



2020/2021 m.

CORPORATE SOCIAL RESPONSIBILITY REPORT

scandye

THE WORD OF THE CEO








The year 2020-2021 was a challenging one for JSC “Scandye”. Despite the threat of COVID-19 and all the uncertainty the pandemic had caused, however, the company managed to preserve stability and helped protect the wellbeing of all employees.

Keeping our employees healthy and safe has always been our top priority. During the pandemic, the company was, therefore, actively engaged in motivating employees to get vaccinated. We believe that our timely and responsible actions played a role in helping control the pandemic in the broader Lithuanian context.



Even in these challenging and life-threatening circumstances, the company did its best to keep on fostering a fair and ethical environment for employees, society, and business.

We know that real change is born out of dedication and consistency. In 2020-2021, we continued our commitments to employee health and safety, optimization of production processes, and environmental protection:

-  We optimized processes related to our automatic dye and chemical dosage system. Changes in the process helped eliminate direct employee contact with dyes and chemicals, while also reducing chemical concentration in the working area. Furthermore, the usage of dyes and chemicals was optimized, and the need for reprocessing reduced.
-  We invested in new equipment which helped optimize production processes and product quality, while also improving the conditions for employee health and safety.
-  We continued our project related to the use of solar energy for the production of electricity.
-  We continued our water treatment project “Waste Water Treatment and the Secondary Usage of Water in Production”.
-  We increased our commitment to renewable energy. All electricity needs were covered by “Green Lithuanian energy” (a label that marks electric energy produced in Lithuania exclusively from renewable energy sources).
-  We continued our project for PES waste reduction and reprocessing.
-  We made further investments in the implementation of LEAN methods that help improve production efficiency, reduce the need for corrective work, optimize the use of energy resources and help achieve better results in environmental protection.

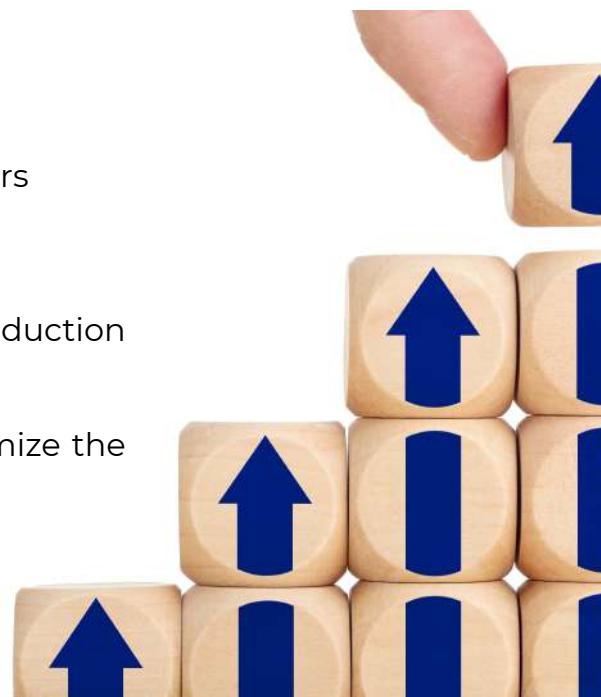
All accomplishments and all projects, big or small, inspire us to do even more to advance the principles of the UN Global Compact, while also ensuring the growth of JSC “Scandye”.

I encourage all interested parties to familiarize themselves with our seventh corporate social responsibility report for 2020/2021 which overviews our results and social impacts, and outlines future goals.

Have a pleasant reading!

2020/2021 STRATEGY

- 📌 Development of new services for clients-shareholders
- 📌 Development of innovations and new products
- 📌 Introduction of new measures to optimize the production process
- 📌 Implementation of environmental projects to optimize the use of natural and energy resources



The Publication and Public Accessibility of Social Responsibility Report

* The corporate social responsibility report of JSC “Scandye” is available at www.scandye.lt in both Lithuanian and English. The report will also be presented to UN Global Compact partners. All interested parties can contact us for more information:

- Indrė Anglickienė, Personnel manager, tel.: +370 444 74225, e-mail: personalas@scandye.lt
- Sonata Knašienė, Quality manager, tel.: +370 444 41466, e-mail: quality@scandye.lt



JSC “SCANDYE” BUSINESS PHILOSOPHY



Mission

We are a flexible and sustainable company creating high quality and high value products in the field of textile dyeing and finishing.

Vision

To be an appreciated, reliable, and reputable provider of wool dyeing and finishing services.

Values

Cooperation. We are united by our common goals.

Responsibility. Our activities are transparent. Every decision is made with a sense of responsibility for the results.

Reliability. We always keep our word. We respect the universal principles of morality.

Progress. We seek new knowledge. And we always seek to implement the good practices

THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

Human Rights

Business should

Principle 1

support and respect the protection of internationally proclaimed human rights;

Principle 2

make sure that they are not complicit in human rights abuses.

Principle 3

the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4

the elimination of all forms of forced and compulsory labour;

Principle 5

the effective abolition of child labour;

Principle 6

the elimination of discrimination in employment and occupation.

Labour Standards

Business should uphold:

Environment

Business should

Principle 7

support a precautionary approach to environmental challenges;

Principle 8

undertake initiatives to promote environmental responsibility;

Principle 9

encourage the development and diffusion of environmentally friendly technologies.

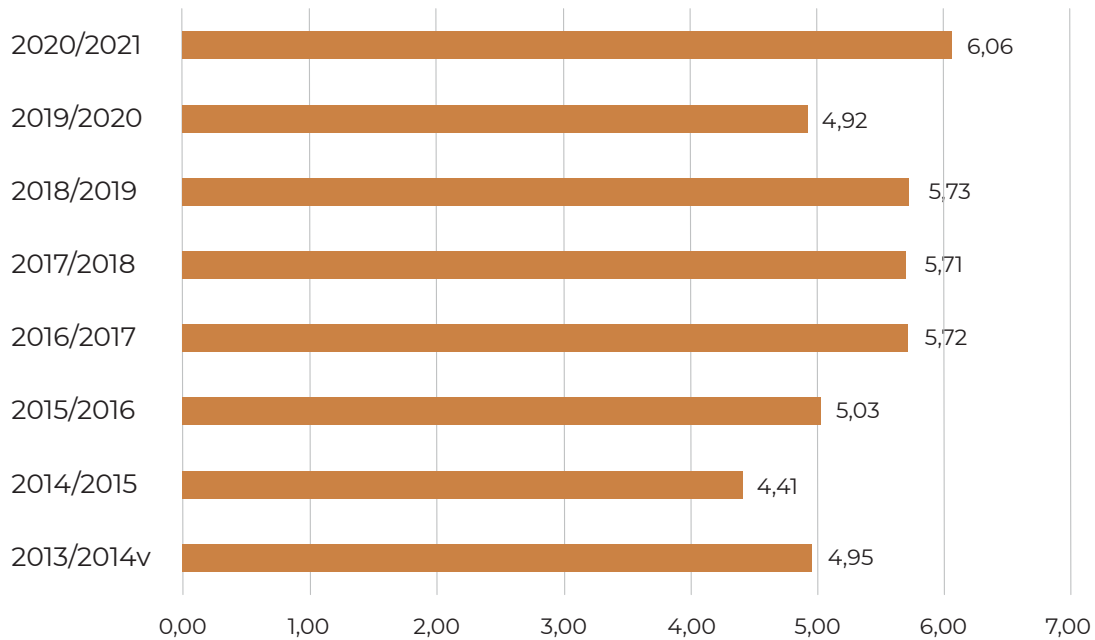
Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.

Anti-Corruption

JSC “SCANDYE” PRODUCTION AND REVENUE RESULTS

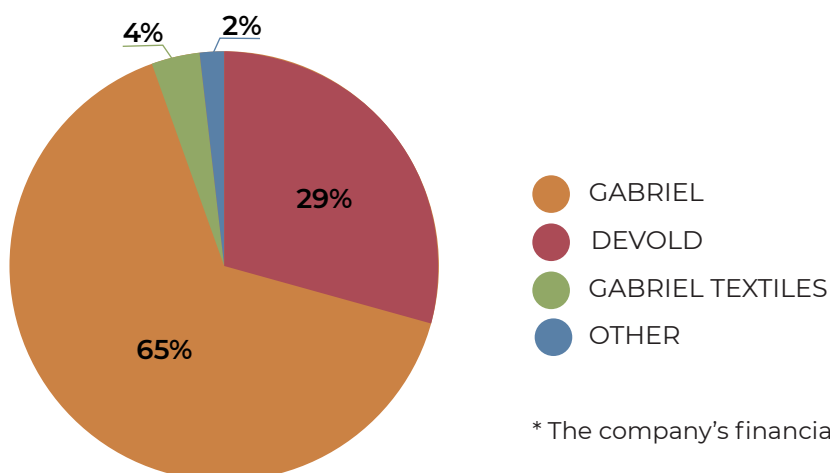
JSC Scandye“ annual results (mln. EUR)



In 2020/2021, the total output amounted to 1947 tons. This number represents a 20% growth compared to 2019/2020 (1627 tons) when production dropped sharply due to COVID-19.

In 2020/2021, annual revenues amounted to 6.06 million euros, which represents a 23% annual

MAIN BUYERS IN 2020/2021



* The company's financial year runs from 1 October to 30 September.

THE CULTURE OF UNCEASING PROGRESS

To stay competitive and to offer clients products of consistently high added value, a company must remain thirsty for progress, knowledge, and results. That is why we consider a strive for progress to be our company's core value.

We keep on perfecting all our processes, so that we can offer favourable completion terms, reduce production costs, and match the most stringent security requirements.

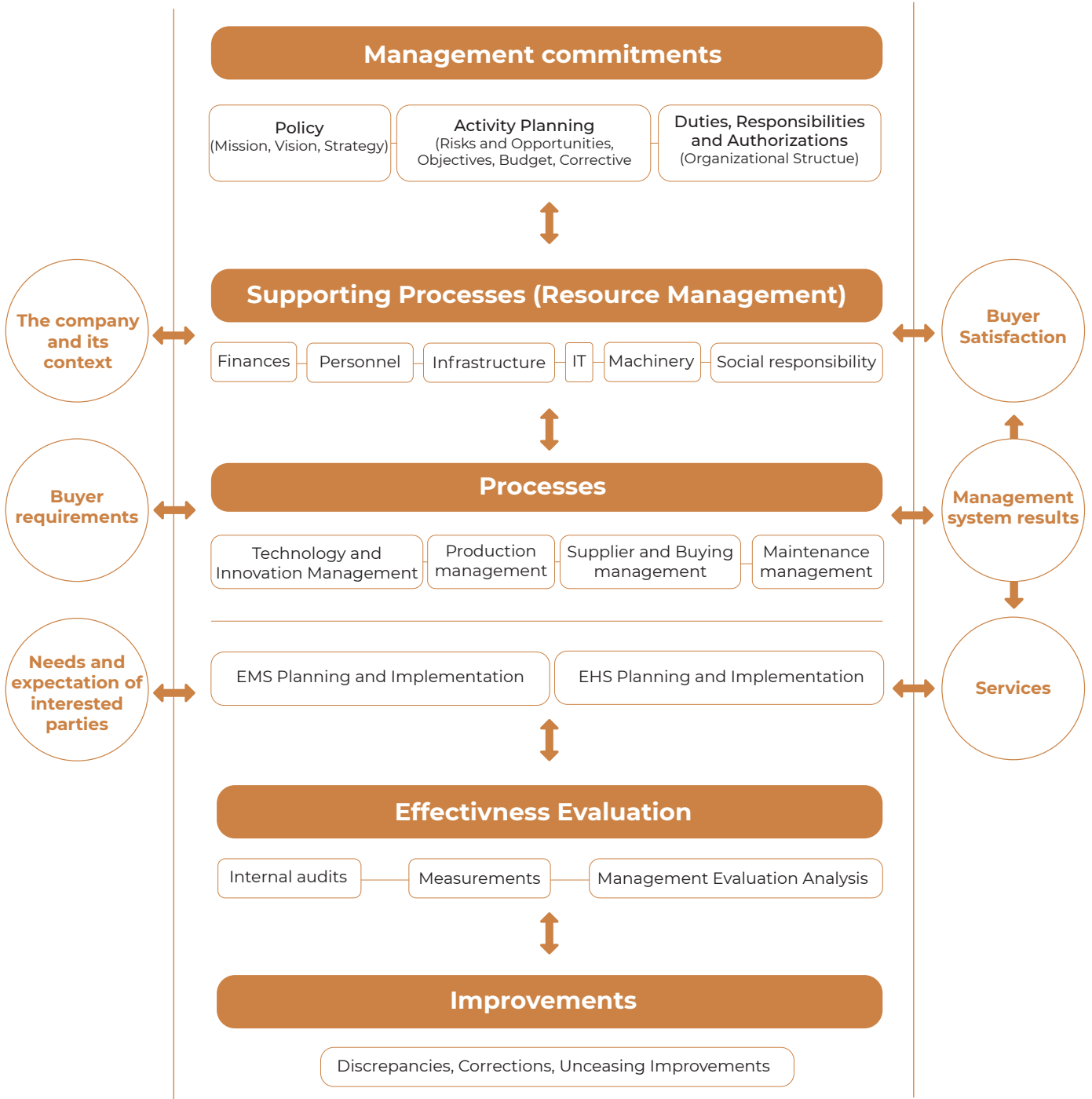
Each year, we invest in new equipment, as well as modern information and production technologies. Even during the pandemic, we continued our commitment to employee training. This commitment not only helps increase production quality, but also improves organizational microclimate and the overall wellbeing of every employee. It must be conceded, however, that COVID-19 modified our habits and interfered with the traditional ways of communicating and exchanging knowledge. To ensure employee health and safety, the company had to limit non-essential contact among employees, while also creating new ways for sharing and gaining knowledge.

Production processes are constantly improved in line with Scandye's integrated management system. The system includes daily accountability boards; management of discrepancies in the B-source programme; measurement of production objectives; internal audits; quality days with clients; client satisfaction surveys; annual meetings dedicated to the analysis of the management system; regular reporting to the management. These measures help us evaluate the situation and make the right decisions to optimize the processes that allow us to achieve our strategic objectives.

Accountability to third parties is also part of our culture. We are open to receiving visits, inspections, and audits from third parties to ensure our compliance to integrated management system standards (ISO 9001, ISO 14001, ISO 45001, SA 8000). All third-party complaints, observations and suggestions are carefully analysed and evaluated. If found necessary, appropriate decisions are then taken to further improve adherence to the aforementioned standards.



INTEGRATED AND DOCUMENTED MANAGEMENT SYSTEM



CERTIFICATES AND LABELS

Scandye production meets the requirements of our main clients “Gabriel” and “Devold”. These requirements prohibit the unsafe use of chemically hazardous materials. Most of the products are certified and come with organic labels. These labels prove that products are safe and environment-friendly.



This is a label for green Lithuanian energy. It means that 100% of electric energy used by Scandye was produced from renewable energy sources. Renewable energy is a way to reduce atmospheric waste which contributes to climate change.

Since 2020, Scandye is producing renewable solar energy and using it for company needs. 400kW solar plant allows us to reduce carbon dioxide emissions. This is one of our contributions to a cleaner environment.



This label (Oeko Tex) ensures that the products were made without using environmentally harmful chemicals or dyes. The label is a guarantee that the product was tested according to the international requirements of Oeko-Tex association. These requirements relate to chemicals which are or may be harmful: formaldehyde, chemical waste with acidic or basic properties, pesticides, phenols, heavy metals, special colorants, and phthalates. There are four basic groups of requirements that apply to different usage (relation to body) of textile.

The flower label is the “EU Ecolabel”. It means that production meets the strict criteria for organic certification, and that production processes were based on principles of renewable energy, resource preservation, and reduction of hazardous materials. In the field of textile, the label refers to the quality of the materials, care of untreated wool, and the elimination of chemically hazardous or toxic materials, as well as heavy materials (in both the end-product, and the production processes). In other words, not only the product itself, but the whole life cycle of the product must be environmentally friendly.





“Cradle to Cradle“ is a label that relates to the life cycle of the product. Products must be biodegradable, whereas other products used in the production should be reusable in new production processes. The idea was developed by the team of Michael Braungart (Germany), and William McDonough (USA) in 2002. For “Cradle to Cradle“ certification, the product undergoes testing in five different classes: renewable energy; water consumption; identification of health risks; social responsibility; recycling. According to this evaluation, specific tier certification is awarded.

“The Nordic Swan“ is an environmental label that also encompasses certain aspect of social responsibility. Production processes must respect the environment and comply with the requirements of social responsibility: from the extraction of raw materials to the final product. These requirements apply to all countries of the world.



Sustainability is a top priority both for us and for our clients. Therefore, we are firmly determined to keep on producing sustainable products without harming the environment or putting future generations at risk. Our production processes adhere not only to the principles of environmental protection, but also to the health and safety standards of consumer protection.



CULTURE OF SOCIAL RESPONSIBILITY

At Scandye, we take full responsibility for the impact our activities have on the environment and society. We make sure that we are committed not only to achieving our strategic business objectives, but also to doing that in a socially responsible way. Following the principles of ethical employment, we are building successful and transparent relationships with employees, buyers, suppliers, and other interested parties.

Equal Opportunities

The wellbeing of company employees is our priority. We are fostering an environment of direct and open communication, so that everyone feels free to express their views and ideas. Equality is no longer something that we are striving for – it is an unmovable standard that has already been established. Our activities are grounded in the sixth principle of the Global Compact – we are committed to providing equal work conditions for everybody without any forms of discrimination, harassment, or coercion. Our commitments in this respect are communicated in our Ethical Employment Policy. Specific measures are expressed in our Rules of the Workplace. We are proud to inform that, in 2020/2021, there were no internal, or external reports of discrimination.

Fair Pay

We adhere the principle ‘equal pay for equal work’ and we do not condone any gender or social-status-based exceptions to this principle. We guarantee a transparent and clear pay policy. The rules for calculating and paying wages and other payments are explained in our work pay policy document. Scandye adheres to strict anti-discriminatory principles. Salaries, bonuses, and other payments are paid in accordance with these principles. We respect everyone’s right to minimum wage and employ a special method for calculating the Minimum living wage.

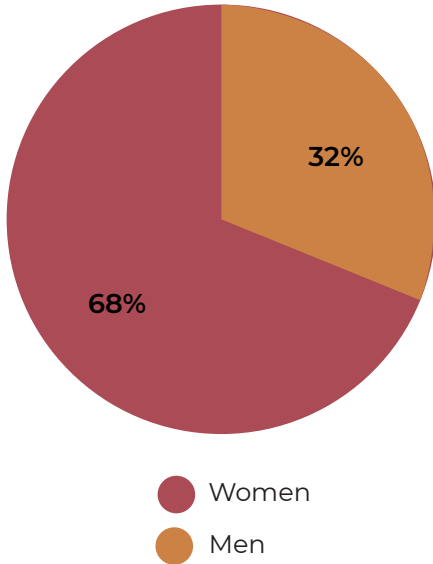
What’s more, we are utilizing a system for determining the qualification level of production operators and mechanics. The objective of this system is to motivate our employees to raise their qualification and to acquire skills in different working zones. Employee salaries are being regularly reviewed based on achieved qualification levels. This system guarantees that salaries are determined based on qualification and merit, and not on gender, age or other characteristics that are not related to employee skills and work functions.

In 2020/2021, employee salaries were increased by 5 to 10 percent.

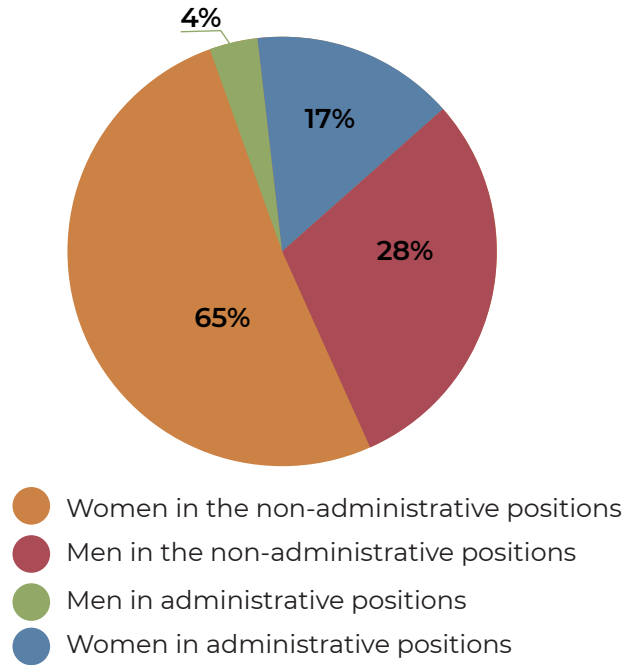


Gender

Distribution of employees by gender 2020/2021



Distribution of employees by status and gender 2020/2021



Important: as of September 30, 2021, Scandye had a workforce of 75 employees. Compared to the previous financial year, the number of employees decreased. Gender distribution trends remain stable. Women outnumber men by a ratio of 2-to-1 (just as it was in 2019/2020).

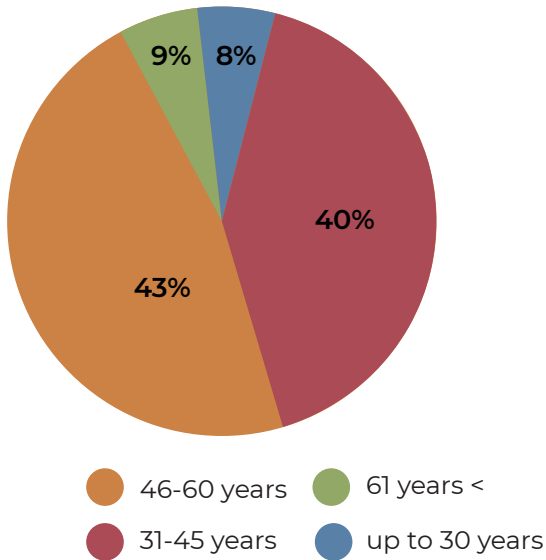
Women in administrative positions outnumber men in administrative positions by a ratio of 4-to-1. In the non-administrative positions, there are 23% more females than males.

A careful analysis of these data shows that they are not indicative of discrimination. At Scandye, there are – and cannot be – no “male” or “female” positions. When new positions open up, it is always unambiguously communicated that both male and female candidates are welcome to apply. Female employees outnumber male employees because employment at Scandye is more often sought by women than by men. Whenever a new person is hired, we make sure to choose a person who is best for the job in terms of qualifications and fit with company values.



Age

Distribution of employees by age 2020/2021



Average age in 2020/2021:



Important: Age averages in both groups (administrative and non-administrative) show an annual increase. There are two factors at play here. First, staff turnover is low. Therefore, average age has a natural tendency to grow. Second, we are open to hiring older people because we do not practice age discrimination. At Scandye, we do not make employment decisions based on employee age, but rather on a candidate's qualification and work ethic.

EMPLOYEE TRAINING AND TRANSFER OF EXPERIENCE







In 2020/2021, the company allocated more than 2500 hours for formal and informal training (2362 hours – production, and 192 hours – administration). Employees were trained to perform special functions. Training programmes were also selected to renew employee knowledge of work health and safety, as well as environmental protection. During some of the training sessions, employees experimented working in work zones other than their own, and were encouraged to exchange knowledge and experience, so that they would get a better grasp of the entire production process.

Another key focus of training was the improvement of internal communication. Training for new employees introduced them to the company, its structure, traditions, management and work organization processes, internal communication channels, and employee representatives.






COMMUNICATION AND COLLABORATION

Even in the context of COVID-19, the company made a conscious effort to preserve and strengthen relationships among employees and invested in new communication channels.

Measures Used to Increase Employee Involvement in Company Life:

-  Direct and indirect communication with managers with a new emphasis on remote communication methods.
-  Information exchange via direct employee managers.
-  Communication through representatives in the company work council.
-  Information exchange with the company's social efficiency team regarding compliance to SA8000 standard requirements.
-  Indirect, anonymous, and confidential sharing of information through the "Questions-Answers" boxes. The messages are addressed to the management, and the social efficiency team.
-  Discrepancies related to social responsibility, employee safety and health, environment, and quality, are entered in B-source computer programme.

Extra Benefits for Employees:

-  Insurance against accidents.
-  Extra support measures in case of accidents.
-  Annual bonuses for great annual corporate results.
-  Extra bonuses for great monthly corporate results.
-  70% discount for hot drinks purchased from the hot drinks vending machine.

Employee Opinion Survey

According to the results of the 2020/2021 opinion survey, employees feel good about working at JSC "Scandye". Percentage of general satisfaction stands at 87% - it's 5% annual increase comparing to 2019/2020. In order to improve employee satisfaction with their working environment, we have analysed all the suggestions, and are moving forward with improvements that will help create a more pleasant and comfortable workplace environment, so that every employee can feel even better.

Safe and Healthy Work

Employee safety and health is our company's paramount priority which became even more important during the COVID-19 pandemic. In this difficult period of grave danger and uncertainty, we stood united in making correct and timely decisions. We reorganized our processes in such a way that reduced to a minimum the risk of employees getting infected or infecting others at work.

It must be admitted that COVID-19 was a source of anxiety and insecurity for most people. However, the pandemic also produced a welcome by-product in an unprecedented feeling of unity and community. We are very proud of our employees who adapted to new work and safety conditions, learned new skills, mastered new work methods and remote communication tools.

We did not use COVID-19 as an excuse to forget other factors that are crucial in creating a safe and harmless environment for all employees. The most important aspect to this objective is effective prevention. We record incidents and take proactive measures to eliminate potential risks. Not only division managers, but all employees can play an active part in these undertakings. Two different teams oversee employee safety and health: Employee safety and health council, and Employee safety and health committee. These teams work to identify and correct possible health and safety risks. We also pay special attention to employee training regarding safety and health topics, updating learning materials and improving their distribution methods. Both collective and personal safety measures are applied to secure employee health and safety, as well as to reduce professional risks.

To reduce risks associated with the spreading of COVID-19, we followed the guidelines set by WHO and the National Public Health Centre. We believe that the most efficient way to prevent COVID-19 infections is vaccination. That is why we tried extra hard to explain the benefits of COVID-19 vaccines and actively encourages employees to get vaccinated. Those who did get vaccinated were awarded with an extra day of rest. The efforts bore fruit as we managed to achieve a 91% immunization.

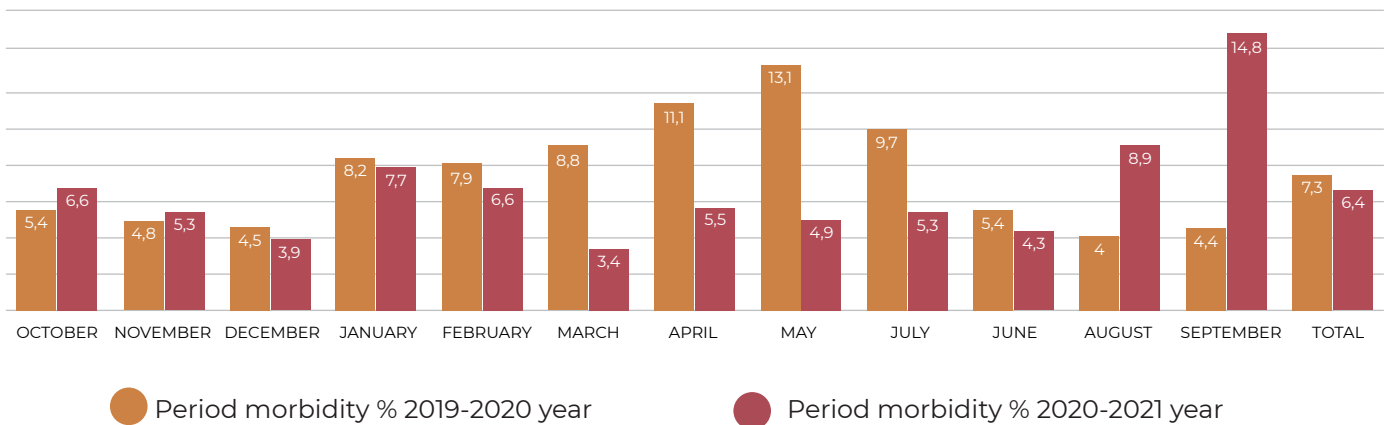


Employee safety and health process objectives:

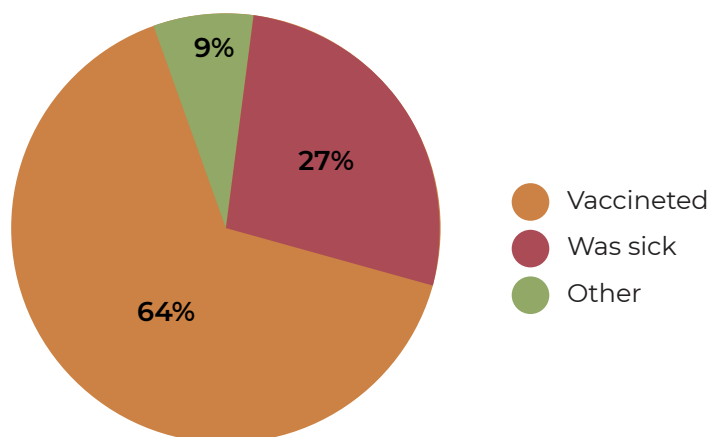
2020/2021 objective	Target	Fact
Reduction of illness among employees	iki 5 %	6,4 %
Workplaces accidents	0 cases	0 cases
Workplace emergencies (according to F19 „Accident Readiness and Response Plans “)	0 cases	2 cases (problems with pressure vessels due to steam eruptions, no danger to employee health and safety)

The fact that there were no workplace accidents in 2020/2021 gives us great satisfaction. We are carefully monitoring all incidents and their causes, so that corrective and preventive measures can be taken in a timely manner. At Scandye, we are committed to analysing morbidity rates and their causes. When COVID-19 cases are confirmed, an epidemiological investigation is conducted. In such cases, it is important to find out whether infection is in any way related to activities in the workplace, and how further
















Morbidity 2020/2021





COVID-19 statistics in 2020-2021 year (general immunization 91 %)










Implemented Measures 2020/2021:

-  Internal evaluation of professional risks, preparation of the “Plan for risk reduction measures (employee health and safety management efficiency improvement)”.
-  In reaction to the outbreak of COVID-19, safety rules were set up to regulate the distribution and use of collective and personal protection measures.
-  Employee training on the topic of the benefits of COVID-19 vaccines in stopping the spreading of the virus.
-  Installation of mobile air humidification and ventilation systems in order to decrease dustiness in drying, yarn winding, sorting and decaturation rooms.
-  A special audit was conducted to determine the overall electrical safety and compliance to specific electrical safety requirements.
-  Updated company documentation: F19/8B “Accident Readiness and Response Plans” (general part) and F19/8 “Accident Readiness and Response plans”. New measures incorporated: No 13 of F19/8 “Accident Readiness and Response Plans”: “Management of COVID-19 Infection Risks Inside the Company”. Employees familiarized with and signed the updated versions of company policies.
-  Adoption of new company plan for the management of extreme situations. The plan was approved by the civil safety department of Telšiai city municipality.
-  Fire safety evacuation simulation and training regarding the proper use of fire extinguishers.
-  Updated internal personnel documentation according to the requirements of GDPR:
 -  TR 9/5 “Rules for management and storing of personal data”
 -  TR 12/3 “Rules for employee sobriety testing and suspension from work”
 -  TR 18/1 “Whistle-blower protection rules”
 -  TR 122 (supplement No. 2) “Internal rules for safe workplace behaviour in the context of COVID-19 threats”
-  Employee professional development training. To expand employee rotation possibilities, production workers were trained to perform the functions of colleagues from other work zones.
-  Employee salaries were increased by 5 to 10 percent.

Social Responsibility Objectives 2021/2022:

-  To implement measures in accordance with the “Plan for risk reduction measures (employee health and safety management efficiency improvement)”.
-  To implement illness-reducing measures: analysis of the causes of illness; employee education about COVID-19 protection; motivation of employees to get a booster vaccine for COVID-19.

-  To install a stationary Muratec air humidification system.
-  To create a new safety-compliant space for charging of electric forklifts.
-  To update the system of operator qualification levels so that operators can speed up their professional development and salary improvement processes.
-  To keep increasing employee salaries based on freshly achieved qualification levels.
-  To start an employee referral programme, where existing employees can recommend candidates from their networks and get paid if the candidate is hired and/or successfully trained.
-  To pay employee telephone bills (if an employee so desires).
-  To continue various support projects.

Ties with Local Community 2020/2021

JSC “Scandyte” seeks to be a valuable member of the larger community not only by creating jobs, but also by supporting local cultural and social projects.

We donate materials to:

Samogitian Museum “Alka”.
Telšiai Social Service Centre.

Telšiai district Drama Theatre of Žemaitė.

We offer financial support to:

We share our knowledge and experience

By continuing the good practices.

TRANSPARENCY

Our commitment to social responsibility allows us to improve our efficiency, to strengthen the company's reputation, and to create positive relationships with all interested parties. At Scandye, we operate honestly and openly. We strive to build stable and trust-based relations with employees, suppliers, clients, the community, and the public institutions. We operate transparently and do not tolerate corruption. We do not accept gifts of any kind from job applicants. We do not accept gifts of any kinds from employees for the improvement of their employment conditions. We work against corruption in all its forms, including bribes for public institutions. We are leading by example to promote fair competition, and to foster an ethical business culture.

ENVIRONMENT-FRIENDLY SOLUTIONS

At Scandye, it's not only the results that matter, but how you get there, too. That is why our strategic priorities include environmental protection and preservation, as well as sustainable use of natural and energy resources. We, therefore, pay special attention to crucial environmental objectives, and take measures to achieve these objectives.

Environmental Areas of Action 2020/2021:



Electricity Consumption

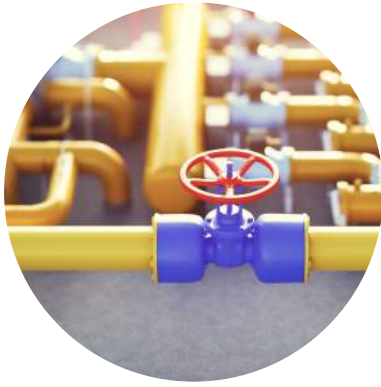
Our solar plant allows us to cover 15-17% of our needs. This incentivizes us to keep on developing our solar energy programme.

We have been using electricity produced from renewable energy sources since 2015.

Use of Ground Water

We are continuing the implementation of the water treatment project which will help us reuse at least half of the water used in production.





Use of Natural Gas

We are continuing the implementation of LEAN methods that improve production efficiency, reduce the need for corrective work, and optimize the use of energy resources.

Industrial Wastewater

We are continuing the implementation of the water treatment project “Waste Water Treatment and the Secondary Usage of Water in Production,” which will help us reuse at least half of the water used in production.

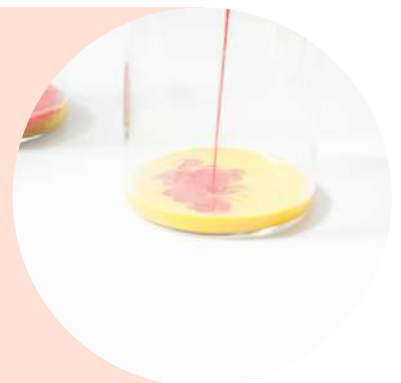


PES Waste

We are developing a project for the reduction of PES (Polyester fibre) waste formation and secondary reprocessing in order to help protect the environment and optimize the use of energy resources.

Chemical and Dye Control

All dyes and chemicals used in dyeing in finishing processes correspond to EU regulations for chemical materials (REACH), Oeko-Tex and Ecolabel standards. What’s more, Scandye is using an automatic dye and chemical dosage system that eliminated direct employee contact with dyes and chemicals.




The system also reduced chemical concentration in the working area, helped optimize the usage of dyes and chemicals, and reduced the need for reprocessing.

Consumption of Energy Resources

	Water usage (m ³ /kg production)		Electricity usage (KWh/kg production)		Natural gas usage (m ³ /kg production)	
	Target	Fact	Target	Fact	Target	Fact
2014-2015	0,16	0,142	1,55	1,53	1,10	1,03
2015-2016	0,14	0,131	1,50	1,38	1,05	0,93
2016-2017	0,13	0,124	1,18	1,23	0,80	0,82
2017-2018	0,13	0,126	1,18	1,27	0,80	0,82
2018-2019	0,13	0,125	1,30	1,23	0,86	0,83
2019-2020	0,125	0,123	1,25	1,219	0,85	0,805
2020-2021	0,123	0,119	1,22	1,219	0,80	0,811

In 2020/2021, Scandye prioritized the reduction of energy resource consumption




Implemented measures 2020/2021:

-  Scandye has been using electricity produced from renewable energy sources since 2015. All electricity needs are covered by “Green Lithuanian energy” (a label that marks electric energy produced in Lithuania exclusively from renewable energy sources).
-  Since 2016, Scandye has been actively engaged in the search for alternative energy sources for electricity production. A comprehensive study was conducted to compare wind and solar alternatives. In 2020, having received EU funding under the measure ‘Renewable Energy Resources for Industry LT+’, Scandye installed a 400kW solar plant in the company territory.

In 2020/2021, electricity produced by this solar plant covered 19.4% of company’s annual electricity needs.




Solar power plant energy production 2021

Month	SPP energy sold to grid, kWh	energy consumption from grid, kWh	Total energy consumption, kWh	SPP generated energy, kWh	Part of SPP energy in total power consumption
January	0	187 091	188 591	1 500	0,8%
February	0	187 552	197 682	10 130	5,1%
March	0	191 115	215 315	24 200	11,2%
April	0	142 951	189 033	46 082	24,4%
May	5 087	149 329	199 328	55 086	25,1%
June	1 399	145 959	209 398	64 838	30,3%
July	1 672	15 221	216 936	63 387	28,4%
August	2 764	144 205	185 496	44 055	22,3%
September	1 654	154 276	191 534	38 912	19,5%
Totally, kWh	12 576		1 793 313	348 190	19,4%



-  The company is making sure that all dyes and chemicals used in dyeing in finishing processes correspond to EU regulations for chemical materials (REACH), Oeko-Tex and Ecolabel standards.
-  The company is using a dye and chemical dosage system which helped eliminate direct employee contact with dyes and chemicals. The system also reduced chemical concentration in the working area, helped optimize the usage of dyes and chemicals, and reduced the need for reprocessing.
-  The company is implementing LEAN methods that improve production efficiency, reduce the need for corrective work, optimize the use of energy resources, and ensure the company's overall progress in environmental protection.

Objectives 2021/2022:

1. Taking into consideration the production of PES, Scandye aims to maintain optimal levels of energy

-  Gas: 0,8 m³/kg (current average – 0,811 m³/kg).
-  Electricity: 1,2 kWh/kg (current average – 1,219 kWh/kg).
-  Water: 0,12 m³/kg (current average – 0,120 m³/kg).




2. Scandye is planning investments into new equipment with an aim to optimize production process and production quality, as well as to improve employee safety and health, and environmental protection standards:

-  We are planning the expansion of the dye and chemical station in order to improve dyeing capacities, reduce production terms, and conserve energy resources.
-  We are planning to invest in new high-temperature dyeing equipment (with small water module), enabling energy-efficient development of new products and technologies.

3. We are planning a feasibility study for a new well that could increase production capacity.




4. We are planning a project for the use of surplus heat in heating up cold production water and heating the company premises during the cold season.

Waste Management

-  We extended our contract with the public agency “Žalasis taškas” (Green Point) regarding the recycling of packaging waste. As a result, more than 87% of our paper and plastic packaging waste gets recycled.
-  In order to reduce the formation of PES waste, each month an analysis is undertaken to understand the reasons for PES waste formation. Analysis leads to measures that aim to tackle this problem.
-  We are optimizing waste quantities and improving the process for waste management and sorting. Office paper waste, packaging board waste, plastic waste and electronic equipment waste are all treated as secondary raw materials.

Objectives 2021/2022:

1. Taking into consideration the production of PES, Scandye aims to maintain optimal levels of energy resource use:

-  Gas: 0,80 m³/kg. Summer period – 0.75 m³/kg. Winter period – 0.85 m³/kg (current average – 0,81 m³/kg).
-  Electricity: 1,21 kWh/kg (current average – 1,22 kWh/kg).
-  Water: 0,12 m³/kg (current average – 0,119 m³/kg).

2. Scandye aims to continue the monthly monitoring of PES waste formation. Another new initiative is a project (undertaken in collaboration with “Gabriel”) for PES roll sorting and recycling in the USA or Canada.

3. To reduce gas consumption, Scandye intends to analyse the feasibility of dyeing “Devold” knitted wool in 90 degrees temperature.

4. To reduce water consumption, Scandye intends to test the feasibility of using the last rinsing water for PES production.






5. Scandye intends to continue the implementation of the water treatment project “Waste Water Treatment and the Secondary Usage of Water in Production,” which will eventually help us reuse at least half of the water used in production.

6. Scandye intends to continue the implementation of LEAN methods that help improve production efficiency, reduce the need for corrective work, optimize the use of energy resources and achieve better results in environmental protection.

7. Scandye intends to continue promoting responsible employee behaviour, as well as employee involvement in environmental action both inside and outside the workplace. We are promoting waste sorting habits and educating our employees about the benefits of waste sorting.

ETHICAL EMPLOYMENT POLICY

We respect human rights and freedoms and, as an organization, we accept our responsibility to protect and realize those rights and freedoms. Conforming to the social responsibility standard SA8000:2014, the management’s social commitments are inscribed in Scandye’s Ethical Employment Policy. This policy is clearly formulated and available to all interested parties. These are the policy’s main tenets:

-  To implement ethical employment policy.
-  To act transparently and practice a zero-tolerance policy towards corruption in all its forms, including extortion, bribery, and unlawful forms of gratitude in relationships with interested parties.
-  To adhere to social responsibility principles that are reflected in the laws of the Lithuanian Republic, International laws, and internal rules of the company.
-  To improve the working of integrated management systems according to EN ISO 9001:2015, EN ISO 14001:2015, ISO 45001:2018, SA8000:2014 standards.
-  To publish this policy in a way that is clear, easily understandable and accessible to all parties that are related to the company’s activities.



Child labour

To protect young persons from factors that may be harmful to their physical and mental development, Scandye does not employ persons under the age of 18.

Our respect for human rights and freedoms is incompatible with any form of forced labour, including unlawful employment conditions, employment fees, taking of personal documents, and restrictions of movement.



Forced labour



Safety and health

We see it as our utmost priority to protect the safety and health of our employees. We guarantee a safe and healthy work environment. To make further improvements in this sphere, we always follow the suggestions of the Employee safety and health committee, and we always listen to complaints and suggestions from individual employees.

We respect and acknowledge the right of our employees to form or join trade unions, and to use unions as platforms for collective bargaining regarding work conditions. We abstain from any kind of measures that could be seen as restrictions of these rights. We are fostering a favourable environment for employee representation through an active dialogue with the work council.



FREEDOM OF ASSOCIATION, AND THE RIGHT TO COLLECTIVE BARGAINING




Discrimination

We do not tolerate, and we fight against all forms of discrimination.

We treat our employees with respect. We do not tolerate, and we do not practice physical punishments, nor do we practice psychological and verbal abuse. All disciplinary measures must, and do conform to the laws of the Republic of Lithuania.



Discipline



Working hours

Working hours conform to the laws and working time regulations of the Republic of Lithuania. At Scandye, overtime work is not a common practice. When it is practiced, we make sure to pay bonuses, and to adhere to the laws regulating work and overtime hours.

We respect the right of the employees to a salary guaranteeing a minimum standard of living. Weekly rates must never be inferior to the national or industry-specific minimal wage standards. Employee salaries must be sufficient to cover all basic expenses, as well as unexpected necessary expenses. Salaries are paid on time and according to agreed time intervals, and with full compliance with all laws and regulations. We do not tolerate, and we do not practice unlawful payment deductions.



Fair pay