mapei Group, to which *Mapei Polska* belongs. Starting from 2017, Mapei annually publishes its Sustainability Report at Italian level, sharing with all stakeholders the main results and performances related to sustainability for the parent company and all subsidiaries located on the national territory. The Report describes the main activities carried out to monitor and reduce the environmental impacts related to Mapei’s products and operations and the initiatives in place to value and support its people, as well as the communities in which the Group operates, while continuing to preserve economic performance and make economic results growing.

In line with Mapei Italia Sustainability Report, this document begins with an introductory section followed by four chapters, each one of them dedicated to a specific ingredient of Mapei’s successful recipe: research and development, production system efficiency, people centrality and closeness to the surrounding community.



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SUSTAINABILITY HIGHLIGHTS

*numbers below refer to Mapei Polska in 2020

100.4



MILLIONS OF VALUE
DISTRIBUTED TO
STAKEHOLDERS
DURING 2020

1,745



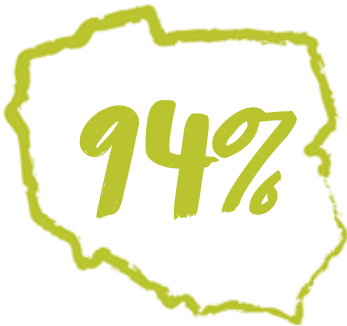
HOURS OF
TECHNICAL
TRAINING

9,117

PARTICIPANTS
TO TRAINING
COURSES
DURING 2020



94%



OF THE TOTAL
PURCHASED
WEIGHT (TONS)
COMES
FROM LOCAL
SUPPLIERS



8%

EMPLOYEE NEW
HIRING RATE



7.2

INJURIES
FREQUENCY
RATE

93.7%

OF EMPLOYEES
WITH A PERMANENT CONTRACT



4,752



HOURS OF TRAINING
GIVEN TO EMPLOYEES



25,000€

SPENT ON SOCIAL INITIATIVES



Sustainability reporting path for the first Sustainability Report

This 2020 Sustainability Report has been prepared taking into account the **GRI (Global Reporting Initiative) Sustainability Reporting Standards** (GRI – Referenced option) and it describes the main environmental, social and economic aspects and impacts that characterize Mapei Polska, giving an overview of all the initiatives launched during the reporting year and the results obtained.

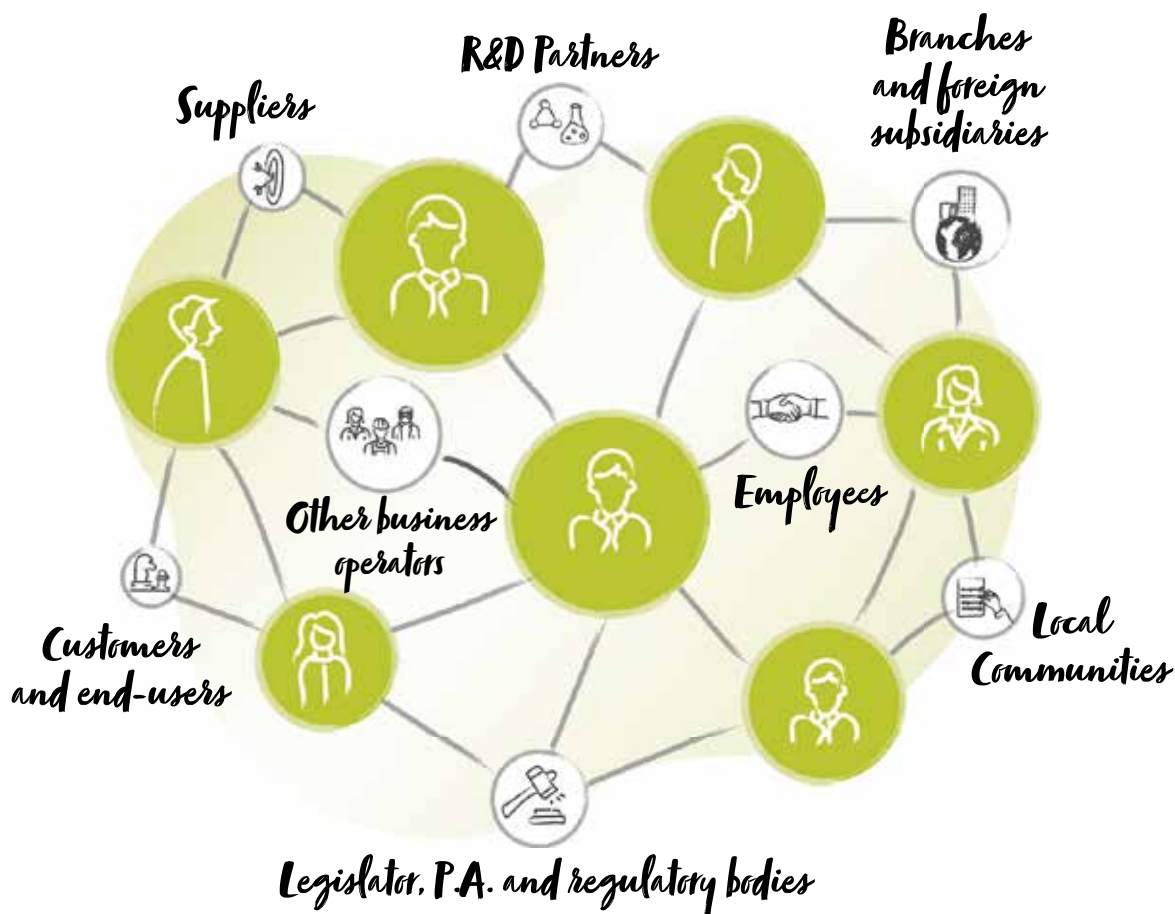
The path undertaken to draft this Report has seen the involvement of a working group, including the Company's top management, which followed step by step the document's set up and drafting. The main Mapei Polska functions worked together giving their contribution for each respective area of expertise, supported by Mapei Corporate functions.

The first steps for the realization of the Report are represented by the stakeholder identification and the materiality analysis, both carried out at corporate level by Mapei S.p.A.



Mapei's stakeholders

The main **stakeholder** categories identified are represented below.





Material topics

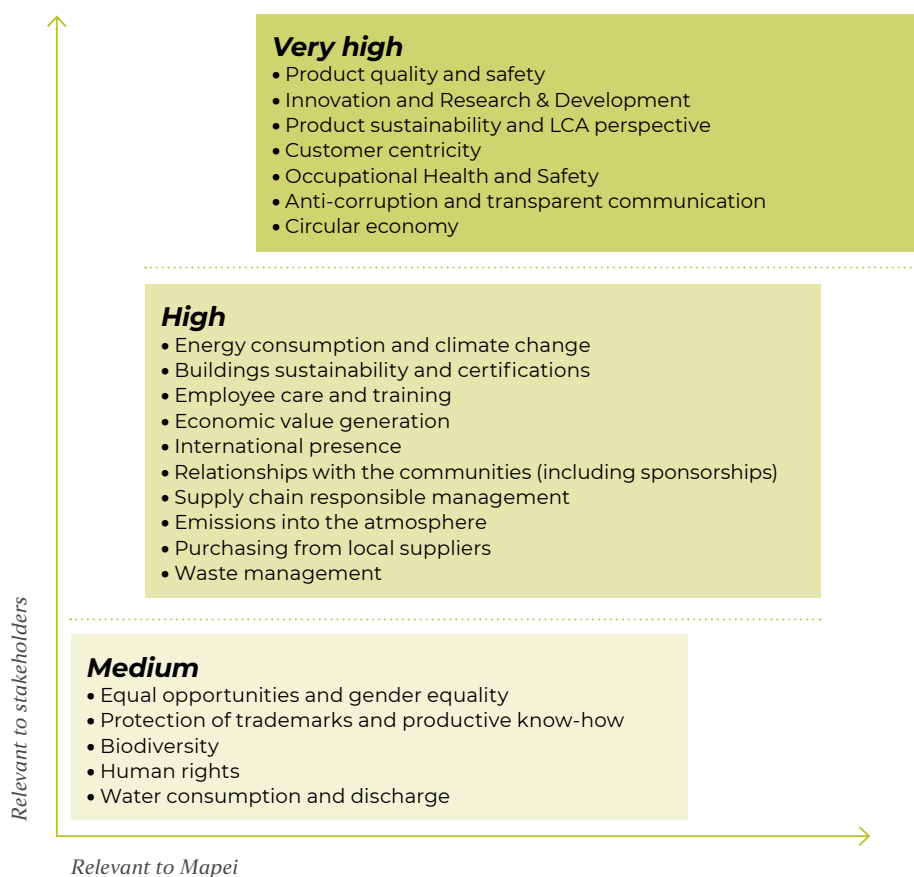
Key element of a Sustainability Report is the Materiality analysis, a map that presents the most relevant environmental, social and economic topics for a Company and for its stakeholders and their decisions.

The following Materiality Analysis has been carried out by the Parent Company on the basis of an analysis of the GRI Standards and of the external stakeholder main expectations (i.e. benchmark and sustainability trend sector analysis). The identified topics have been included into the Materiality Analysis and they have been evaluated depending on their priority, assigned to each one of them by Mapei S.p.A. through an internal sharing process involving corporate functions and considering the external stakeholder's point of view, even without their direct engagement.

The topics included in the classes "high relevance" and "very high relevance" of the Materiality analysis are the ones considered "Material topics".

For this reason, in accordance with the GRI Standards, this document is focused on them.

Even though they represent subject matters close to the Mapei Group's principles and actions, the remaining topics reporting in the "medium relevance" class are not considered material at the moment due to the lower significance of their impacts, to the strong attention already given them by the Group or to their fundamental importance into the reporting perimeter current legislation (e.g. human rights).





MAPEI GROUP AND THE SUSTAINABLE DEVELOPMENT GOALS - SDGs

Unanimously approved on September, 2015 by the 193 countries members of the General Assembly of the **United Nations**, the **17 Sustainable Development Goals - SDGs** are part of the **2030 Sustainable Development Agenda** ambitious action plan aimed to bring peace and prosperity to the people and the planet. These goals are based on the integration between the **3 dimensions of the sustainable development** (environmental, social and economic) and affect several development areas, such as inequalities suppression, natural resources safeguard and urban development.

Mapei Group shares, supports and promotes the 2030 Agenda and the SDGs. In particular, it has identified four goals (**SDG 3**, **SDG 4**, **SDG 9** and **SDG 11**) that are close to its values and commitments and on which it can significantly provide its contribution through its activities, in line with the priorities defined by the Group and the identified material topics: **Product Sustainability and LCA perspective**, **Employee care and training**, **Product quality and safety**, **Relationships with the communities (including sponsorships)**, **Customer centricity**, **Innovation and Research & Development**, **Buildings sustainability and certifications**.



SDG 3: Ensure healthy lives and promote well-being for all at all ages



SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable

MAPEI GROUP:
A PASSION BECAME HISTORY

Mapei objectives



The Strait of Gibraltar is a narrow strait that connects the Atlantic Ocean to the Mediterranean Sea



MAPEI GROUP: A PASSION BECAME HISTORY

MAPEI GROUP IN 2020



SUBSIDIARIES IN
57 DIFFERENT
COUNTRIES



MAIN RESEARCH
CENTER IN 21
COUNTRIES



PRODUCTION
SITES IN 5
CONTINENTS IN
36 DIFFERENT
COUNTRIES



BILLIONS OF EUR
CONSOLIDATED
TURNOVER AT
DECEMBER,
31ST 2020



EMPLOYEES

Quality and innovation, skills and knowledge, efficiency and durability represent the strengths for which Mapei Group is known worldwide. Thanks to them and to a rooted **internationalization** strategy, Mapei Group has grown from a family-run small Company in Milan outskirts to a world leader Group in the production of adhesives, sealants and chemical products for the building industry.

The Group expansion at a geographical level over time is tightly connected to a progressive growth in the systems and solutions offered

on the market, which currently cover all the building industry's sectors, starting from small civil buildings to major infrastructure projects, as well as new architectural structures and restoration activities.

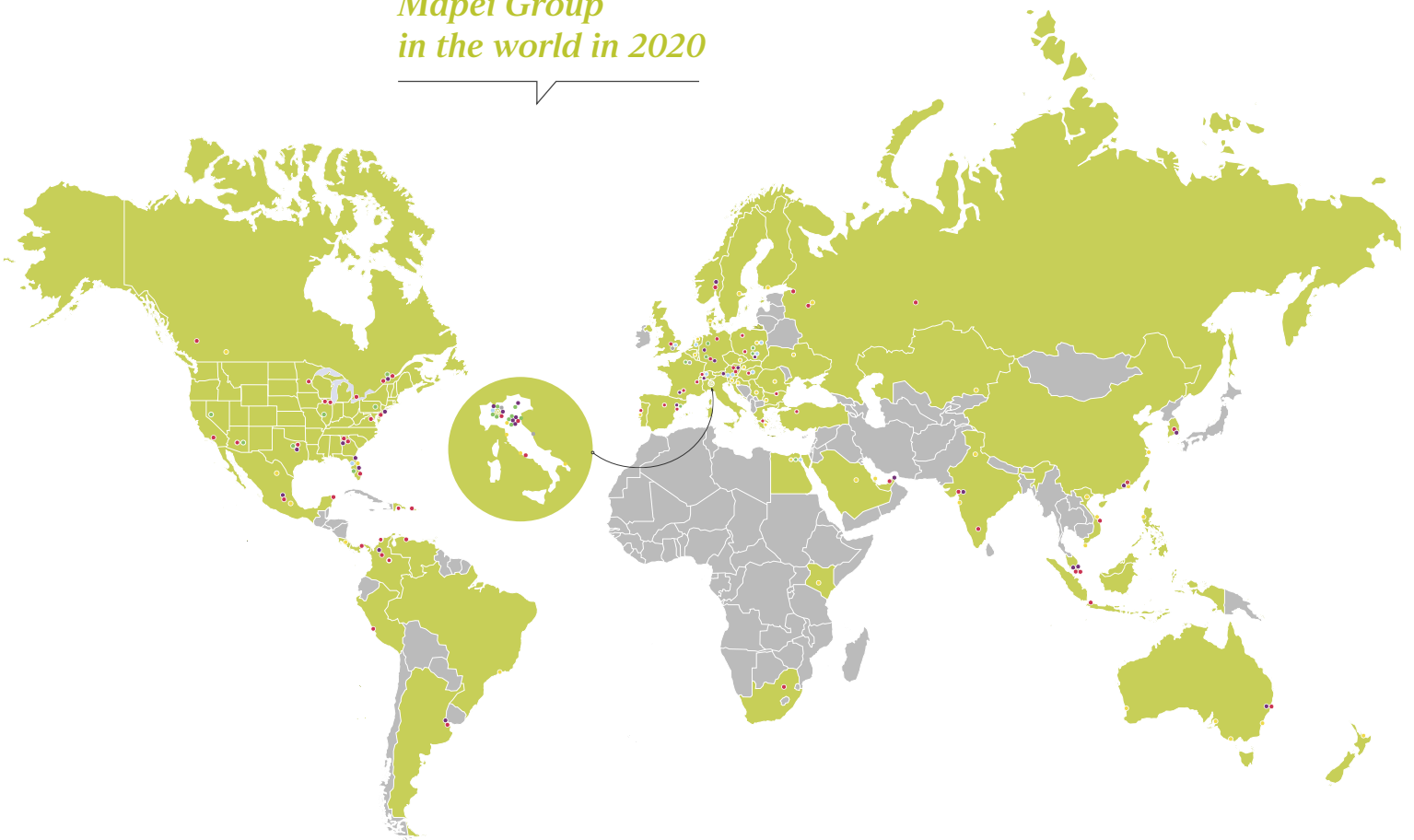
This wide level of **specialization** is a fundamental feature of the Group's way of doing business and it has been reached thanks to a continuous and well-structured **Research and Development** activity, a **qualified technical assistance** and the Group teams' professional **experience**, creative genius and passion.



Especially in these difficult times linked to the Covid-19 pandemic spreading, it's crucial to have the opportunity to rely on people who are joined together by a strong sense of responsibility and by a deep group spirit: this allowed, and still permit, Mapei to act without making any compromise on the offered products and services quality.

There are two additional successful and distinctive details that complete the Group profile: the commitment on **sustainability** in all its dimensions – including the development of **healthy** and **environmentally safe** products – and the **transparent communication** of its own performance aimed at keeping alive, authentic and deep the relationship that links the Group to its customers and collaborators.

Mapei Group in the world in 2020



1.1 An international company with an Italian soul

Mapei Polska is the reputable provider of professional building chemistry solutions. In the eyes of Polish installers Mapei belongs to the inner circle of brands with the highest market recognition and the highest credit for unwavering **product quality**, which has been reflected in awarding the title of **Silver Best Construction Brand of the Year** since 2012. Mapei Polska supplies domestic market with a range of 500 products such as adhesives (for ceramic tiles, natural stone, resilient & wood), varnishes and oils for wood, grouts & silicones, primers, self-levelling compounds, repair mortars, screeds, waterproofing & sealants, thermal insulation systems, plasters & paints, products for reinforcement of concrete structures, products for renovation of historical buildings, cementitious & resin flooring, admixtures for concrete and cement additives. They are available through traditional distribution as well as

DIY chains and are systematically used by more than 40,000 professionals in Poland. Company's reference list includes dozens of prestigious projects – from private residences to commercial centers, from public places to infrastructure, from renovation of historical buildings to modern sport arenas. The unique strength of Mapei Polska are **people** and **relations** they are able to build, therefore in addition to quality products Mapei on the Polish markets stands for state-of-the-art service that includes extensive technical trainings, technical consultancy at the construction site and hands-on engagement into long-term success of Mapei customers.

Mapei Polska's headquarter is located in **Gliwice**. The Company employs 395 people (2020) and operates two production plants (Gliwice and Barcin) and the commercial office in Warsaw.

In 2020 Mapei Polska celebrated 20th anniversary, and a brief history of the Company is reported below:

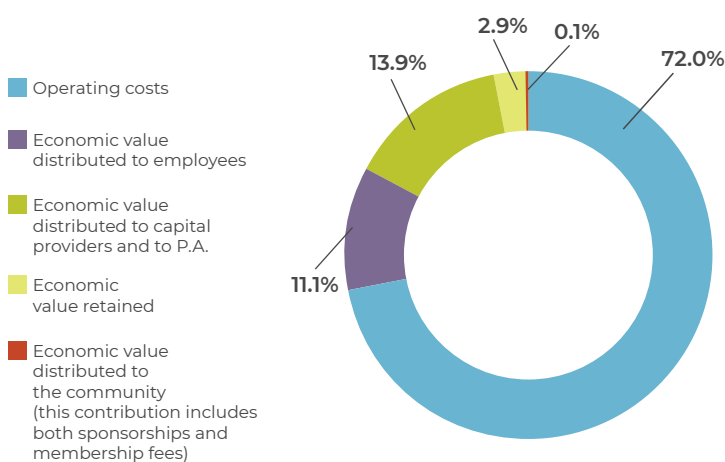
- 2000 **certificate of incorporation** of Mapei Polska signed on 16th May 2000 by Dr Giorgio Squinzi acknowledging that "Poland is an important market for Mapei Group – not only for its size and growth potential, but also for its openness to advanced technologies and high-quality products"
- 2001-2002 **setup of sales structures** that over two decades of operations in Poland have never noted any drop in year-to-year sales value
- 2003 opening of **Gliwice plant** that provides today yearly production capacity of 270,000 tons of different powder products plus a range of liquid products
- 2004 **compliance to European norms** and as such locally manufactured Mapei products are marked with CE
- 2005 Mapei **products with very low emission of VOC** marked with Emicode EC1 and Emicode EC1^{PLUS}
- 2006 introduction of **ULTRACOLOR PLUS** grout – the **story of success** that comes from correct anticipation and effective response to the needs of local market
- 2007 first local **sport sponsoring**
- 2008 **technical picnics for professionals** to permanently enter Mapei calendar as close relationship with installers is something Mapei Polska consciously builds also out of the construction site



- 2009 first **tinting station** installed upon a customer to be soon transformed into the **network** of more than 100 POS that offer Mapei thermal insulation products in individually chosen colors
- 2010 promotional campaign underlining long-lasting quality of Mapei products: **With MAPEI you build once for good!**
- 2011 **MAPEI TOUR** with two training cars hits more than 200 towns throughout Poland to **share technical knowledge with 25,000 of professionals** per year
- 2012 Mapei **solutions for sport facilities** incorporated in 2 out of 4 main Polish football arenas hosting matches of UEFA EURO 2012 (Warsaw & Gdańsk)
- 2013 opening of **Barcin plant**, eco-sustainable **LEED certified** facility, with yearly production capacity of 150,000 tons of powder product extended with manufacturing of wet plasters & paints
- 2014 Mapei **solutions for underground** contribute to the construction of 2nd line of Warsaw Metro
- 2015 **10th anniversary of MAPEI Partnership Program** for Installers providing (till today) extra professional benefit to more than 40,000 participants
- 2016 flexible ADESILEX, deformable KERAFLEX and extreme ULTRALITE lines forming **unprecedented C2 adhesives offering adapted to all construction site challenges** and professionals' application habits
- 2017 Mapei **Marine solutions** used for renovation of two Polish Navy battleships as well as several commercial cruise & processing watercrafts
- 2018 **Mapei grouts and adhesives to win** (for 11th time in a row) the ranking of **Best Construction Brand of the Year** run among Polish professionals – the success repeated in 2020 for adhesives, grouts and silicones
- 2019 **workshops for advanced professionals** on Mapei solutions to toughest construction challenges
- 2020 **the team** of 395 employees **ready to face the challenge of another decade with Mapei**

Generating value for stakeholders

Direct economic value generated and distributed



The **economic value generated**¹ by Mapei Polska shows an increasing trend during the three-year period, registering a +9.6% between 2018 and 2020 (€ million: 94.3 in 2018, 98.3 in 2019, 103.4 in 2020).

€ 100.4 million, equal to the 97% of the economic value generated in 2020, has been distributed to stakeholders as represented on the left.

¹ The economic value generated by Mapei Polska and its distribution among stakeholders has been calculated based on GRI Standards and data shared with Mapei Corporate for the drafting of the Consolidated Financial Report.

1.2 Ethics and transparent communication

Mapei Polska is directly owned and controlled by Mapei S.p.A., parent company of the Mapei Group.

The Board of directors of Mapei Polska is made up of three directors: Veronica Squinzi (President), Marco Squinzi (Director) and Artur Olubek (Managing Director).

A distinctive feature of Mapei Polska and of Mapei Group as a whole is the continuous commitment to guarantee a **transparent and direct communication** to all stakeholders, both internal and external, in order to preserve a solid relationship with all of them.

A first crucial instrument to communicate both internally and externally its commitment is the **Code of Ethics**, which drafting allowed Mapei to state and organize its own ethical values. This document expresses the

principles of conduct that the Company is bound to observe when doing business, as well as the responsibilities and obligations assumed by all the people that work for or on behalf of the Company. The Code of Ethics promotes virtuous behavior, “characterized by the highest transparency, integrity and loyalty standards” and without conflicts between corporate and personal interests. The Code of Ethics represents the corporate landmark even in terms of anti-corruption, and it is hence being communicated to all employees and commercial partners.

Mapei believes that the contribution that the Company can give to the chemical world and to the building sector is one of its “**ethical and scientific duties**”, carried on through Trade Associations and the national and international bodies of which Mapei is part.

MAPEI POLSKA IS A MEMBER OF SEVERAL ASSOCIATIONS & ORGANIZATIONS, SUCH AS:

- Polish Green Building Council
- Polish Cement Association
- Association of Building Chemistry Producers
- Association of Polish Hardwood Floor Installers
- Polish Association of Floor Contractors
- Association for Thermal Insulation Systems
- Silesian Chamber of Construction
- Chamber of Craftsmen and Small & Medium Business in Katowice
- Italian Chamber of Commerce & Industry in Poland



RESEARCH AND CONTINUOUS INNOVATION
WITH GROWING ATTENTION TO SUSTAINABILITY

Mapei solutions



Perito Moreno, on the border line between Chile and Argentina



RESEARCH AND CONTINUOUS INNOVATION WITH GROWING ATTENTION TO SUSTAINABILITY

Behind all Mapei Group products and solutions there are intense research and development (R&D) activities.

When it comes to development of new products, Mapei Polska's technical service are the extended arms of Mapei Group's R&D laboratories reaching to Polish customers in the quest for specific technical and/or utility parameters. Admixtures for concrete DYNAMON XTEND W171 and DYNAMON XTEND W173 are perfect examples of close co-operation between Mapei Polska's Concrete technologist and Mapei Groups R&D Lab in Milano. The project started in October 2020, and enabled Mapei Polska, to introduce to the market individually designed admixtures within 7 months. Admixtures

for concrete, such as DYNAMON XTEND, help reducing CO₂ emissions from concrete production giving so effective flow in concrete that it is possible to reduce the cement paste (cement + water) in concrete mix design.

Close partnership between Mapei Polska and **Silesian University of Technology** creates possibilities for existing Mapei products to find completely new applications:

- Mapei admixtures for concrete were tested as components of concrete mixtures used in 3D concrete printing process (2020).
- Mapei solution for structural reinforcement of masonry and concrete structures are being tested as innovative strengthening of geopolymers and foam concrete (started in 2020, continued in 2021).

2.1 Sustainability stated in our products

Productive know-how, experience and ability to innovate are fundamental elements of Mapei Group's activities: only by combining these ingredients it is possible to create high-performance, durable and sustainable products.

The Mapei Group essential concept of "Sustainability" includes several goals and aspects, among which:

- the environmental impact assessment of products;

- the manufacturing of products of high quality and durable, characterized by a lower consumption of virgin raw materials;
- the contribution to increase the sustainability of buildings;
- the creation of a "culture of sustainability", thanks to which a proper use of the products can be ensured, by guaranteeing performance, durability and sustainability itself.





2.1.1 The environmental impact assessment of products

A primary goal carefully pursued by Mapei Group is to monitor and minimize the products' impacts over their lifecycle, starting from their production and packaging to their use and disposal.

The environmental impacts of our products are quantified by central R&D in Milan through **LCA** (Life Cycle Assessment), a standardized methodology.

The LCA of a product is the assessment of its environmental impacts all along its life cycle: from the raw materials extraction, to their transport to the plant, to the production phases. LCA takes into account packaging, wastes and the delivery of the products to the customers and the final disposal. The outcome is issued in an Environmental Product Declaration (EPD), which is a report issued according to international standards (ISO 14025, EN 15804) that quantifies the environmental impacts of a product over its whole life cycle, measured with the standardized LCA methodology.

Mapei Polska uses the so-called model EPD released by FEICA (Association of the European Adhesive & Sealant Industry), which covers a huge range of products (more than 200). The model EPDs are structured according to chemical composition and cover all products that fall within a certain range of formulations and applications.

In the construction field, EPDs are an important tool for architects, designers and other stakeholders in order to have a better understanding of the environmental impacts of a product. Building ratings (LEED and BREEAM for example) have implemented sustainability criteria and established specific requirements for buildings based on the LCA methodology.

Thanks to the continuous attention dedicated to a deep and prompt study of the legislation and to the active participation to working tables and pilot tests promoted by affiliated associations and federations, Mapei Group has always been able to address their research activities through innovative and safe procedures.

In addition, for the purposes of a gradual improvement of the offered solutions, the Group constantly monitors possible customers' complaints related to the product's negative effects on human health.

2.1.2 The manufacturing of durable and circular products

The most significant environmental impacts during the lifecycle of Mapei Group products are related to raw materials' extraction and manufacturing. All the companies can give their active contribution to the reduction of these impacts, in a perspective of circular economy in the building sector that aims both at recycling and reusing waste produced and at reducing the consumption of raw materials.

Providing the best and most innovative solutions for planning and building in a sustainable way is a fundamental commitment for Mapei. It requires

responsibility and the ability to make choices to provide safe, reliable and durable products with the lowest impact on the environment, which can be available to designers, contractors, applicators and customers.

Another important contribution to eco-sustainability is made through the development of products with improved mechanical performance characteristics and durability which, by enabling structures to be fabricated with an intrinsically longer service life, leads inevitably to a reduction of waste materials and lower consumption of materials and energy for their construction.



2.1.3 The sustainability of buildings: Mapei's contribution

Mapei Group solutions can bring different contributions to the sustainability of the buildings, both in terms of environmental impacts and people safety and comfort.

Through the membership in **Polish Green Building Council**, Mapei Polska actively

supports education and shares best practices related to sustainability of the buildings on the local market, applying them also to own investments. In fact, Mapei production plant in Barcin has been constructed in a sustainable way confirmed by **LEED** certification obtained in December 2012.



Mapei Polska's products contribute to achieve international green ratings such as **LEED** and **BREEAM**, which certify eco-sustainable buildings. Mapei products play a part in obtaining important credits to these green ratings, thanks to their EPDs and their products with very low emission of Volatile Organic Compounds (**VOC**). In particular, already 70 locally manufactured products bear Emissioncode **EC1/EC1^{PLUS}** licenses, released by **GEV** (Gemeinschaft Emissionskontrollierte Verlegewerkstoffe, Klebstoffe und Bauprodukte e.V.), confirming very low emission of VOC.

In fact, Mapei developed twenty years ago solvent-free products with low emission of VOC, with the ability to guarantee good air quality inside the buildings where they are used, for the well-being of both those who use and apply the products and those who use the buildings. The growing attention to the living comfort, due in particular to the long time spent in our homes during lockdowns, has resulted in an increase in **EC1^{PLUS}** certified products, compared to 2019. Each month Mapei Polska issues documentation for at least one new project aiming for sustainable certification.

2.1.4 The spreading of a “culture of sustainability”

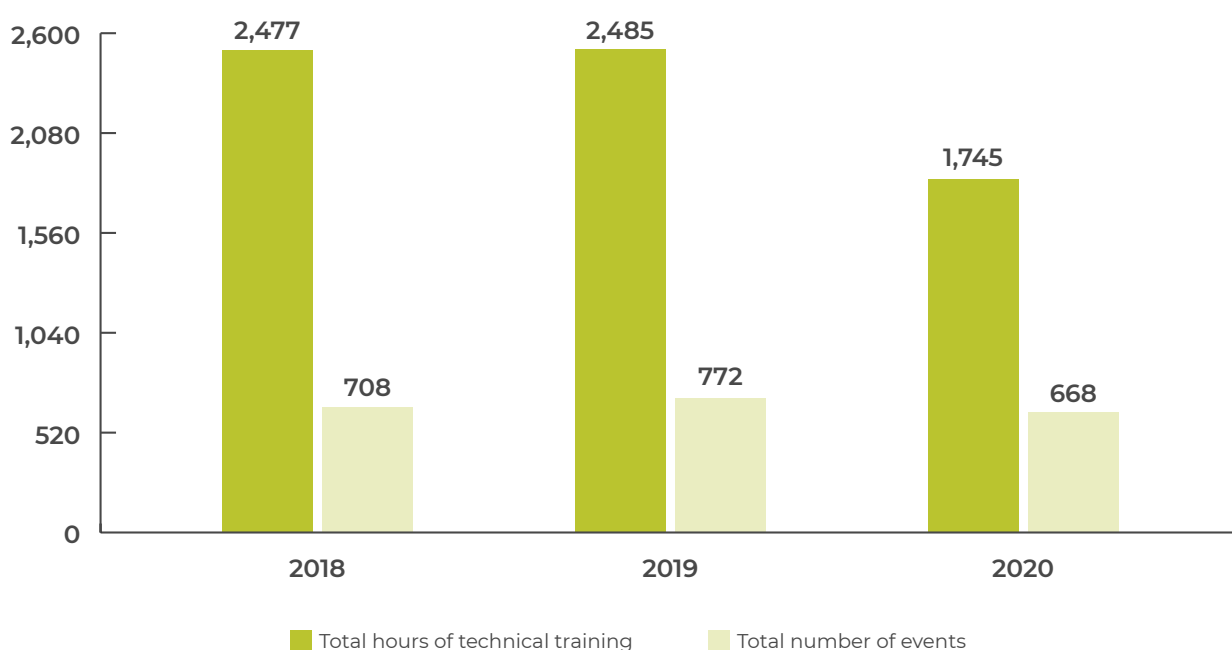
In a continuously evolving construction industry, it is important that a Group like Mapei dedicates its efforts and investments to share and spread its know-how within the sector, for example with designers and raw materials producers. In this way, the Group can always be close to its customers, guaranteeing them a 360° assistance and ensuring that all the subjects that handle its products can use them in the best way possible, so that their performance, durability and sustainability are not being compromised.

Transmitting an adequate level of knowledge of its solutions is important to contribute to the evolution of the technical skills and to the culture's growth into the building sector, particularly in terms of sustainability.

In particular, during 2020, 1,745 hours of **technical training** had been provided, involving 9,117 participants through different kind of activities, such as product/solution presentations at the construction sites and webinars.

The heart of any Mapei Polska's technical training is the possibility to personally try the application of a new product/solution – something even the best virtual sessions can't provide yet. Therefore, as soon as legally possible, respecting pandemic restrictions concerning the number of people participating to the meeting, technical consultants reestablished the training calendar. What was in the past years merely intuition, in 2020 became proven reality – technical sessions provided to smaller group of people eager to try out/explore new products quickly turned into quality technical service time with much more solid results in terms of changes in application habits to be expected in the months to come.

Technical training



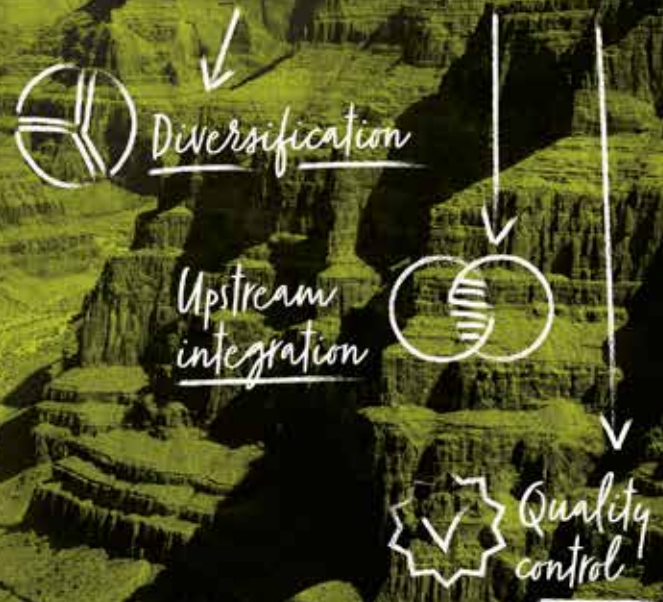
MAPEI'S VALUE CHAIN: EFFICIENCY AND RESPECT FOR THE ENVIRONMENT

Mapei strategy

IMPACT ON THE ENVIRONMENT



INTEGRATED PRODUCTION CHAIN



MANAGEMENT OF THE SUPPLY CHAIN





MAPEI'S VALUE CHAIN: EFFICIENCY AND RESPECT FOR THE ENVIRONMENT

3.1 The production activities and the constant guarantee of quality

The production activities of Mapei Polska are carried out in **Gliwice** and **Barcin**.



The output of both Mapei Polska's production plants accounted in 2020 for 319,651 tons. The majority of that was made up by powder products (mainly grouts, adhesives, self-levelling compounds, repairing mortars and screeds – manufactured in Gliwice and in Barcin), wet plasters (Barcin) and liquid products (mainly primers and admixtures for concrete - Gliwice). The volume of production increases steadily every year (+4.5% in 2019 and +6.0% in 2020), in line with local sales trends.

Raw materials like SiO_2 and CaCO_3 powders, sand, cement, granulated clunch and other neutral components (including colorants), supplied by road transportation, are pneumatically or hydraulically pumped into silos. From there they are automatically transferred into mixers (together with other necessary components – stored separately in bulk bags and dosed manually) to be finally put into individual bags or buckets as Mapei final products. The whole process from



raw materials supply through dosage, mixing and final production is automated and controlled by the computer system.

In order to comply with the highest performance standards and to guarantee excellent products that meet the clients' expectations, in each of Company's production plants there is a **Quality Control laboratory**, in charge of verification of

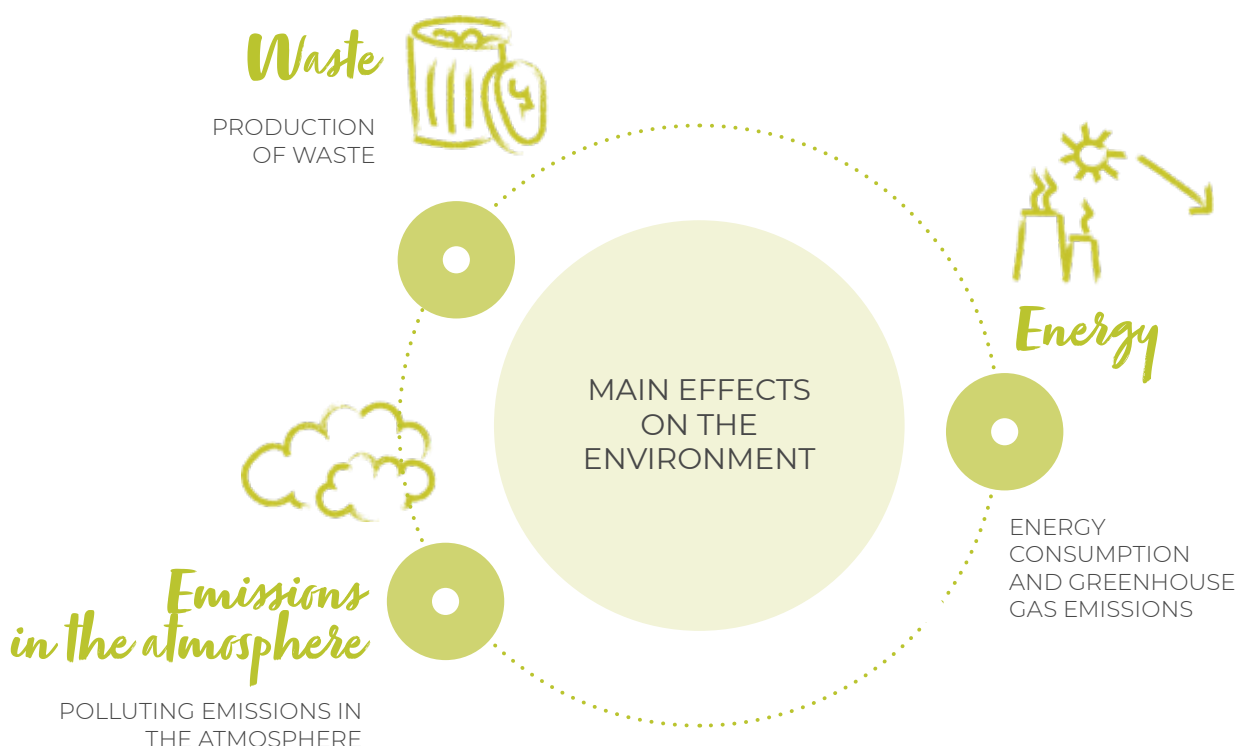
entering raw materials and finished products quality levels.

Mapei Polska's systemic approach to quality management and constant organizational improvement was confirmed on January 20th, 2015 by PN-EN ISO 9001:20028 certificate issued by Institute of Construction Technology and its upgrade to PN-EN ISO 9001:2015 on September 14th, 2018.

3.2 The monitoring of the production process impacts for the environment safeguard

Among the different environmental impacts related to Mapei Polska production process, the most relevant ones are represented by

the energy consumption (and the relative GHG emissions), the air pollutant emissions and the waste production

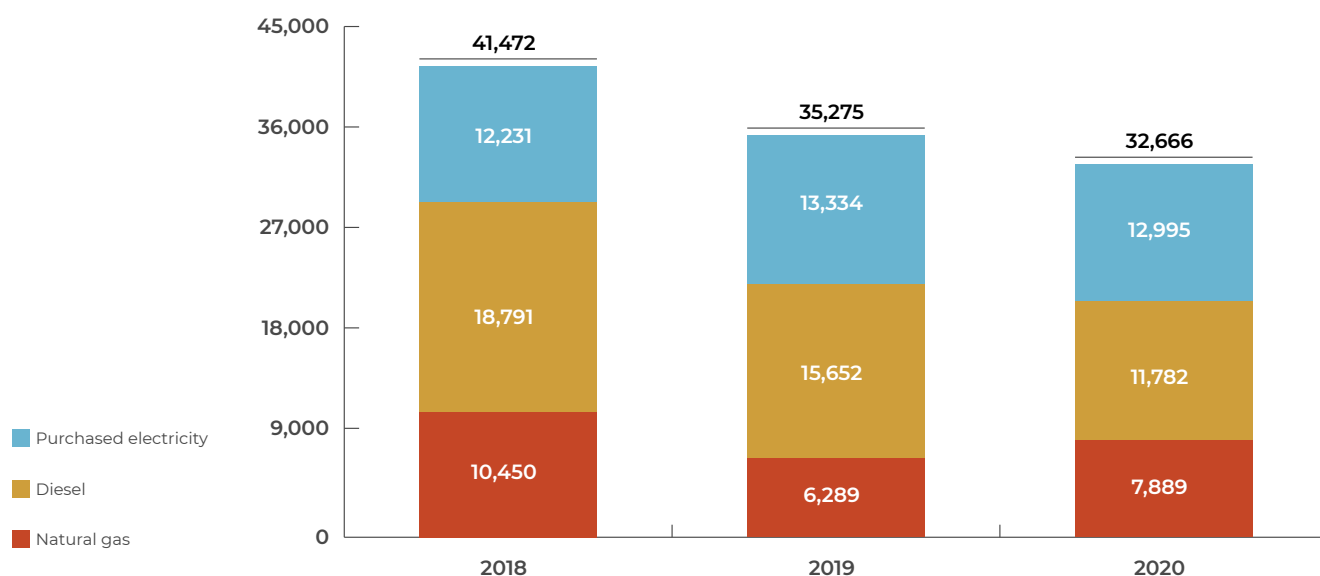


3.2.1 Energy and Green House Gases emissions: efficiency and reduction

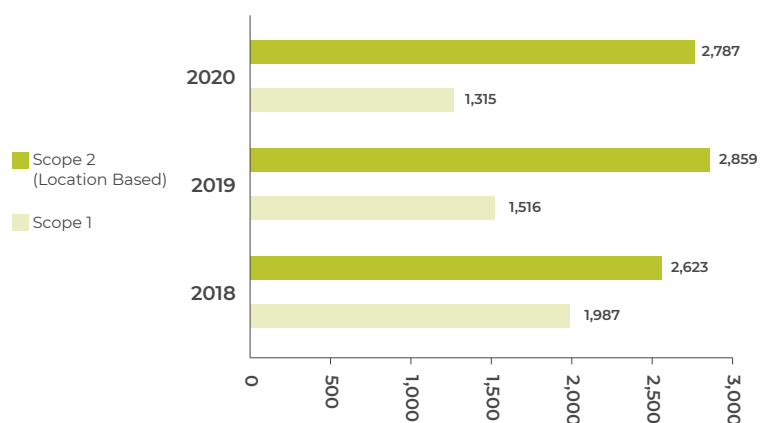
The energy used by Mapei Polska comes from three sources:

- **Purchased electricity** (approximately 40% of energy consumed in 2020) is mainly used as a power source for the production process (machinery and equipment) and in a lesser extent to power air-conditioning and lighting (energy-efficient LED light sources mostly).
- **Natural gas** (24% of energy consumed in 2020) is used for heating purposes (both the air and water).
- **Diesel oil** (remaining 36% of 2020) is being consumed by company's fleet.

Energy consumption (GJ)



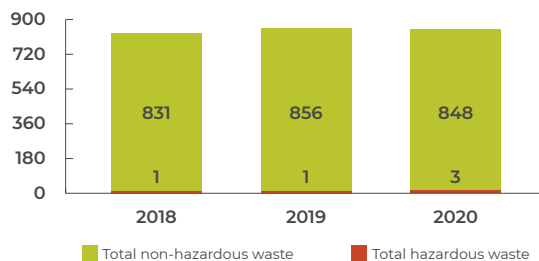
GHG Emissions (ton CO₂ EQ)



The GHG emissions are strictly connected to the energy consumption: during 2020 their largest share is represented by **Scope 2** emissions (or indirect emissions), which are due to electricity purchasing. They are calculated following two methods, known as Location-Based method (2,787 ton CO₂ during 2020) and Market-Based method (2,883 ton CO₂ during 2020), which are higher because as of today Mapei Polska doesn't purchase Guarantee of Origin (GO). **Scope 1** emissions (or direct emissions, 1,315 ton CO₂ EQ) are due to diesel oil (almost 67% of the total Scope 1 emissions) and natural gas consumption (about 33%).

3.2.2 Waste: recovery, recycle and disposal

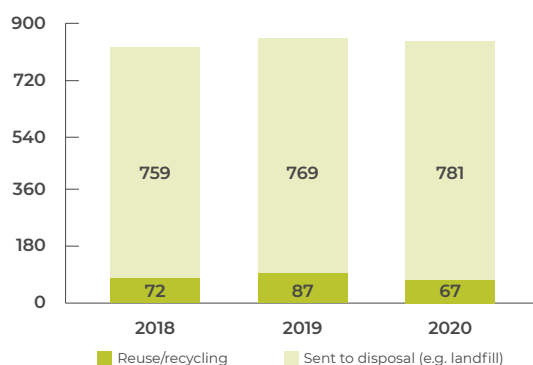
Waste by type (tons)



In 2020 a total of 851 tons of waste were generated by Mapei Polska, out of which:

- 91.8% has been segregated and disposed;
- 7.9% has been recycled;
- only 0.3% of waste was considered hazardous (against 99.7% of non-hazardous) and has been incinerated.

Non-hazardous waste (tons) by disposal method



The majority of production waste cannot be recycled yet, nevertheless different methods of their volume optimization are being analyzed on regular basis and adopted wherever possible. For example, sludges that come from installation wash are coagulated and then handed over for disposal.

3.2.3 Air pollutant emissions in the atmosphere: sampling and analysis

Production processes specific to manufacturing of powder products in Mapei Polska by their nature create risk of air pollution with dust, therefore both production plants – in Gliwice and in Barcin – are equipped with efficient air filtration systems, which considerably reduce external emission of dust for environmental safety and also help recuperate powder raw materials for greater effectiveness of production itself. Dust emission into the air and concentration of PM 10 and PM 2.5

are subject to permits regulated by law and acquired for both production plants, while emission levels are systematically monitored by accredited laboratories. To ensure the lowest possible dust emissions, filters are regularly inspected, serviced and/or replaced, following procedures set out in the instructions and respective technical documentation. Emissions levels are monitored by recording the amount of raw materials consumed and the number of working hours of the installation.

3.3 The responsibility in the procurement

Purchasing volume in Mapei Polska grows following sales trends. Up to 97% of those stands for raw materials.

MATERIALS USED BY WEIGHT (TONS)

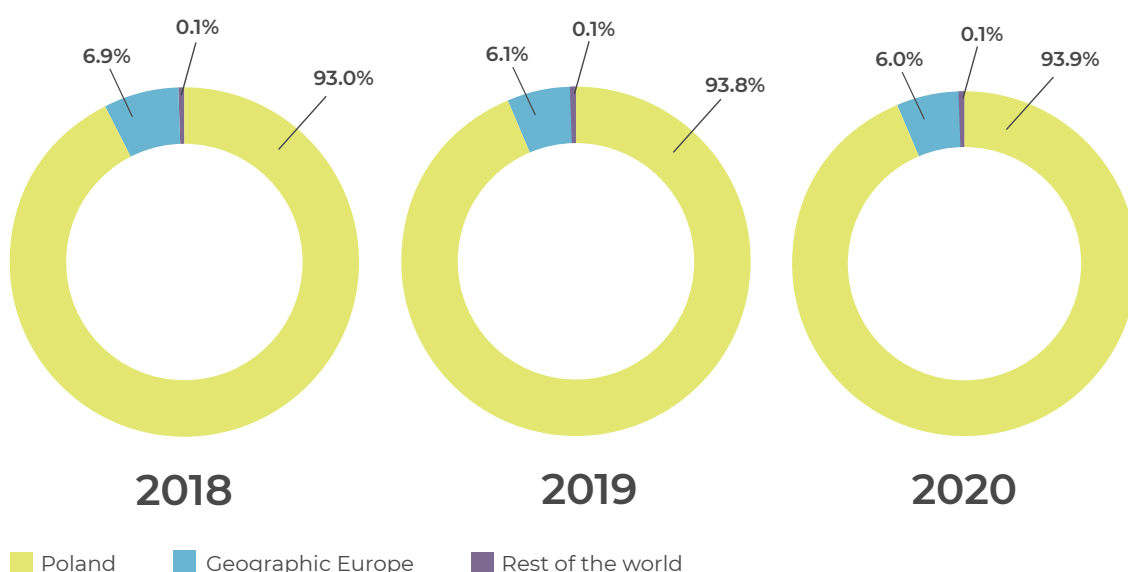
	2018	2019	2020
Raw materials (natural resources used for conversion to products or services)	282,483.3	294,712.1	310,620.1
Packaging (excluding labels)	2,257	2,364	2,644
Purchased finish products	11,121.8	8,303.3	8,037.8
Other – tools	13.8	13.2	13.6
TOTAL	295,875.8	305,392.6	321,315.5

Constant scouting for alternatives to substitute more distant sources brings steady increase in local supplies. In 2020, almost 94% of total purchased material (tons) was provided by partners operating in the Polish market.

Supply chain is managed in accordance with local purchasing procedure that clearly defines the process of supplier's

engagement, evaluation, selection and qualification. In 2020, 11 new suppliers were contracted – 6 of them have been selected locally and the other 5 have been selected and evaluated on corporate level.

During 2020, the 36% of Mapei Polska new suppliers (equal to 11) were screened using environmental criteria, whereas the 36% were screened using social criteria.



PEOPLE CENTRALITY
IN THE GREAT MAPEI FAMILY

People first





PEOPLE CENTRALITY IN THE GREAT MAPEI FAMILY

As well as the entire Mapei Group, since its foundation in 2000, Mapei Polska identifies people as the key element for the Company success and continuous growth. That's why the Company strongly believes in its employees and collaborators and strives to increase and enhance their talent, proactivity

and team spirit and to preserve their safety and well-being.

This is the philosophy that distinguishes the Company itself and the entire Group, even during the most difficult times, as the recent health emergency linked to the Covid-19 pandemic.

4.1 People wellbeing and safety as a priority

One of the Mapei Polska's target is to ensure employees a comfortable and safe workplace, keeping in mind their personal needs and guaranteeing them a general condition of well-being.

Among many benefits and initiatives put in place by the Company, it is worthwhile to mention the followings:

- Private medical care giving employees comfortable access to doctors across Poland (plus possibility to extend coverage to employee's family members at a modest supplement);
- Supplement to MultiSport card giving employees unlimited access to over 4,000 sport facilities across Poland;
- Lunch cards, soft drinks and fruits available to employees in every Mapei Poland's location;
- 2-day-long all-inclusive integration event (Christmas Party) for employees – biannually;

- Access to group insurance program at attractive rates;
- Possibility of remotely based work if the need occurs.

Together with people's well-being, it is essential for Mapei Polska to ensure a healthy workplace, where employees and collaborators can carry out their tasks in the safest possible manner.

The Company has always been committed to reduce as much as possible the chance that an injury may occur. For this reason, specific sets of actions are being taken in Mapei Polska in reference to employees, visitors and Covid-19 as described below.

Referring to **employees**:

- Mapei Polska is in process of implementation of Occupational health and safety management systems according to PN-ISO 45001;
- Policy for safety and protection of health and environment has been published,



extended with related documentation such as evaluation of occupational risk, OHS (Occupational Health and Safety) instructions (including description of work processes or operations with individual equipment) and internal regulations (including usage of personal protective equipment);

- Work conditions & environment are being systematically controlled by OHS specialist in all Mapei Polska locations;
- Work environment in production plants is subject to monitoring (one per year - noise level, air pollution with dust and chemical substances);
- In March 2020 the OHS commission has been appointed (including 3 representatives from among employees) and meets quarterly to review current OHS issues;
- Employees participate in OHS trainings (obligatory courses required by law and supplementary courses on current issues of relevance) and are offered extra OHS communication aimed at raising awareness (posters and/or electronic presentations on work with computer, driving a car, spine problems prevention etc.);
- First aid system has been set in all Mapei Polska locations (defibrillators, first

aid boxes, individual employees appointed to lead first aid if need be – properly trained);

- Workstations in production plants have been equipped with electric pallet truck instead of hand ones as well as mobile manipulators (vacuum lifter).

Referring to **visitors**:

- At the entrance to each production plant visitors are equipped with Mapei OHS Instructions for Guests;
- Third parties operating periodically in the area of production plants are obligatorily trained in Mapei OHS requirements (courses are delivered by OHS specialist or respective Mapei manager commissioning works to third parties).

Referring to **Covid-19**:

- Temperature measurement at the entrance to production plants;
- Limitation of points of contact between third parties (line truck drivers) and Mapei employees;
- Extension of breaks between shifts;
- Lower number of people to use dining room at the same time;
- Rooms decontamination;
- Disinfection of door handles, switch-keys and surfaces commonly used;
- Possibility for remotely based work;
- Personal protective equipment for employees and their families.

Between 2018 and 2020 there were no repetitive work-related injuries associated with the same work-station and/or equipment.

WORK-RELATED INJURIES FOR EMPLOYEES	UNIT OF MEASURE	2018	2019	2020
TOTAL NUMBER OF INJURIES	n.	3	0	5
<i>of which with high-consequence work-related injuries</i>	n.	0	0	0
Employee worked hours	hours	725,500	773,600	695,600
RATE OF TOTAL INJURIES	-	4.1	0	7.2
Rate of high-consequence work-related injuries	-	0	0	0

Out of 8 injuries that occurred in the three-year period, 2 were classified as random and difficult to prevent (in 2020 stumbling over a properly placed pallet, while in 2018 a knee injury while getting out of the vehicle). As for remaining cases, actions were taken to prevent reoccurrence in the future (additional inspections of the production line, marking hazardous areas, workstation organization change etc.). Each real-life injury is discussed during internal OHS trainings for employees, while results of its analysis are transferred to managers of other Mapei

Polska locations for verification of possibility of similar occurrence. For 2021 OHS action plan was prepared with the goal of "zero injuries".

Regarding the Company non-employee workers², during the three-year period one incident has been registered, of which 0 with high consequences³.

² Interns, temporary agency workers and fixed outside contractors.

³ Injury with more than 6 months of absence or that led to a permanent and irreversible damage to the injured person.

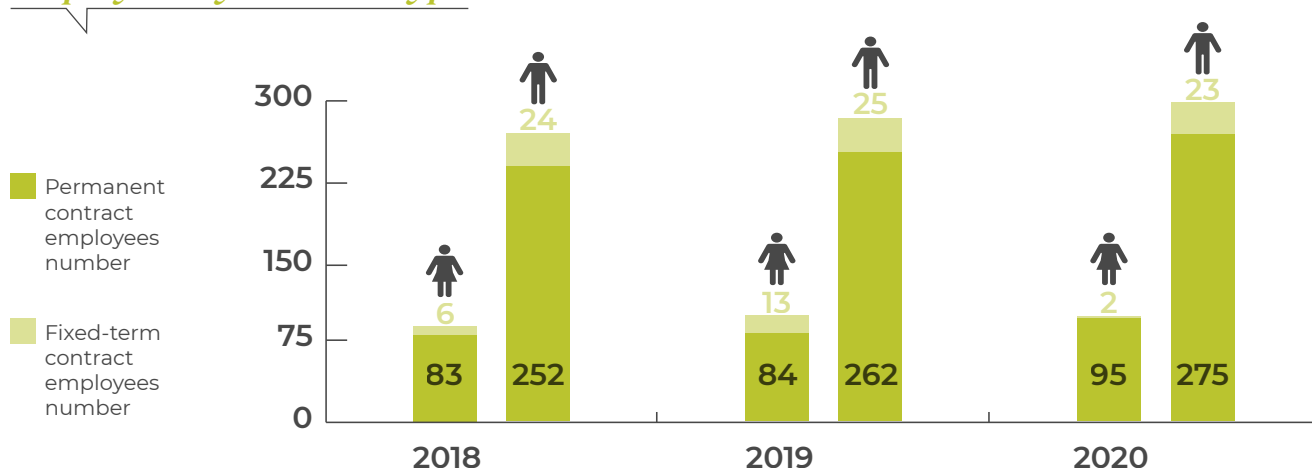
4.2 Diversity and inclusion: important strong points

On 31st December 2020, Mapei Polska counts **395 employees**, of which 24.6% women and 75.4% men. Employment gender structure is stable and specific to the nature of construction business.

Regarding the professional categories, Mapei Polska workforce is made up of white collars (50.7%), blue collars (37.7%), managers (10.1%) and executives (1.5%).

In line with previous year, in 2020, employees' contracts are mainly permanent (93.7%) with the remaining part (6.3%) of fixed-time ones. The part-time contract option covered 3 employees and it's used mainly by women (about 67%).

Employees by contract type



During 2020, the Mapei Polska's family hasn't seen the involvement of interns, temporary agency workers and fixed outside contractors.

Nobody is excluded or isolated, this is a distinctive cornerstone of the whole Mapei Group, that wants to be like a family for its people. According to this, Mapei Polska constantly follows the principles of inclusion and equality and appreciation of the

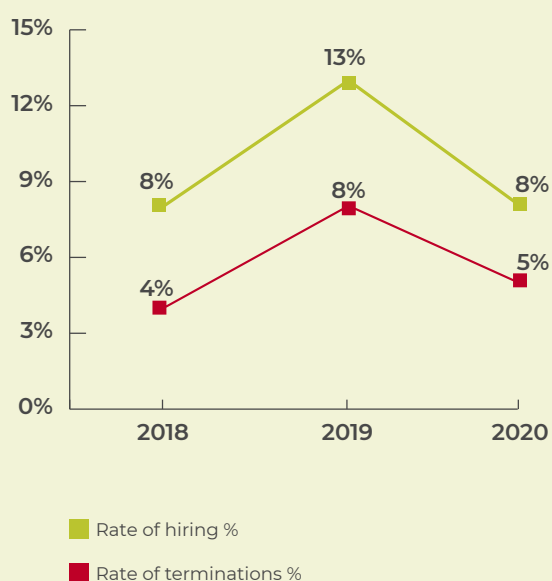
differences and peculiarities of each individual.

This is reflected in business approach and conscious choice – whenever possible – to deal with companies of which the mission is to professionally activate people with disabilities. In 2020 more than one third of working clothes delivered to the market (as gifts in loyalty program and/or sales promotions) was sewed in sheltered workshop (and increase from 14% in 2018).

HIRING AND TERMINATIONS

HIRING AND TERMINATIONS BY AGE GROUP (N.)						
	HIRING			TERMINATIONS		
AGE GROUP	2018	2019	2020	2018	2019	2020
< 30 years old	16	26	19	4	7	10
Between 30 and 50 years old	14	24	11	8	22	9
> 50 years old	0	1	1	2	3	1
TOTAL	30	51	31	14	32	20

New hiring and turnover rates



Compared to 2019, the number of employees is increased in 2020 by 2.9%, due to the balance between the 31 hiring (3% of women and 97% of men) and the 20 terminations (5% of women and 95% of men) occurred during the year. Instead, in 2019 13 women and 38 men were hired (in 2018, 4 and 26 respectively), while the terminations concerned 5 female employees (2 in 2018) and 27 male ones (12 in 2018).

The doubling of termination rate in 2019 was mainly caused by intensive growth of economic zone in which Gliwice plant is localized. Uncertainty brought by Covid-19 pandemic made employees less tempted to explore unknown.

4.3 The professional growth as a result of continuous training

The training activities provided by Mapei Polska over last three years were related to several subject areas, in particular:

- Management skills (team, project, time, stress);
- Knowledge and/or practical skills required by law (confirmed with official certificates acquired by trained employees);
- Practical skills improving everyday efficiency at work (operations on provided software, operations with machines and devices);
- Knowledge (changes in local & international law, internal procedures, new Mapei products & systems);
- Languages (English, Italian).

The training hours provided by the Company during 2020 amount to 4,752, registering a 55% drop compared to 2019 and a 22% drop compared to 2018. Such a result comes from extremely high base (10,526 training hours provided in 2019) and Covid-19 pandemic related restrictions that on many levels hindered training activities in 2020.

In 2018 Mapei Polska adopted new **annual performance evaluation system** that consists of two elements – employee self-evaluation and supervisor's evaluation, both executed based on very same set of criteria designed by the company. The system in place enables supervisors to path the way for coordinated professional growth of each and every employee, of which well adapted training programs are important part.

AVERAGE TRAINING HOURS	2018	2019	2020
Average training hours per employee	16.79	27.41	12.03
BY GENDER			
Average training hours per female	18.04	29.76	10.73
Average training hours per male	16.39	26.62	12.45
BY PROFESSIONAL CATEGORIES			
Average training hours per executives	18.83	73.00	37.17
Average training hours per managers	29.76	54.82	26.90
Average training hours per white collars	19.13	30.49	13.03
Average training hours per blue collars	9.18	12.87	5.53



THE COMPANY BOND
WITH THE COMMUNITY AND THE TERRITORY

Tradition and excellence



The Matterhorn is located on the border between Italy and Switzerland



THE COMPANY BOND WITH THE COMMUNITY AND THE TERRITORY

Mapei Polska is aware of the great impact that it can have on the local communities, generating economic value within its surroundings/on the territory and taking on an active role in the community life.

For this reason, the Company, just like the Mapei Group as a whole, constantly commits to keep alive its relationship with the communities in which it operates through numerous initiatives, based on key elements such as tradition and excellence, passion for sport, love of arts and culture, care for others and closeness to new generations.

In particular, during 2020, Mapei Polska provided a contribution of about € 25,000 through all the initiatives supported and implemented.

In the following pages, the most significant initiatives put in place during the three-year period are reported.



5.1 Sport

- **Sponsoring of Warsaw Winter Triathlon editions XXIX 2018, XXX 2019, XXXI 2020**

organized traditionally in January, for more than 30 years, the event combines 4 km of running, 2 km of skating and 10 km of cycling accomplished by appx. 50 teams and more than a 100 of individual sportsmen – real “tough guys” plus families & supporters.

- **Sponsoring of FED CUP** world championship of women teams’ in tennis (2019, Zielona Góra), first event of that category ever organized in Poland with up to 13,000 spectators daily in place.

- **Sponsoring of Davis Cup** (Poland – Hong Kong, Kalisz 2020) – Poland took part in the professional men tennis tournament, the first mass event in Poland that was impacted by Covid-19 pandemic and

organized without public as precaution measures (however broadcasted by public TVP SPORT).

- **Support of local sport clubs & players (2018 – 2020):** sport clothes and/or equipment offered to young swimmers of UKS Tryton Olecko, young handball players of SPR Szczypiorniak Gorzyce Wielkie and KS VICTORIA Piaseczno, young football players of MŁKS Łomża and LKS ODRA Nietków and KS Fala Międzyzdroje, local team of footballers in Wolsztyn and MKS Cresovia Siemiatycze, local team of basketball players in Ostrów Wielkopolski/ support in organization of local sport events like golf tournament in Kamień Pomorski, Jerzy Kryjom football tournament in Ostrów Wielkopolski, handball’s Szczypiorno Cup in Kalisz or participation of talented driver in car rallies.

5.2 Culture

- **Sponsoring of Nationwide festival of sung poetry and acting interpretation of songs FORMA in Barcin editions IX 2018, X 2019, XI 2020** organized by community center in Barcin contest for young and talented singers and musicians from all over Poland, three-day-long event extended with evening recitals of renowned Polish actors & performers.

- **Support of International theatre festival WALIZKA in Łomża (edition XXXII 2019)** organized in co-operation with Ministry of Culture, one of most renowned theatre festivals in Poland with participation of foreign theatre companies from Jordan, Italy, Greece, Argentina, France, Singapore.

5.3 Solidarity

- Production and distribution among customers and their families of **14,500 protective masks** at the beginning of Covid-19 pandemic in 2020, when the access to any protective equipment was extremely difficult.



NOTE ON
METHODOLOGY

2020

Note on methodology

This document represents the first **Sustainability Report** of Mapei Polska and it **refers to 2020** reporting year (from January 1st to December 31st 2020).

The Report also contains, where available, the performance data regarding the previous two years, in order to allow a comparison of the data over the 2018-2020 three-year period.

The reporting standards adopted by Mapei Polska to prepare the 2020 Sustainability Report are the **GRI Sustainability Reporting Standards**. In particular, in accordance with GRI Standard 101: Foundation, paragraph 3, reference has been made in this document to the Disclosures the table below, in accordance with a GRI-Referenced approach. In addition, the GRI Content, available at

the end of this document, contains the GRI indicators associated with each material topic.

At the publication date of this Report, Mapei Polska had not been informed of any significant events in 2021 that could be deemed important for purposes of sustainability reporting.

Unless otherwise indicated, the reporting perimeter is limited to Mapei Polska.

Mapei Polska has its registered office in Gliwice, 14 Eiffel Street; details of the production sites of the Company included in the perimeter of this Sustainability Report are provided at the beginning of chapter 3.

This document has not been audited by an independent company.

GRI STANDARDS	GRI DISCLOSURE	DESCRIPTION
GRI 102 - General disclosures	102-8	Information on employees and other workers
	102-14	Statement from senior decision-maker
	102-18	Governance structure
	102-40	List of stakeholder groups
	102-46	Defining report content and topic boundaries
	102-47	List of material topics
	102-55	GRI content index
GRI 103 - Management Approach	103-1	Explanation of the material topic and its boundary
	103-2	The management approach and its components
	103-3	Evaluation of the management approach



NOTE ON METHODOLOGY

GRI STANDARDS	GRI DISCLOSURE	DESCRIPTION
GRI 201 - Economic performance	201-1	Direct economic value generated and distributed
GRI 204 - Procurement practices	204-1	Proportion of spending on local suppliers
GRI 205 - Anti-corruption	205-3	Confirmed incidents of corruption and actions taken
GRI 301 - Materials	301-1	Materials used by weight or volume
GRI 302 - Energy	302-1	Energy consumption within the organization
GRI 305 - Emissions	305-1	Direct (Scope 1) GHG emissions
	305-2	Energy indirect (Scope 2) GHG emissions
GRI 306 - Effluents and waste	306-2	Waste by type and disposal method
GRI 307 - Environmental compliance	307-1	Non-compliance with environmental laws and regulations
GRI 308 - Supplier environmental assessment	308-1	New suppliers that were screened using environmental criteria
GRI 401 - Employment	401-1	New employee hires and employee turnover
GRI 403 - Occupational health and safety	403-1	Occupational health and safety management system
	403-2	Hazard identification, risk assessment, and incident investigation
	403-3	Occupational health services
	403-4	Worker participation, consultation, and communication on occupational health and safety
	403-5	Worker training on occupational health and safety
	403-6	Promotion of worker health
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
	403-9	Work-related injuries
GRI 404 - Training and education	404-1	Average hours of training per year per employee
GRI 413 - Local communities	413-1	Operations with local community engagement, impact assessments, and development programs
GRI 414 - Supplier social assessment	414-1	New suppliers that were screened using social criteria
GRI 416 - Customer health and safety	416-1	Assessment of the health and safety impacts of product and service categories
GRI 417 - Marketing and labeling	417-1	Requirements for product and service information and labeling
GRI 419 - Socio-economic compliance	419-1	Non-compliance with laws and regulations in the social and economic area

Material topics

In accordance with the GRI Standards, the content of the Sustainability Report depends on the materiality analysis performed by Mapei Group, as described in the introductory chapter. The table below provides the list of the material topics identified by the Group and its stakeholder, the corresponding *GRI Topics*

and the related perimeter in terms of impact and any restrictions on reporting due to data unavailability on the external perimeter.

Over the coming years, Mapei Group intends gradually to extend the reporting perimeter of the material topics.

MATERIAL TOPICS FOR MAPEI GROUP	GRI TOPICS	PERIMETER OF THE TOPIC		RESTRICTIONS ON THE REPORTING PERIMETER	
		Internal	External	Internal	External
Product quality and safety	Customer health and safety; Marketing and labeling	Mapei Polska	-	-	-
Innovation and Research & Development	-	Mapei Polska	-	-	-
Product sustainability and LCA perspective	Materials; Emissions	Mapei Polska	Suppliers	-	Reporting not extended to suppliers
	Customer health and safety	Mapei Polska	-	-	-
Customer centricity	-	Mapei Polska	-	-	-
Occupational Health and safety	Occupational health and safety	Mapei Polska	Suppliers	-	Reporting partially extended to suppliers (contractors and temporary agency workers)
Anti-corruption and transparent communication	Anti-corruption; Environmental compliance; Socio-economic compliance	Mapei Polska	-	-	-
Energy consumption and climate change	Energy; Emissions	Mapei Polska	Suppliers	-	Reporting not extended to suppliers
Buildings sustainability and certifications	-	Mapei Polska	Clients	-	-
Employee care and training	Employment; Training and education	Mapei Polska	-	-	-
Economic value generation	Economic performance	Mapei Polska	-	-	-
International presence	-	Mapei Polska	The Other Subsidiaries of Mapei Group	-	-
Relationships with the communities (including sponsorships)	Local communities	Mapei Polska	-	-	-
Supply chain responsible management	Supplier environmental assessment; Supplier social assessment	Mapei Polska	-	-	-
Emissions into the atmosphere	Emissions	Mapei Polska	Suppliers	-	Reporting not extended to suppliers
Purchasing from local suppliers	Procurement practices	Mapei Polska	-	-	-
Waste management	Effluents and waste	Mapei Polska	-	-	-
Circular economy	Effluents and waste	Mapei Polska	-	-	-



The principles for the content definition and the quality guarantee of the Report

This Sustainability Report is prepared in compliance with the *Reporting Principles* defined by Standard *GRI 101: Foundation*, namely the principles of *completeness*, *sustainability context*, *stakeholder*

inclusiveness and materiality for the Report content definition, and *reliability*, *clarity*, *comparability*, *accuracy*, *timeliness* and *balance* to ensure the overall quality of the report.

The reporting process and the calculation methods

The content of this Report has been defined on the basis of what emerged from the materiality analysis performed. The qualitative and quantitative data on the social, environmental and economic-financial aspects have been collected, on an annual basis, through the involvement of the main Company and Group functions.

The main calculation methods and assumptions adopted for the performance indicators included in the Report are indicated below, in addition to those already explained within the text.

- Regarding environmental data: when unavailable, conservative estimates had been followed. This approach led to choose the assumptions linked to the less positive environmental performances for the Company.

- Greenhouse gas (GHG) emissions have been reported in accordance with the guidelines established by the GHG Protocol Corporate Accounting and Reporting Standard developed by the World Resources Institute (WRI) and by the World Business Council on Sustainable Development (WBCSD). The emissions calculation is based on the following formula: $\text{CO}_2 \text{ emissions} = \text{activity data} \times \text{emission factor} \times \text{GWP}$ (Global Warming Potential). The calculation of greenhouse gas emissions also considers the emissions associated with any leakage of refrigerant gases. In this case, the quantity of lost refrigerant is multiplied by the respective GWP.
- The emission factors and the GWPs used are shown in the table below:

SCOPE	COEFFICIENT	UNIT OF MEASUREMENT	2018	2019	2020	SOURCE
SCOPE 1	E.F. Natural gas	kg CO _{2eq} /m ³	2,047	2,031	2,023	DEFRA ⁴
	E.F. Diesel	kg CO _{2eq} /l	2,688	2,687	2,688	DEFRA ⁵
SCOPE 2	Market-based electricity E.F.	gCO _{2eq} /kWh	897.12	810.97	798.68	AIB – Residual mixes ⁵
	Location-based electricity E.F.	gCO _{2eq} /kWh	772	772	772	TERNA – Confronti internazionali ⁶

- Scope 2 GHG Emissions reported in the environmental impacts paragraph are calculated using the Location Based method; for completeness, the overall amount of Scope 2 emissions has been calculated using also the Market Based method, which emission factor is provided by AIB – European Residual Mixes.
 - For calculation of GHG emissions and energy consumption, the conversion factors used (lower heating value and density of natural gas and diesel) are obtained from the DEFRA (Department for Environment, Food and Rural Affairs) database of the UK Government, which is updated annually.
 - For any additional information and in-depth analyses, please contact: Mapei Polska.
- ⁴ DEFRA (Department for Environment, Food and Rural Affairs) database of the UK Government, annually updated.
- ⁵ AIB (Association of Issuing Bodies) – European Residual Mixes, annually updated.
- ⁶ TERNA – Confronti internazionali, the latest version available (2018 Enerdata, version 2020).

GRI Content Index

GRI STANDARDS	DISCLOSURES	CHAPTER	OMISSIONS
GENERAL DISCLOSURES			
GRI 102: General Disclosures 2016	ORGANISATIONAL PROFILE		
	102-8 Information on employees and other workers	4.2	
	STRATEGY		
	102-14 Statement from senior decision-maker	Message to our Stakeholders	
	GOVERNANCE		
	102-18 Governance structure	1.2	
	STAKEHOLDER ENGAGEMENT		
	102-40 List of stakeholder groups	Mapei's stakeholders	
	REPORTING PRACTICE		
	102-46 Defining report content and topic boundaries	Material topics; Note on methodology	
	102-47 List of material topics	Material topics; Note on methodology	
	102-55 GRI Content Index	GRI Content Index	



NOTE ON METHODOLOGY

GRI STANDARDS	DISCLOSURES	CHAPTER	OMISSIONS
MATERIAL TOPICS			
GRI 200 - ECONOMIC PERFORMANCE INDICATORS			
ECONOMIC PERFORMANCE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	1.1	
	103-3 Evaluation of the management approach	1.1	
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	1.1	
PROCUREMENT PRACTICES			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	3.3	
	103-3 Evaluation of the management approach	3.3	
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	3.3	
ANTI-CORRUPTION			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	1.2	
	103-3 Evaluation of the management approach	1.2	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	During the three-year period no incidents of corruption occurred.	

GRI STANDARDS	DISCLOSURES	CHAPTER	OMISSIONS
GRI 300 – ENVIRONMENTAL PERFORMANCE INDICATORS			
MATERIALS			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	3.3	
	103-3 Evaluation of the management approach	3.3	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	3.3	
ENERGY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	3.2; 3.2.1	
	103-3 Evaluation of the management approach	3.2; 3.2.1	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	3.2.1	
EMISSIONS			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	3.2; 3.2.1	
	103-3 Evaluation of the management approach	3.2; 3.2.1	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	3.2.1; Note on Methodology	
	305-2 Energy indirect (Scope 2) GHG emissions	3.2.1; Note on Methodology	
EFFLUENTS AND WASTE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	3.2; 3.2.2	
	103-3 Evaluation of the management approach	3.2; 3.2.2	
GRI 306: Effluents and waste 2016	306-2 Waste by type and disposal method	3.2.2	



NOTE ON METHODOLOGY

GRI STANDARDS	DISCLOSURES	CHAPTER	OMISSIONS
ENVIRONMENTAL COMPLIANCE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	1.2; 3.2	
	103-3 Evaluation of the management approach	1.2; 3.2	
GRI 307: Environmental compliance 2016	307-1 Non-compliance with environmental laws and regulations	During the three-year period no episode of non-compliance occurred related to environmental laws and regulations.	
SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	3.3	
	103-3 Evaluation of the management approach	3.3	
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	3.3	
GRI 400 – SOCIAL PERFORMANCE INDICATORS			
EMPLOYMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	4.1; 4.2	
	103-3 Evaluation of the management approach	4.1; 4.2	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	4.2	
OCCUPATIONAL HEALTH AND SAFETY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	4.1	
	103-3 Evaluation of the management approach	4.1	

GRI STANDARDS	DISCLOSURES	CHAPTER	OMISSIONS
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	4.1	
	403-2 Hazard identification, risk assessment, and incident investigation	4.1	
	403-3 Occupational health services	4.1	
	403-4 Worker participation, consultation, and communication on occupational health and safety	4.1	
	403-5 Worker training on occupational health and safety	4.1	
	403-6 Promotion of worker health	4.1	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.1	
	403-9 Work-related injuries	4.1	
TRAINING AND EDUCATION			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	4.3	
	103-3 Evaluation of the management approach	4.3	
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	4.3	
LOCAL COMMUNITIES			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	5	
	103-3 Evaluation of the management approach	5	
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	5	



NOTE ON METHODOLOGY

GRI STANDARDS	DISCLOSURES	CHAPTER	OMISSIONS
SUPPLIER SOCIAL ASSESSMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	3.3	
	103-3 Evaluation of the management approach	3.3	
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	3.3	
CUSTOMER HEALTH AND SAFETY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	2.1.3	
	103-3 Evaluation of the management approach	2.1.3	
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	2.1.3	
MARKETING AND LABELING			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	2.1.1	
	103-3 Evaluation of the management approach	2.1.1	
GRI 417: Marketing and labeling 2016	417-1 Requirements for product and service information and labelling	2.1.1	
SOCIO-ECONOMIC COMPLIANCE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	1.2	
	103-3 Evaluation of the management approach	1.2	
GRI 419: Socio-economic compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	In the three-year period 2018-2020, Mapei Polska did not receive any significant monetary sanctions (> € 10,000) for non-compliance with laws and regulations in the social and economic area.	

GRI STANDARDS	DISCLOSURES	CHAPTER	OMISSIONS
NON GRI TOPICS			
CUSTOMER CENTRICITY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	1.2; 2.1.4	
	103-3 Evaluation of the management approach	1.2; 2.1.4	
BUILDINGS SUSTAINABILITY AND CERTIFICATIONS			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	2.1.3	
	103-3 Evaluation of the management approach	2.1.3	
INNOVATION AND RESEARCH & DEVELOPMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	2	
	103-3 Evaluation of the management approach	2	
INTERNATIONAL PRESENCE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material topics; Note on methodology	
	103-2 The management approach and its components	1; 1.1	
	103-3 Evaluation of the management approach	1; 1.1	



