

# Our CSR response

# Who are we?

- » Elis is an international multi-service provider which offers rental-maintenance solutions for textiles and facilities products



Presence in  
**30 countries**  
on three continents



About  
**57 000**  
employees



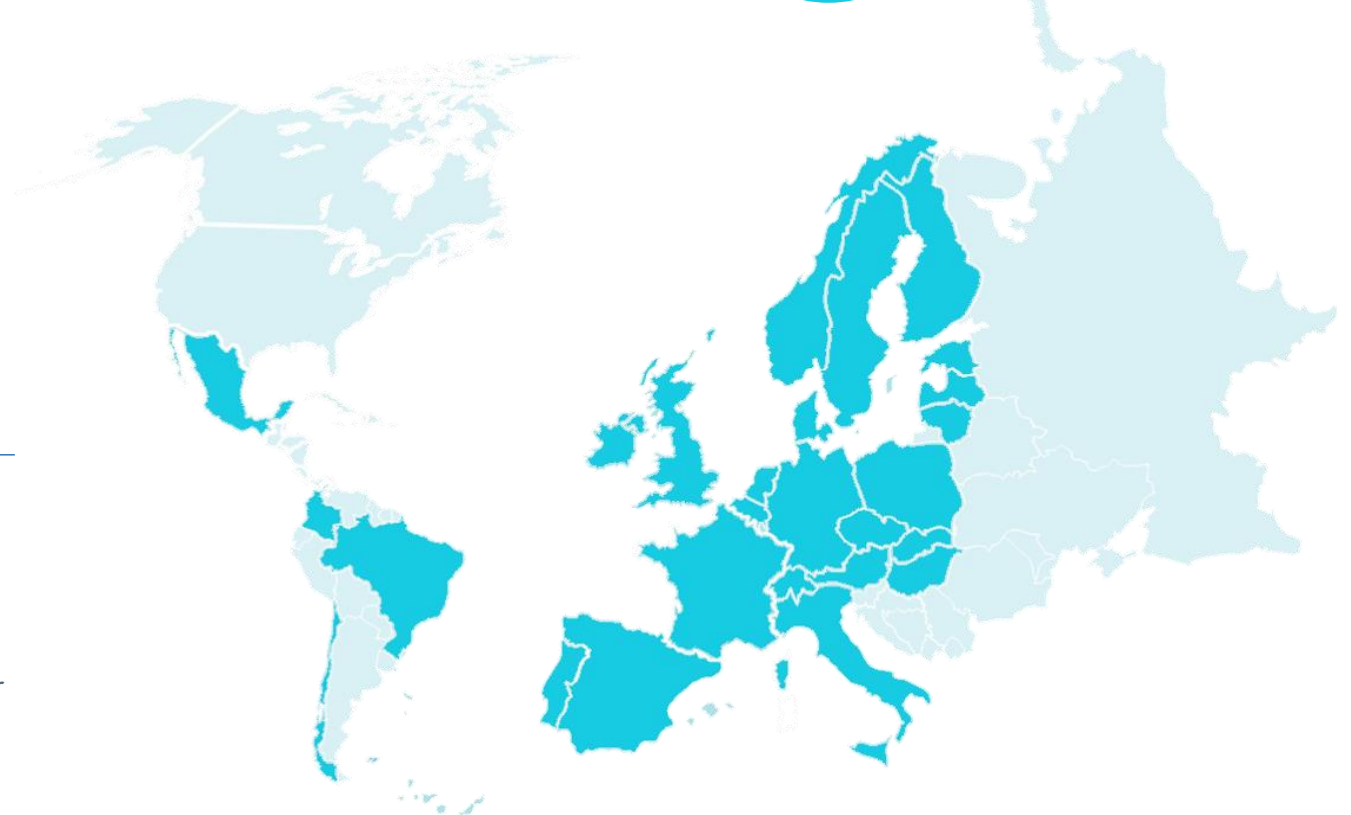
More than  
**400 000**  
customers



**513** sites and  
distribution  
centers



More than  
**4.5 Bn** in turnover



# Our services

» Dedicated alongside our customers, we imagine, develop and deliver bespoke solutions for:

## Flat Linen

Table, bed  
and bath linen



## Workwear

Workwear clothes  
and PPE



## Washrooms

Hand hygiene,  
toilet hygiene  
and air fragrancing



## Beverages

Water coolers  
and coffee  
machines



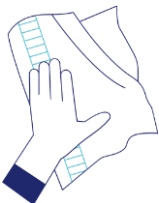
## Floor

Mats, mops  
and cloths



## Industrial wiping

Wipers



## Pest control

Rodent control,  
insect control  
and disinfection



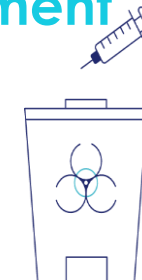
## Cleanroom

Garments for  
cleanrooms



## Medical Waster Management

Collection  
and disposal  
of medical  
waste



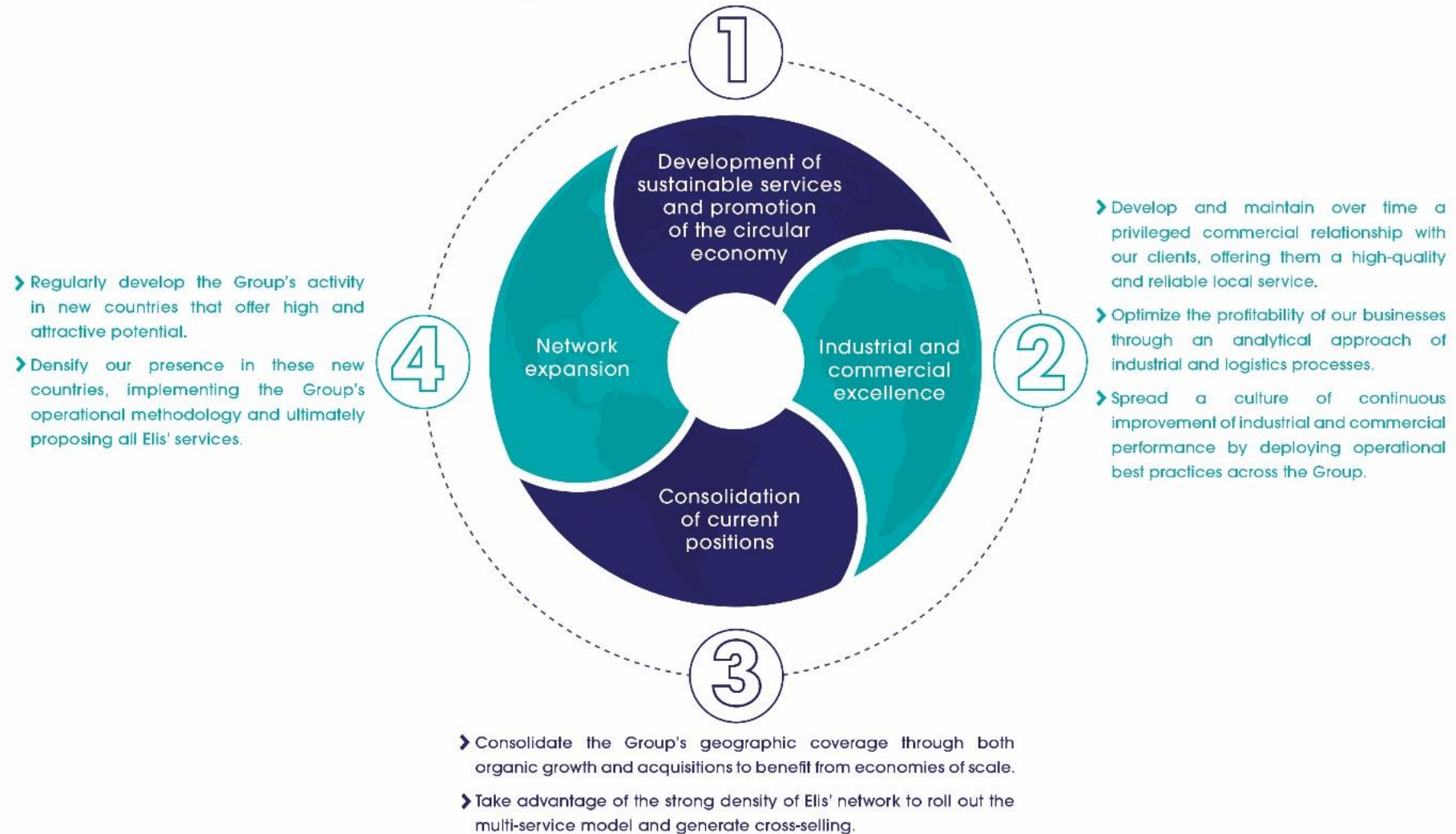
## Personal laundry service

Individual service for  
personal laundry for  
care home, nursery  
and school linen



# CSR, first pillar of our Business strategy

- › Design ever more sustainable products and circular services thanks to the continuous reduction of their environmental impact.
- › Support our clients in the achievement of their ESG objectives by offering our services based on the circular economy.



# Our CSR response

Our CSR  
response



It's all **Elis**

Pure and simple

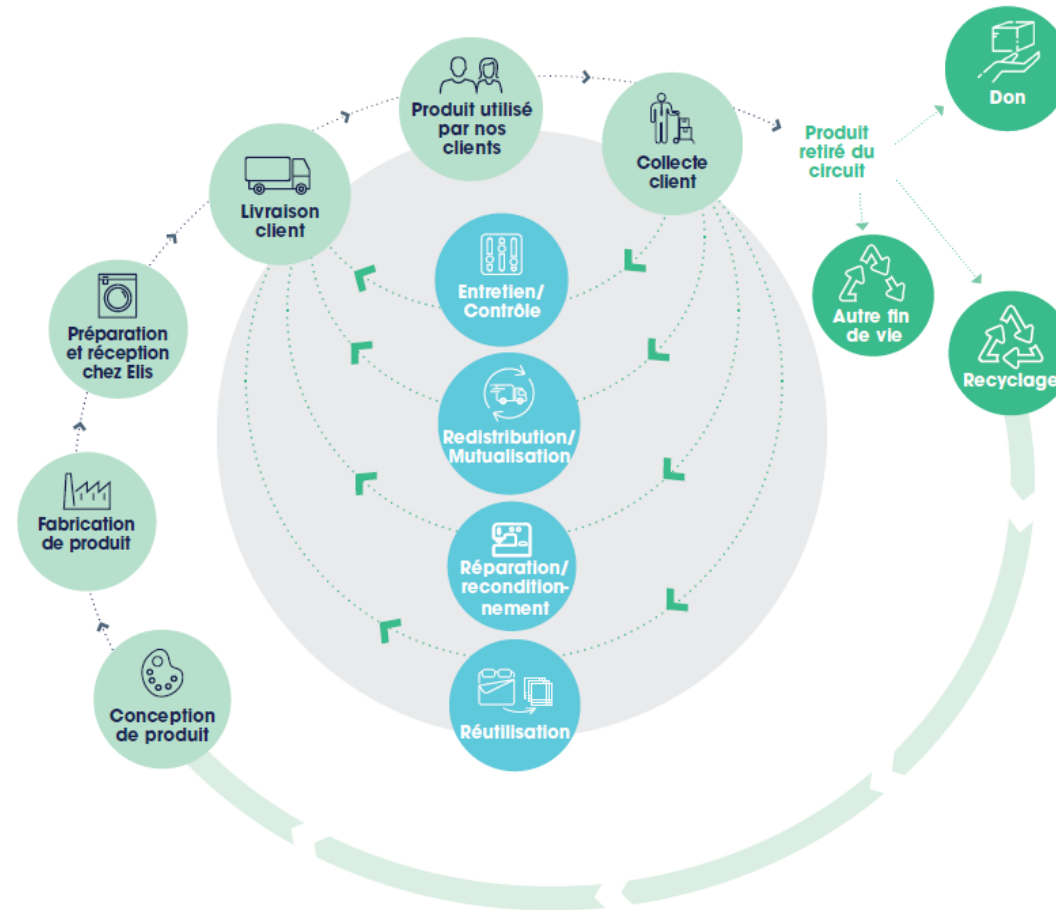
Our business model is based on the **product as service model** and emphasises services over products and rentals over purchases.

All the following figures are from 2024.



# A virtuous growth model

## Based on the product as a service approach



➤ **86% of the Group turnover** based on the product as service business model

# Elis raison d'être

## Circular services at work

Ensure  
every day  
and sustainably  
a circular service of  
protection  
hygiene and well-  
being throughout  
the world



Our CSR  
response



- » Helping our customers focus their efforts on their core business
- » Enabling our customers to reduce their environmental footprint
- » Strengthening our business model rental and maintenance, repair and reuse
- » Creating a link between ourselves, our customers and our planet.
- » Uniting our people around the world



# A comprehensive CSR Strategy based on 3 pillars

Our CSR  
response



Circularity: our mindset for more than 75 years



Circularity and  
exemplarity  
To reduce our  
impact on the  
planet



Empower our  
employees and  
support their  
development



Make a positive  
impact for  
society



The circular economy business model, by reducing natural resource consumption and keeping product in use, is a sustainable solution to address today's environmental challenges !

**Xavier Martiré, CEO**



With ambitious 2025 goals to answer our key challenges and opportunities.



# Our CSR vision capitalizing on our DNA

Our CSR  
response



## Circularity: our mindset for more than 75 years



Circularity and  
exemplarity  
To reduce our  
impact on the  
planet



- » Master circularity in everything we do :
  - » Develop even further our circular approach on our Products, Services & Operations
  - » Bring our lower carbon and resources solutions to our customers
- » Ecodesign our product & services to support our customers in their sustainability journey
- » Be best in class in our day-to-day operations to limit our impact on the environment



Empower our  
employees and  
support their  
development



- » Attract talents and support our employees' development
- » Ensure well being at work and drive for zero accidents
- » Ensure equal opportunity for everyone



Make a positive  
impact for society



- » Offer products and services that contribute to hygiene or to reduce resources consumption
- » Contribute to our local communities and support the causes that matter
- » Work responsibly along our value chain and engage on CSR to find solutions to today's CSR challenges

# Our 2025 CSR Engagement Program

## Continuously improving

### Nos engagements et objectifs

- Improving the thermal efficiency of European laundries by 35% between 2010 and 2025
- Accelerating the transition of the logistics fleet and aiming for 650 alternative vehicles by 2025
- Reducing water consumption per kg of linen delivered by 50% between 2010 and 2025 in European laundries
- Deploy a flood emergency plan for all European sites at high risk by 2025
- Reusing or recycling 80% of our end-of-life textiles by 2025
- Increase the workwear reuse rate by 18% between 2019 and 2025
- Maintain at least 80% of the Group turnover based on the product-as-a-service approach
- Offering at least one collection composed of sustainable materials for each product family
- Reducing the frequency of Group employees' accidents by 50% between 2019 and 2025
- Achieving a rate of 40% of women in managerial roles by 2025 (42% by 2030)
- Ensure team engagement through a Group satisfaction of at least 70% by 2025
- Expand the Chevron program with 360 new chevrons in the Group by 2025 compared to 2019
- Reach 55% of Elis employees with an access to an e-learning solution by 2025
- Tripling the impact of the Elis Foundation
- Achieving 95% of procurement spend with direct suppliers that have undergone a CSR assessment in the last three years

Circularity and Exemplarity to reduce our impact on the Planet



Empower our employees and support their development



Make a positive impact for Society



### Sustainable Development Goals (SDGs)



By 2030:  
objectives  
for an  
absolute  
reduction in  
our CO2  
emissions



At Group level,  
we are  
contributing to  
the SDG n°12  
thanks to our  
business  
model

# Already completed by some 2030 CSR target



# Our commitments for the climate

Our CSR  
response



The Group's targets are aligned with the Paris Agreements and will contribute to keeping the temperature rise below 1.5°C (Scopes 1 & 2) and well below 2°C (Scope 3).



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

## Our 2024 performance

### Scopes 1 & 2

(emissions linked to energy)

**-47.5%**

between 2019 and 2030



### Scopes 1 & 2

**-20%**

between 2019 and 2024

### Scope 3

(purchased goods and services, fuel and energy related activities, upstream transportation and distribution, employee commuting, and end-of-life treatment of sold products )

**-28%**

between 2019 and 2030



### Scope 3

**-4,3%**

between 2019 and 2024

# A recognized CSR approach



**Ecovadis  
Platinum Medal**  
with an ever improving  
score **84/100**

**Top 1%** out of more than 100,000  
companies evaluated

Subjects covered :

- Environment
- Human rights
- Responsible purchasing
- Ethics



## A-List !

In 2024, Elis' climate change performance was ranked A-List. This distinction is awarded to **the top 2% of the 24 800** companies assessed by the CDP.

The CDP is a leading international organization that assesses companies according to their commitment, maturity, strategy and actions, particularly regarding climate change.



Elis in the **TOP 500 most responsible companies in the WORLD**  
(25th among French companies)

**A performance recognized by other indices:**



**MSCI**  
ESG RATINGS



**S&P Global**

**ISS** CORPORATE SOLUTIONS



## A recognized CSR approach

69%

of Elis turnover is aligned  
with circularity goals  
according to EU  
Taxonomy

- A framework (EU Taxonomy) defined by Europe to identify Sustainable Activities, with stringent criteria
- A performance audited every year by a Third Party
- Elis contribution recognized with a great performance. Bloomberg study (January 2025) on 2,000 companies on 2023 data:

on average

**10%**

turnover aligned

# Supported by a strong governance and dedicated tools



1

## Dedicated CSR Board Committee

- » Dedicated committee within the Supervisory Board
- » Regular presentations to the Supervisory Board
- » For Elis' executive compensation

2

## CSR Department

- » CSR Director reporting directly to the CEO
- » Regular presentation to the Executive Committee

3

## CSR Criteria

- » For Elis' executive compensation

4

## Integrated in financial Group policy

- » 4 CSR criteria influencing the Group financial tools\*



01

# Circularity and Exemplarity

# Circularity and Exemplarity

## To reduce our impact on the Planet



1

### Master circularity in everything we do:

- Develop even further our circular approach on our Products, Services & Operations
- Bring our lower carbon and resources solutions to customers

2

### Eco-design our products & services

- to support our customers in their sustainability journey

3

### Be best in class in our day-to-day operations

- to limit our impact on the environment



# Circularity and Exemplarity

## Promoting and developing circularity



### ➤ Progressing on our circularity journey:

### ➤ Supporting scientific understanding of circular economy benefits

#### In our operations:

- **Maintaining, cleaning and reusing** transport equipment (trolleys, boxes, sacks)
- **Restoring and reusing** 2 million hangers per year
- Reusing plastic detergent containers
- **Rethinking our plastic use** (e.g. for films) for our operations or products (e.g. for Cleanroom activities)

- To **reduce natural resource consumption** and stay within planet boundary
- By **performing Life Cycle Analysis** to stress benefits,
- **Highlight alternatives** (material, design...) and identify **new eco-design principles**

#### In our services:

- **Repairing** our products
- **Reusing** them **internally to extend their life** (dyeing a textile cotton spool in blue and provide it to other activities such as automotive industry)
- **Rethinking** our logistic flows **to refurbish** sanitary products in France and surrounding countries and to **repair** mats in Europe

- The Group produced several Life Cycle Analyses (LCA) to stress the benefits of its circular services, including on hospitals suits, hand towel with a cotton spool, and a workwear.



# Our Life Cycle Analyses

## Promoting and developing circularity

### ➤ LCA of hospital suits

- » The use of reusable hospitals scrub suits in healthcare establishments **allows a 31% reduction in CO2 emissions** compared to disposable ones, **which can go up to 62%** depending on the actual consumption level

### ➤ LCA of hand towels

- » Using a hand towel with a cotton spool **reduces CO2 emissions by up to 29%** compared to a disposable paper towel solution

### ➤ LCA of a full Workwear outfit

- » Our rental-maintenance model has a significantly **lower environmental impact than purchasing, whether washing is done at home or through a laundry service**. The study highlights the importance of extending the lifespan of workwear to reduce its carbon footprint.
- » Thanks to the Elis model, which helps keep products in use (lifespan, repair, reuse, etc.), **CO2 emissions can be reduced by up to 35%**. Compared to home washing, **this represents a 60% reduction in water usage**.





# Circularity and Exemplarity

## Recycling and reusing our products

### Going further to recycle or reuse our textiles at their end of life:

- » **Build** partnerships and **innovate** along the textile value chain to identify the best ways to valorize our products at their end of life, targeting to **reuse or recycle them**.
- » Working on projects to “**close the loop**” and have textile made from textile
- » Today, our end-of-life products **are mostly recycled** : into rags, insulating materials for automotive parts, new textile materials
- » Our textile recycling rate reached 79,6% in 2024, closing the gap with our 80% target for 2025.

**79,6 %** of our end-of-life textiles are reused or recycled



### Our commitment for 2025

**80%** of our end-of-life textiles reused or recycled.

- » Identification of new ways of recycling (acoustic insulation, furniture industry, carbon fiber industry...)

- » In **France**, the first "textile to textile" items have been designed and **woven from recycled yarn, using Elis workwear**. These products are now on the market in several countries of the Group.
- » In **Sweden and Denmark**, Elis has been working for several years with a partner whose process is based **on chemical recycling technology**. Using cotton fibers mixed with wood fibers, it manufactures new synthetic cellulose fabrics.
- » In the **Netherlands**, **all end-of-life workwear has been mechanically recycled**, mainly as insulation material for the automotive sector. Projects are also underway to **experiment with chemical recycling solutions**. As a result, all the clothing managed by the Group is recycled in this market.



# Circularity and Exemplarity

## Improving product footprint

### Designing for tomorrow

#### We optimize lifespan by:

- » Using sturdy, **reliable materials of high quality** that will last and also survive to fashion changes
- » **Anticipating repairs and recycling phases** from the design of new collections
- » **Implementing Eco-design** principles in our product definitions

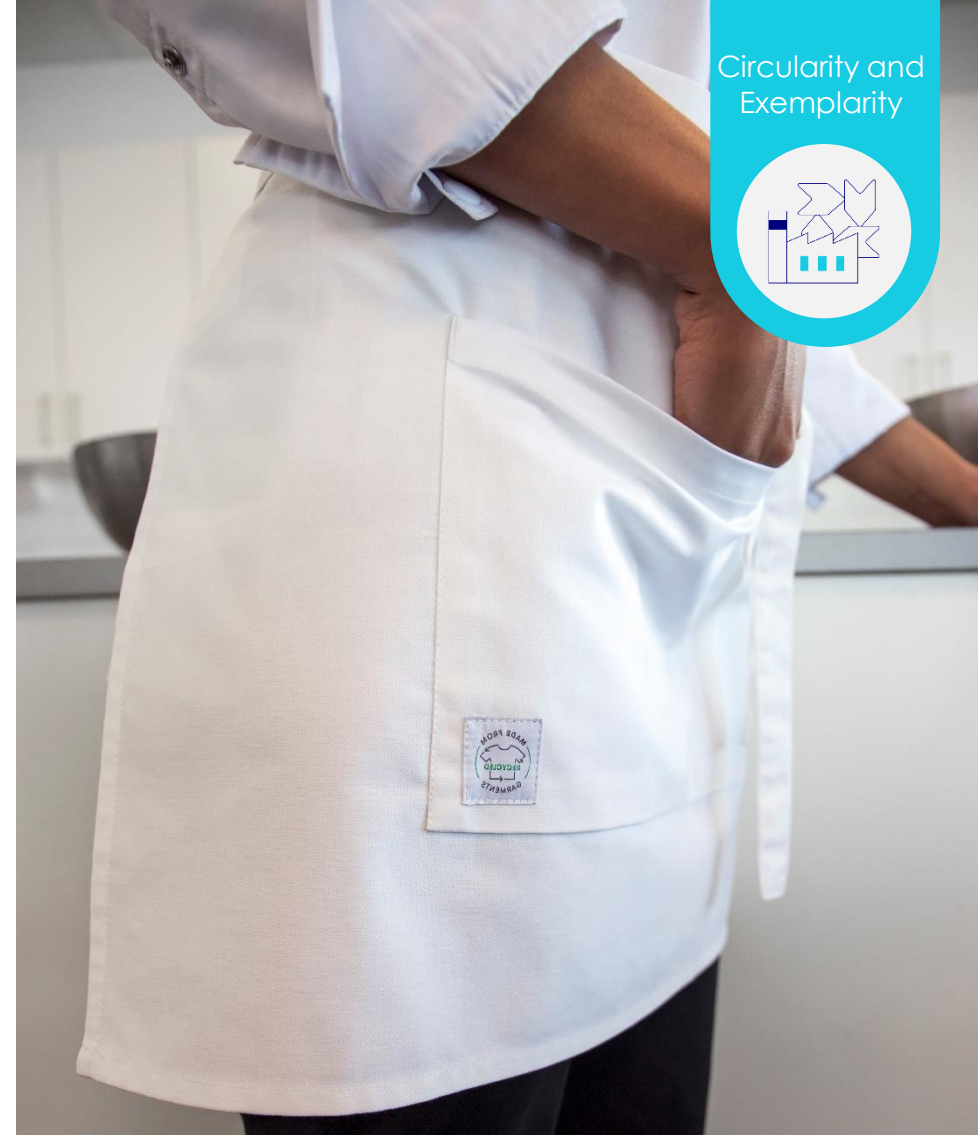
#### We work on more responsible materials or products by:

- » Encouraging **Oeko-Tex certification** on our textiles
- » Offering ranges **with labelled consumables** (e.g. FSC or recycled paper, fair trade or organic coffee...) or **products** (EU Ecolabel, Cradle to Cradle...)
- » Offering ranges with **alternative materials** (e.g. Lyocell fibers, organic or fair-trade cotton, recycled polyester, recycled plastic ...)



**60%** in 2024

Circularity and Exemplarity



### Our commitment for 2025

Offer at least one collection composed of **sustainable materials** for each product family

# Circularity and Exemplarity

## Be best in class in our day-to-day operations

### Reduce emissions thanks to renewable energy

(solar heating, biogas heating, renewable electricity, biomass...)

### Continually improving our fleet and delivery channels

### Cleaning and conserving water

- » In Barcelona, the roof of our plant is **equipped with solar panels** that provide 20% of the energy necessary for the cleaning stage, **reducing CO2 emissions up to 50 tons per year.**
- » **Reducing fuel consumption** by densifying our delivery channels and being close to our customers
- » Deploying a **unique fleet management tool**
- » Promoting **eco-driving**
- » **Maximizing the filling rate** of our trucks
- » Experimenting **alternative vehicles for our logistic fleet**
- » A strategy around the 3R : **Reduce, Reuse and Recycle**
- » Leveraging new technologies and approaches, best practices sharing and **constant performance monitoring**
- » **Optimization programs implemented** through the Groups with dedicated engineer teams (e.g. the water used during the rinsing stage is reused for the laundry wetting stage; or the water is reused between the different washing equipment for the washing and pre-washing phases)
- » **100% of our wastewater treated**

\*in Europe  
\*\*water consumption per kg of delivered linen

Circularity and Exemplarity



**18%** of renewable energy  
(thermal and electric)

**562** alternative logistics fleet

### Our commitments for 2025 (Compared to 2010)

Decreasing CO<sub>2</sub> emissions in the operations:

**-20%** (on intensity)

Improve thermal energy efficiency: :

**-35%\***

Reduce water consumption :

**-50%\***

And Accelerate logistic fleet transition towards alternative vehicles

Consumption reduction since 2010  
per kg of linen delivered - Europe



**-48%\***  
Of water \*\*



**-30%\***  
of thermal energy

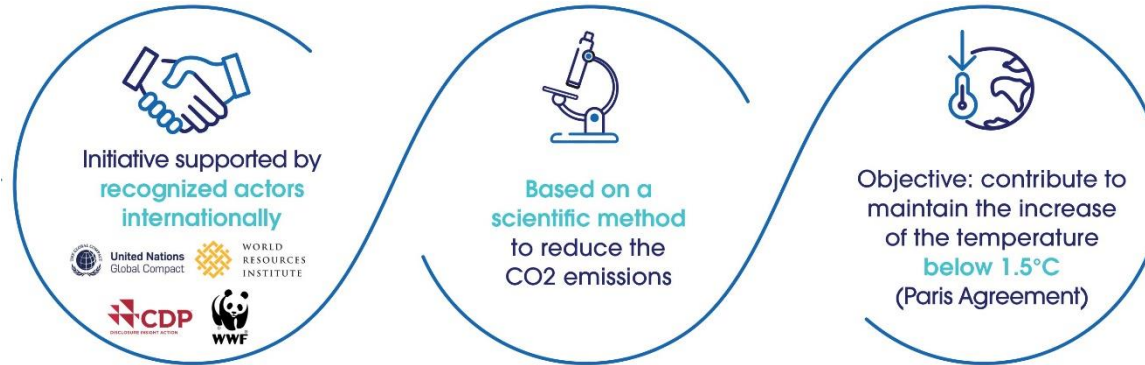


**-23%\***  
Of CO<sub>2</sub> emissions intensity  
in the operations



# Circularity and Exemplarity

## Climate targets in line with the Paris agreements



**-47.5%**

On emissions from  
Scope 1 & 2 (energy-related)

- 1 Further improving energy efficiency in our industrial laundries
- 2 Decarbonising our energy mix
- 3 Reducing the environmental footprint of our logistics fleet

**-28%**

Scope 3 emissions  
(linked to purchasing, transport, etc.)

- 1 Improve and optimise our operational practices, in particular by optimising linen management
- 2 Reducing the impact of our products by working on materials, design and production methods
- 3 Reducing the impact of goods transport and helping our employees to adopt more responsible modes of transport



# Circularity and Exemplarity

## Our commitment and actions for the climate

### Reducing scopes 1 & 2

**Favouring an approach based on reducing energy consumption through energy efficiency**

#### **Example of established energy-efficiency approach**

To dry a textile, using a mechanic action is more efficient than using heat.

Switching a press to a high-pressure press will allow to reduce energy consumption



Capitalizing on established energy-efficient technologies



Performing Proof of Concept on innovative technologies



# Circularity and Exemplarity

## Our commitment and actions for the climate

### Reducing scopes 1 & 2



#### Decarbonising our energy mix

Increasing the use of renewable energies

50 solar panel projects



#### Reducing the impact of our vehicle fleet

Deployment of GLAD (Global Logistics Assistant for Deliveries) to optimise deliveries

Delivery of 75 electric HGVs in France in 2024 with a target of 1,000 more by 2030 across the Group.





## Our commitment and actions for the climate

### Reducing scopes 3

Improve and optimize our operational practices, especially on linen management

**Reduce losses, increase product reuse, reduce energy consumptions**

Riga mat plants doubles its capacity with 60,000 mats repaired every year



Reduce the environmental impact of our products by working on design, material selection or production modes

**Switch to material with lower carbon footprint**

Motion range with 65% recycled polyester on the fabric



New dispenser: Phoenix with 73% to 98% recycled content



Reduce the impact of our freight and support our employees in their transition towards more responsible commuting practices

**Engage with freight partners to reduce environmental impact in the value chain**

**Promote car-pooling and gentle mobility approaches**



02

**Empower our  
employees and support  
their development**



# Our employees' well-being

## Empower our employees and support their development



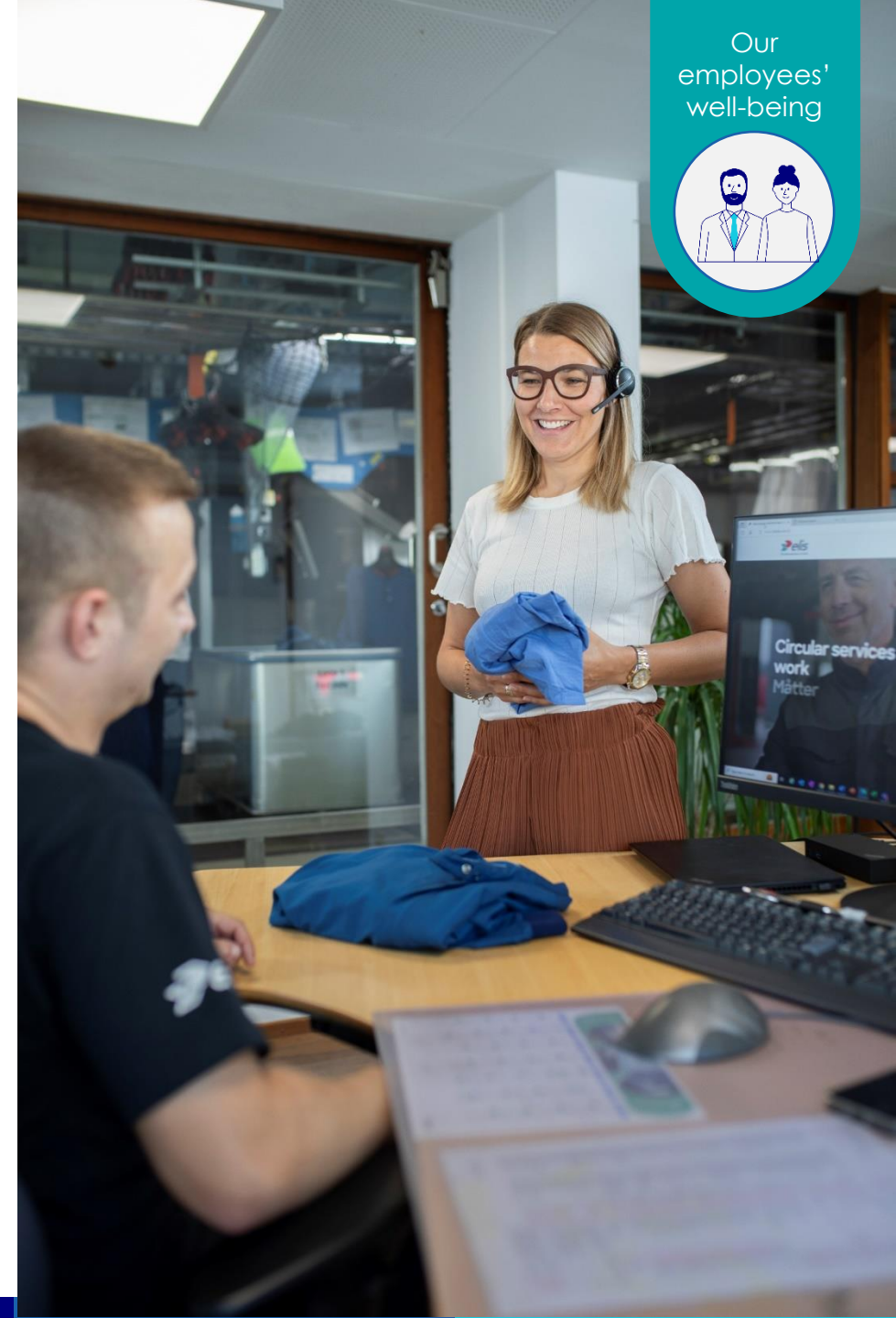
Attract talents and **support our employees'** development



Ensure **well-being at work** and drive for zero accidents

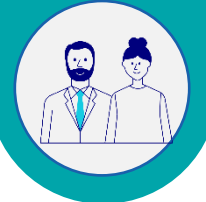


Ensure **equal opportunities** for everyone



Our employees' well-being





# Our employees' well-being

## Enabling personal and professional growth

A business development strategy that relies on skilled, high-performing employees::

- » An intensive integration period to introduce Elis' business and philosophy
- » Multiple training tracks that can lead to rich and varied career growth opportunities
- » Regular trainings to develop skills and competencies. E.g : **Sales Academy** and **development of a Groupe elearning tool**

Recognition and exchanges programs:

- » **The Chevrons program** that recognizes and rewards employees from production and maintenance teams (implemented for more than 30 years)

Developing the next generation of leaders:

- » **Management trainee** program for young professionals to develop their management skills through different projects lead across the Group
- » **International training program** which newly recruited employees are trained in another country to share good practices

38%

Share of young\* people in hires\*\*

59%

of employees have been with Elis for more than 3 years

18%

of which for more than 15 years

### Our commitment for 2025

Expand the **Chevron program with 360 new chevrons** in the Group by 2025 compared to 2019

**362** chevrons in 2024

\*Age range under 27  
\*\*New permanent hires as a proportion of the workforce as at 31 December of the year.



# Our employees' well-being

## Promoting diversity and equal opportunity

Our employees' well-being



Equal opportunity and diversity are at the foundation of Elis' culture and embedded in its Code of Ethics.

### The Group is convinced of the benefits of Diversity:

- » **Inclusive actions across the Group to foster the integration of people with disabilities** by adapting of the workload, bringing extra supervision and specific support. In Spain, the Group has two specialized employment centers: which employ a minimum of 66% of people with disabilities.
- » Is leading an active action plan **to support Gender Parity at all level**



**35%**  
of managers are  
women



**51%**  
of women in overall  
workforce



### Our commitment for 2025

**40 %** of all permanent management positions covered by women  
(42% in 2030)

# Our employees' well-being

## Ensuring our employees' well-being and safety

Our employees  
well-being



### One goal: zero accident

- » Strengthening the safety culture by communicating on best practices, training the dedicated staff and also other employees. Apply the Group's safety standards and guidelines in all its countries and activities.
- » Ensure compliance with local regulatory requirements.
- » 10 Golden Rules as the heart of our safety culture, launched by the Group in 2020.



**-27,7%**  
In our frequency rate since  
2019



**Our  
commitment  
for 2025**

**- 50%** in our employee frequency rate between  
2019 and 2025

03

**Make a positive  
impact for the Society**

# Our impact on Society

## Make a positive impact for the Society



Offer products and services that contribute to **hygiene** or to **reducing resources consumption**



Contribute to our **local communities** and support the causes that matter to us



**Work responsibly** along our value chain and engage on CSR topics to find solutions to today's **CSR challenges**

Our impact on Society





# Our impact on Society

## The benefits of Circular Economy

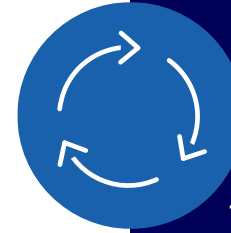


### Elis provides solutions that contributes to :

- » Protect workers
- » Provide enhanced hygiene solutions for the most vulnerable people or for the most sensitive environments
- » Ensure the provision of essential hygiene systems for customers, residents, patients, users or visitors

### And thanks to its Circular economy business model, Elis

- » Offers solutions that contribute to reducing the consumption of resources



The **Ellen MacArthur Foundation** believes that the "**circular economy is necessary to achieve Net Zero Emissions**" and that nearly "**9 billion tons of CO2 (or 20% of global emissions) could be reduced by transitioning our models to the circular economy**".



# Our impact on Society

Contributing to our local communities and supporting the causes that matter

Our impact on Society



The Group has more than 500 sites in 30 countries and being embedded in its territory is a key element of its success.

The Group is contributing to its local community's economy both **directly** (via employment, local partnerships, donations, taxation) and **indirectly** (via its contribution to the local economic fabric or its purchases). Elis activities can not be relocated.

The Group aims also to be **a local player and partner, providing support to its communities when they need it by providing products, services, human or financial support.**

## The Elis Foundation fosters equal opportunity

- » **Allocation of scholarships** to deserving undergraduate students experiencing financial difficulties to pursue higher education
- » **Support** from a mentor who works at Elis



**Our commitment for 2025**

**triple**  
the impact  
of the Elis Foundation

**In 2024**

**73 young people supported** by the Foundation (or NQT) since 2019 and **4,5% of managers involved.**

# Our impact on Society

## Ensuring product are manufactured responsibly along the value chain

### A selection of our suppliers based on:

- » The quality of their products
- » their responsible practices
- » their ability to deliver on time value for money
- » their capacity to innovate

### A supplier code of conduct to formalize the standards expected from suppliers and subcontractors in terms of:

- » fair practices,
- » human rights and labour,
- » health and safety
- » protection of the environment
- » policy against corruption.

### Encouraging certification policies such as:

- » ISO 14 001 (environmental)
- » SA 8000/ISO 26000 (social)
- » EU REACH for all textiles supplied

### Regular audits and suppliers' assessments:

- » to assess product quality, performances and practices
- » to review progress and corrective action implemented

Our impact on Society



Almost **30%** of direct suppliers of clothing items are European.

Almost **90%** of direct suppliers in **Hygiene and well-being** are European.



## Our commitment for 2025

**95%**

of procurement spends from direct suppliers being assessed against CSR criteria

**93,3%** in 2024



# Our impact on Society

**Respecting the Elis Code of Ethics throughout the value chain, across all functions and countries**



## **Ethical requirements applicable to all stakeholders**

- » Respecting the dignity and rights of everyone
- » Ensuring compliance with laws and regulations
- » Setting an example by acting at all times with integrity and responsibility

## **Whistleblower procedure accessible to all**

- » Reporting system of non-compliance situation under anonymity if wished

## **Risk management**

- » Dedicated corruption and bribery risk mapping
- » Internal compliance policies (preventing conflicts of interests, gifts and hospitality, accounting and internal controls policies)
- » Regular trainings of employees and managers

## **Environmental and health & safety requirements**

- » Optimizing natural resource consumption and reducing our environmental footprint across our production units
- » Preventing the occurrence of work-related accidents, injuries and illnesses

## **Third-party management**

- » CSR assessment of privileged suppliers and anti-corruption due diligence of high-risk third parties
- » Ethics clauses in contracts and supplier code annexed to supplier agreements

04

## **Key facts about Elis in Poland**

# Elis in Poland

>> We want to always be close to our customers, which is why our plants are located in the main locations in Poland



We are always  
**close to our  
Partners**



About  
**1000**  
employees



More than  
**10 000**  
customers



**6** sites and  
distribution  
centers



**New plant** under  
construction



# CSR - what does it mean to us

## Education

At Elis, we believe that social responsibility should be taught from an early age.



Our CSR response



- > workshops for the youngest
- > lectures for primary and secondary school students
- > cooperation with Universities
- > participation in congresses, trainings and debates
- > educational and preventive events

## COOPERATION WITH SCHOOLS AND KINDERGARTENS

- » As part of promoting pro-ecological activities and social responsibility, we decided to write a series of fairy tales on the subject of "Pro-EKO" under the slogan: "Socially Responsible Change the World"
- » One of the fairy tales was read out on a pilot basis at a meeting with children from SP 33 in Gdańsk Osowa and during an event at the University of Gdańsk

## Spółecznie Odpowiedzialni Zmieniają Świat



6-minutowe Ekobajeczki (nie tylko) na Dobranoc



## COOPERATION WITH SCHOOLS AND KINDERGARTENS

- » We also decided to talk to children from local schools about what ecology means to them, what it means to be responsible for something or someone and what a social initiative means.



## COOPERATION WITH UNIVERSITIES

- » Participation of Łukasz Neumann - Sales and Marketing Director of Elis Textile Service in the plenary session opening the 4th Congress of Young Science on July 11-13, 2024.
- » The topic of the discussion was "CSR, i.e. social responsibility from the perspective of academia, business and individual initiatives"



## COOPERATION WITH UNIVERSITIES

- » Co-organization of the Sustainable Development Day
- » Conducting workshops for high school and college students
- » Participating in a debate on fast fashion, consumerism and social responsibility





## FAIRS, WORKSHOPS, TRAINING

### PCI FAIRS

- » Promotion of closed-loop clothing rental and service solutions  
Workshops for trade fair participants promoting the idea of sustainable development in the area of using reusable clothing for work in rooms with increased sanitary requirements.



# Education

## FAIRS, WORKSHOPS, TRAINING

» In order to meet the expectations and needs of our clients and partners, we consistently share knowledge, educate and try to "infect" with positive energy in terms of taking care of sustainable development and caring for the environment.





# PLANTING TREES

## ON BEHALF OF OUR CUSTOMERS

On behalf of our clients, after signing the agreement, we plant trees. This is a program carried out in cooperation with Posadzimy.pl

So far, nearly 2,400 trees have been planted on our recommendation!



# CSR - what does it mean to us

## Charity events

We help others not because it is the right thing to do, but because we want to.



- » charity runs and tournaments
- » noble package
- » collecting gifts for shelters
- » supporting local initiatives
- » helping orphanages

Our CSR response





# PRO-SOCIAL INITIATIVES AND CHARITY EVENTS

## POLAND BUSINESS RUN

- » Once again we took part in the relay race organized by the Poland Business Run Foundation.
- » This time, 19 teams from all over Poland ran in the Elis colors.



# PRO-SOCIAL INITIATIVES AND CHARITY EVENTS

## CHRISTMAS NOBLE PACKAGE

- » This year, each of our plants got involved in SZLACHETNA PACZKA by choosing at least one family to help.
- » This is a special time that shows how big our teams have hearts. Thanks to their commitment, support and work put into organizing this help, we can change reality together for those who need it the most.



# CSR - what does it mean to us

## Events prepared for Elis employees

Our CSR  
response



The well-being of our employees is extremely important to us



- » Sustainability Week
- » Pink October, Movember and other preventive actions
- » Gingerbread decoration and Christmas cards
- » Sustainable breakfast





**Circular services at work**