

LINET

Report for 2021 on the Influence of LINET spol. s r.o. on Health, Safety, and the Environment

1. Environment

Linnet's production activities prefer to eliminate or significantly limit potential risks to the environment. Linnet applies the following policies with respect to the environment:

- compliance with environmental protection laws and regulations and continual improvement of the company's influence on the environment as far as its finances allow are considered minimum standard
- choice of technologies to suit the best available equipment when introducing new production
- search for methods of permanently reducing energy and raw material consumption and waste creation
- continual check, evaluation, and control of the company's impact on the environment and adoption of the necessary technical and organisational measures to minimise them
- documentation of the company's impact on the environment and to provide information to both employees and interested parties
- development of employees through education and motivation to a stage where the fundamentals of environmental protection become second nature to them

Sub-elements of our approach:

- Reducing carbon footprint - Increasing efficiency and saving energy in individual production activities is an important part of responsible production. We work with reliable principles and always take into account the potential impact of our decisions and investments on the environment. We act in full compliance with national and international legislative developments and participate in many workplace initiatives to reduce our carbon footprint.
- Increase energy efficiency - this includes extensive use of energy-efficient lighting
- Creating a distribution network that is efficient, safe and environmentally friendly - we are committed to reducing fuel consumption, so we work with suppliers as much as possible to improve on both sides. We also encourage the use of low-carbon company cars and actively motivate employees to ride bicycles or together by car and use public transport.
- Minimize packaging materials - We prefer reusable shipping pallets to minimize waste. We have started to use environmentally friendly packaging materials

Air Quality Protection

In terms of air quality protection, stationary combustion sources fuelled by natural gas represent the greatest burden on the environment. If required by legislation, we regularly arrange authorised measurement of emissions from such sources.

Total emissions for Linet Želevčice

Pollutant	Spill of pollutants
	(t)
NOx	0.350080
CO	0.062105
TZL	0.043582
org.C	0.037536
VOC	0.046920

Total emissions for Linet Slaný

Pollutant	Spill of pollutants
	(t)
NOx	0.077246
CO	0.005722
TZL	0.017815
org.C	0.016380
VOC	0.020474

Waste Water

The quantity of waste water released into the Byseňský Stream and its degree of pollutants in 2020/2021 does not differ significantly compared to 2019/2020, and is in line with the long-term water management goals at Linet. The quality of waste waters remains at a sustainable level with respect to compliance and currently permissible pollutant levels. We want to improve the quality of wastewater discharge by operating a new wastewater treatment plant. In 2020/2021, Linet was not the cause any emergency resulting in deterioration of or threat to ground or surface waters.

Environmental Category	Indicators	Unit	Value/year/1 empl.		%
			2019/2020	2020/2021	
WATER	Quantity of waste water	m ³	11.4	10.3	-9.65
	City water taken	m ³	7.2	7.3	1.39
	Well water taken	m ³	3.8	3.6	-5.26

Rainwater from the paved area in front of the dispatch warehouse (anticipated hydrocarbon leaks or spillages) drains through a hydrocarbon trap before reaching the sewers. Sewage is discharged to a sewage treatment plant. After treatment, it drains by sewer pipe into the Byseňský Stream. Waste water containing oils and fats (from the kitchens) drain through a grease trap into the aforementioned sewage drains.

Handling Waste

A fundamental concern when handling waste at Linet is minimising impact on the environment. All waste is handled in compliance with the applicable legislation, which is detailed in internal corporate documentation.

Comprehensive waste management is conducted on our behalf by FCC, a.s., Czech Republic.

Environmental Category	Indicators	Unit	Value/year/1 bed		%
			2019/2020	2019/2020	
WASTE	Quantity of hazardous waste - N	kg/year	0.31	0.31	0.00
	Quantity of other waste - O	kg/year	39.98	39.03	-4.01

Handling packaging

A comprehensive assessment of compliance with the requirements of Act No. 477/2001 Coll. on packaging for the proposed packaging.

Assessment result: the packaging meets the requirements.

Since January 2011, the return of waste packaging has been organised by an entry in the List of Persons bearing responsibility for recycling waste from packaging according to the Packaging Act.

Type of packaging	2019 /t/	2020 /t/
Non-refundable export in the Czech Republic	39.26	23.00
Exported returnable recycle. in the Czech Republic	75.52	243.00
Reversible not recycled. in the Czech Republic	65.9	0
Purchased non-repayable in the Czech Republic	136.54	162.08
Non-repayable purchases outside the Czech Republic	47.78	59.23
Total non-repayable purchases	184.32	231.31

728.62

546.32

LINET

	2019/2020	2020/2021
Number of products	62514	74377

Handling Chemical Substances and Mixtures, REACH

Under the obligations arising from European Parliament and Council Regulation (EC) No. 1902/2006 concerning registration, evaluation, authorisation, and restriction of chemical substances (REACH), communication has continued actively in the current supplier-client chain. Information about substances provoking very serious concerns (SCHC) and forbidden substances in objects is provided. Updated safety data sheets are also provided, etc.

Supplier safety data sheets supplemented by exposure scenarios are appraised with the aim of ensuring that chemical substances and mixtures are used in accordance not only with chemical legislation, but with the conditions and recommended methods of use stipulated in the safety data sheet's exposure scenario. We intend to continue with this activity next year.

Assessment of Energies

The continual strive towards reducing energy consumption is also important to Linet, and in practice manifests itself in the gradual replacement of obsolete production equipment with modern equipment possessing lower energy demands. We have produced an Energy Audit, which will be checked in subsequent audits.

Environmental Category	Indicators	Unit	Value/year/1 bed		%
			2019/2020	2020/2021	
EL. ENERGY	Total consumption	kWh	157.7	158.1	0.25
GAS	Total consumption	m ³	7.2	7.1	-1.39

Evaluation of Environmental Aspects and Goals

Our ecologist keeps the Register of Environmental Aspects for production, processes, and services, which is evaluated and updated annually. Significant EAs are dealt with under EMS Programmes.

Evidence:

EMS program No. 1 / 20-21 was fulfilled, hazardous waste per 1000 beds did not exceed 0.35 t (0.33 t). Here it is planned to reduce the amount by buying a new laser that produces less dust.

- EMS program No. 2/20-21 was fulfilled, the impact on the environment (waste incineration and landfilling) per 1000 beds did not exceed 10 t (4.7 t). Here it is planned to reduce the amount of waste for landfill by more thorough sorting of waste in the administration and ensuring the dismantling of beds for disposal.
- The EMS program No. 3/20-21 was fulfilled, no accidents due to a defect in the workplace
- EMS program No. 4 / 20-21 was fulfilled, recyclability of 88% for beds and 100% for assets was achieved. mattresses

Monitoring Influences on the Environment

In accordance with the applicable legislation, LINET arranges for the measurement of emissions from individual sources of air pollution by an authorised measurement group. The results obtained serve to verify compliance under the applicable legislation for emission levels of sources, and as the basis to calculate air pollution charges.

The quality of waste water released is monitored regularly at a frequency and to the extent stipulated in the integrated decision of an external, authorised laboratory.

2. Health and Safety in the Workplace

LINET spol. s r.o. complies with European standards in all areas of health, safety, and hygiene as specified by the Labour Code and associated implementation legislation. We regularly evaluate employee health risks and measures adopted to reduce work-related injuries. In 2020/2021, we did not record any cases of occupational illness.

The OHS&E system is maintained by regular training, practical exercises, and subsequent testing of knowledge of the regulations related to a situation at hand, and checks on OHS&E compliance at individual workplaces.

LINET cares about the health of its employees. A system of preventive medical check-ups is in place, all workplaces are equipped with first aid kits, and employees are provided personal protective equipment according to the relevant risk assessment. The work environment is monitored as needed by an accredited company.

Period	2019/2020	2020/2021
Total injuries	56	36
Injuries resulting in sick leave	22	14

Fire safety precautions at LINET include installed fire safety equipment – an electric fire alarm system and apparatus to detect flammable gases and vapours, stable fire-fighting equipment, stable sprinkler systems, fire-fighting water hydrants, fire flaps, fire insulation and walls, emergency lighting, portable fire extinguishers.

Fire prevention documentation has been drafted in accordance with the applicable legislation (fire codes, fire alarm guidelines, fire evacuation plans, documentation concerning training and professional preparation conducted, the code for raising a fire alarm, categorisation into activities).

Professional preparation of fire patrols takes place according to an approved plan of exercise and training. Regular training sessions are integral to employee development.

3. Communication and Transparency

LINET approaches issues such as the environment and people's health responsibly, towards state authorities, customers, the public, and our own employees.

It is always LINET's aim to provide full information and eliminate any doubts about LINET's commercial activities.

All our employees are openly informed about and aware of our products, technologies, and procedures, and about their impact on the environment and health. Our employees are familiar with LINET's IMS policy, and receive regular updates on the company's IMS goals and their achievement.

LINET informs its clients about services concerning products, about safe use, transportation, storage and disposal of products and packaging. Likewise, LINET also demands information necessary to assess the supplied raw materials and intermediate goods from individual suppliers.

Special attention is given to keeping public authorities informed by handing over informational materials by the deadlines stipulated in environmental legislation.

