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### SOCIALLY CONSCIOUS

Our social responsibility is not just words, but a fundamental value that we embody in action. We are guided by ethical principles, caring for our employees, customers, and the planet. We understand that as a company, we have an impact on the world around us, which is why we take concrete actions for the local community and strive for a positive influence on our environment.







# THE AS SYMBOL - TESTAMENT OF QUALITY

#### **STANDARDS**

The operations of Aerosol Service are based on standards compliant with EN ISO 9001:2008, as well as Good Manufacturing Practices (GMP) according to EN ISO 22716:2007, ensuring the high quality of the manufactured assortment. Continuous investments in both staff training and modernizing the machinery contribute to products characterized by high quality, leading to a steadily growing base of satisfied customers.

#### **CERTIFICATION**

The company holds the following certifications:

- Since 2013 ISO 9001:2015 (Quality Management System)
- Since 2017 IFS HPC,
- Since 2020 ISO 22716:2007

(GMP - Good Manufacturing Practices)

 Since 2021 - SMETA (ethical audit - Ethical Trading Initiative).
 These certifications serve as a guarantee of the high quality of the manufactured assortment.



### **OUR STORY**

19 93 Commencement of Operations Relocation of Production to Charnowo Initiation of Production for Aluminum Containers 20 08 Commencement of Non-Aerosol **Product Manufacturing** 

**12** -16

Implementation of standards: QMS/IFS & HPC

• Expansion of the liquid filling department and warehouse space.

23

• Launching the cosmetic department





### OVER 250 EMPLOYEES

The company's development is not only about growth in production and innovation but also dynamic expansion in employment. We take pride in the fact that the number of our employees has already

surpassed the impressive threshold of 250. For us, it's not just numbers; it's evidence that we are a strong pillar of the local economy, providing stable job opportunities.

### 16 PRODUCTION LINES

The new production lines not only enable us to enhance our manufacturing capabilities but also facilitate the filling of various containers, adapting to the changing needs of the market. This strengthens our position as a standout producer in the cosmetics and household chemical market.

### 50 MILLION PRODUCTS

Currently, our factory efficiently produces an average of 50 million products per year, representing a significant increase compared to previous years. This development is the result of the team's intensive work and commitment to innovative production processes and modern technologies.





## PRODUCT CATEGORIES

#### **HOUSEHOLD**

#### Air freshener

- Aerosols
- Pump Sprays
- Gels
- wicks&sticks

#### Cleaning

- Oven & Grill cleaner
- Spot/carpet cleaner
- Floor cleaner
- Window cleaner

### TECHNICAL & OTHERS

- Cockpit spray
- Multioil
- Car Shine
- Brake Cleaner
- Air Spray
- Silicone spray
- Shoe Care
- Textile & leather cleaner

#### COSMETICS

#### **Body Care**

- Deodorant & antiperspirant
- Scented body mist
- Body lotion
- Cream & oil
- Bath & shower gel
- Sunscreen spray & aftersun mousse

#### **Hair Care & Styling**

- Hair Spray and mousse
- Saltwater spray
- Dry Shampoo
- Hair Conditioner
- Root Touch

#### **Beard Care & Styling**

- Shaving Gel & Foam
- Beard oil
- Beard Shampoo

### HYGIENE & SANITISERS

- Hand Soaps
- Gel & Liquids disinfectant
- Surface disinfectant Spray





# WHAT DOES CSR STAND FOR?

Corporate Social Responsibility, abbreviated as CSR, embodies a strategic approach where companies, in formulating their strategies, consider societal interests, environmental preservation, and interactions with diverse stakeholders. In this paradigm, responsibility transcends mere compliance with formal and legal obligations for business entities. It involves heightened investments in

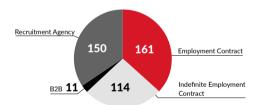
human capital, environmental conservation, and engagement with stakeholders wielding genuine influence over the efficacy and innovation of these organizations.

Expenditures of this nature should be perceived as investments and founts of innovation, rather than mere costs, akin to the principles governing quality management.

#### **HUMAN RIGHTS**

Aerosol Service fully supports human rights, respects cultural differences, and, in particular, is sensitive to any manifestations of discrimination, demeaning treatment, and violation of the dignity of others. In their daily work, internal relationships, and interactions with external stakeholders, Aerosol Service employees do not remain indifferent to the violation of human rights.

### OVER 250 EMPLOYEES



#### **EMPLOYMENT**

- 8 persons with recognized disabilities
- over 100 production workers of various nationalities (from Ukraine, Moldova, Georgia, Belarus)





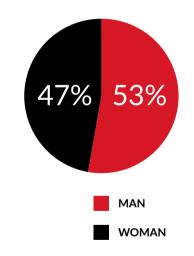
### EMPLOYEE TRAINING IN THE YEARS 2022-2023

- Training for the management staff covering: contact psychology, task delegation, self-management, assertiveness, conflict resolution, and negotiation.
- Team training for customer service, R&D, and procurement in the areas of dealing with difficult clients, self-management, contact psychology, and project management.
- Foremen and production masters underwent training in contact psychology and self-management.
   Procurement Department training in effective procurement
  - Procurement Department training in effective procurement management.

#### **INTERNSHIP**

Since 2022, in collaboration with the Mechanical and Logistics School. students finishing their final year of school. We have been implementing an internship program for final-year students. In May 2022, we welcomed one student for an internship in the field of logistics, and in December 2022, we accepted two students specializing in the professions of machine mechanic and mechatronics.

### EMPLOYMENT BY GENDER AT AEROSOL SERVICE





### FINANCIAL SUPPORT FOR PROFESSIONAL TRAINING AND STUDIES

In 2022, three employees benefited from financial support to enhance their qualifications:

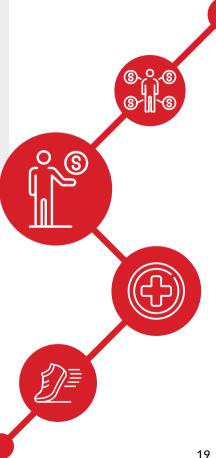
- The Customer Service Manager completed postgraduate studies in the field of LEAN,
- Customer Service Manager completed postgraduate studies in LEAN.
- Assistant in the Transport Department completed the second year of studies in Transport and Logistics,

In 2023, the following employees benefited from the subsidies

- All Purchasing Department employees participated in the training on Procurement Management Efficiency,
- Assistant in the Transport Department completed the third year of studies in Transport and Logistics,
- Office Coordinator began the second year of Business Management studies,
- Transport Specialist started the first year of studies in Logistics.

### LONGEVITY PAY

The salary regulations include a probationary allowance for employees employed under an employment contract, amounting to 1% of the annual salary. This allowance is provided for employees who have been employed at AS for a minimum of 3 years, with a maximum limit set at 15%.





### WE TAKE CARE OF SAFETY

### SAFETY IN THE PRODUCTION HALL

- We have marked external pedestrian and traffic routes,
- Established first aid points in the production hall,
- Equipped with special tools for removing chemical and oily substances,
- Possess current plant plans placed near evacuation doors,
- Formed and trained rapid response teams,
- Established a specialized OHS team.
- Conduct regular fire drills with the fire brigade,
- Forklifts equipped with light signaling,
   Regularly perform environmental tests.

#### **PANDEMIC**

During the pandemic, our company focused on protecting and educating employees. We took proactive measures to prevent the virus-related risks while simultaneously monitoring the pandemic's impact on our

operations. To ensure the safety of our employees, we implemented a reorganization of work. Promoting flexibility and facilitating the functioning of employees, we decided to introduce remote work in selected departments. Thanks to existing work standards and the implementation of digital solutions in communication, this transition occurred smoothly, and our managers were well-prepared to lead dispersed and remote teams.



### NUMBER OF ACCIDENTS IN THE COMPANY

We aim for the "Zero Accidents" goal among our employees by improving behaviors and automation to ensure a healthy and safe working environment.







2 accidents

2 accidents

1 accidents

### EFFICIENT OCCUPATIONAL RISK MANAGEMENT

In 2023, we completed participation in the "Efficient Occupational Risk Management" project. The program, organized by the District Labor Inspectorate in Gdańsk, aimed to promote the proper assessment of occupational risk as a key element of occupational safety management and accident

prevention. Our company actively engaged in this program, driven by the goal of achieving "Zero Accidents" among our employees. Through participation in the project, we focused on improving employee behaviors to create a healthy and safe working environment for everyone.



# RAPID RESPONSE TEAM

A team of designated and trained employees in providing first aid, firefighting, and responding to chemical leaks. Members of the Rapid Response Team form an organized group with assigned tasks.

#### **PURPOSE OF THE GROUP**

Familiarizing employees and those in charge of employees with:

- principles of action in the event of a threat to the health or life of injured persons, as well as methods of supervising first aid kits,
- principles of action in the event of a fire, including firefighting methods and methods of supervising these measures.
- principles of action in the event of an environmental incident on the company's premises, such as a chemical leak.







#### **EMPLOYMENT**



### OHS IN THE OFFICE

We are committed to providing comprehensive safety knowledge to every employee at the onboarding stage through participation in dedicated OHS (Occupational Health and Safety) training. We conduct regular audits and workplace condition reviews, responding promptly to reports of office malfunctions by conducting necessary servicing."

#### OUR OFFICE

Caring for the health and comfort of employees also involves ensuring an efficient working environment. Our office underwent a thorough renovation in 2023, creating an inspiring and comfortable space that stimulates creativity, collaboration, and employee engagement.



#### **STAKEHOLDER**

- Clients
- Employees
- Contractors
- Local Community
- Non-Governmental Organizations
- Public Authorities

### ETHICAL PRACTICES

We put a lot of effort into ensuring that the services we provide are of the highest quality. In our actions, we adhere to the principles of ethical conduct.

### CONTINUOUS IMPROVEMENT OF SERVICES

We continuously strive to improve our services and create innovative solutions that have a real impact on the quality of life for consumers worldwide.

#### **PARTNERSHIPS**

We are members of industry organizations and associations gathering entrepreneurs:

- Polish Association of Cosmetic and Detergent Industry
- Polish Union of Cosmetic Industry
- Słupsk Chamber of Industry and Commerce
- Pomeranian Regional Development Agency







### POMERANIAN UNIVERSITY

In 2023, we initiated cooperation with the Pomeranian University in Słupsk. We have planned to collaborate on scientific research, internships, and study visits for students, as well as to organize joint scientific events or training sessions. This form of cooperation is mutually beneficial, allowing students from the Pomeranian University to gain practical experience while providing our company with the opportunity to showcase itself as a potential employer.

### CITY OF SŁUPSK

In November 2023, we initiated discussions with the City of Słupsk regarding future cooperation. Both parties declared their intention to engage in joint activities. With the well-being of our region in mind, we have decided to focus primarily on the areas of ecology, education, and culture. The opportunity to collaborate with the City of Słupsk is a tremendous honor for us, as well as a significant challenge. The commencement of joint activities is planned for the year 2024.





### CITY OF USTKA

For many years, Aerosol Service has been cooperating with the city of Ustka. Primarily, we provide financial support to the city in organizing events during the tourist season. During a meeting with the Mayor of Ustka in November 2023, we declared our continued willingness to cooperate.

### LOCAL COOPERATION



#### **CZARNI SŁUPSK**

(2018-2019 SEASON)

During the 2018-2019 basketball season, we collaborated with the Słupsk Basketball Society "Czarni." By sponsoring the local basketball team, we aimed to further integrate with the local community and emphasize our commitment to its development.

#### **BLACK ACES** (2018-2020)

In the years 2019-2020, our company organized the Black Aces Basketball Academy, which was created with the youngest in mind. The mission of the Academy was to create the best conditions for the physical and mental development of children aged 5 to 9 by reaching

out to kindergartens, schools, sports halls, and playgrounds to organize additional sports activities based on basketball games and fun. The activities within the Black Aces Academy were conducted periodically, in organized groups.







#### **ESCORT OF THE BLACK ACES**

The Black Aces Academy also became a well-coordinated children's escort, providing exceptional value for the players of Black Słupsk. This

was a pioneering solution in Polish basketball, which we implemented in collaboration with the Academy before the Black Słupsk matches.



### SUPPORT FOR THE PURCHASE OF A RESCUE-FIRE TRUCK IN SŁUPSK

In 2021, we provided financial support to the Municipal Fire Department in Słupsk. The funds provided were part of the financing for the implementation of the task entitled "Purchase of a heavy rescue-fire truck for the Municipal State Fire Service Command in Słupsk".

#### SUPPORT FOR THE ORGANIZATION AND FIRE TRUCKS GATHERING IN SWOŁOWO

In 2023, we supported the organization of the Fire Trucks Gathering in Swołowo. The event organizers prepared numerous firefighting demonstrations and accompanying activities for both

children and adults. During the event, a parade of 50 fire trucks took place. The main goal of the event was to promote safety in the region and raise awareness about the fire brigade.



### PRESENTING OF DISINFECTANTS TO HEALTHCARE ENTITIES VALUED AT 9,293,000 PLN

Aerosol Service did not remain indifferent to the difficulties faced by our community during the COVID-19 pandemic. In the spirit of social responsibility, we decided to donate disinfectants totaling over 9 million Polish zlotys to various entities. These actions were an expression of Aerosol Service's commitment to health protection. The donated

disinfectants were distributed to various institutions, healthcare facilities, and other key locations that played a significant role in combating the pandemic. Support was provided to many hospitals including those in Chojnice, Gdańsk, Szczecin, Bydgoszcz, Bielsko-Biała, Nowy Targ, Mysłowice, and Katowice.

## PRESENTING OF DISINFECTANTS TO THE "USTKA CITY" MUNICIPALITY AND USTKA MUNICIPALITY AMOUNTING TO ALMOST PLN 450,000

In 2022, our company provided disinfectants to local authorities. The supplies were distributed to

municipal social services, medical clinics, and Municipal Utilities.



#### AEROSOL SERVICE AS A SPONSOR OF THE SEASON IN USTKA (2018-2023)

We are active locally. For several years, our company has been sponsoring the season in Ustka. We are a partner in many events organized by the local government of Ustka. We also participated in the Residents' Day in Ustka, actively engaging in the event. Additionally, we regularly support sports events organized by the Ustka Center for Sport and Development.

### WE SUPPORT LOCAL EVENTS

We support local events by sponsoring initiatives such as:

- · Columbus Wind Festival,
- Grand Lubicz Festival of Lights,
- Sea Days,

- Festival of Street Artistic Reactions,
- Fish Harvest Festival Ustka Celebration,
- Residents' Day,
- Ustka Grand Prix Running.





### COLUMBUS WIND FESTIVAL IN USTKA

THE COLUMBUS WIND FESTIVAL TOOK PLACE THREE TIMES IN THE YEARS 2018, 2019, AND 2022

AEROSOL SERVICE WAS ONE OF THE KEY SPONSORS OF THE COLUMBUS WIND FESTIVAL IN USTKA

### SUPPORTING CHARITABLE ACTIONS AND LOCAL ORGANIZATIONS

#### **LOCAL SUPPORT**

Aerosol Service is fully committed to its social mission by supporting various local organizations. Recognizing the role it plays in the community, our company has decided to provide financial and material support to several institutions and NGOs in the region, including:

- Bone Marrow Transplantation Center in Słupsk
- Leśna Oaza Słupsk Social Welfare Home
- Pomorski Ośrodek Doradztwa Rolniczego in Luban
- Amazonki Słupsk
- Centrum Aktywności Twórczej Ustka
- Szczypiorniak Ustka (Ustka Handball Club)
- Klub Sportowy Słupia Charnowo (Słupia Charnowo Sports Club)

- Bałtycka Galeria Sztuki Współczesnej (Baltic Contemporary Art Gallery)
- Klub Sportowy Jantar Ustka (Jantar Ustka Sports Club)
- Ustecki Uniwersytet Trzeciego Wieku (Ustka University of the Third Age)
- Miastecki Związek Ludności Pochodzenia Niemieckiego (Miastko Association of German Descendants)

### CHARITY DINNERS AT HOTEL GRAND LUBICZ

The company's management participates in charity dinners under the title "Lubicz & Friends," which are organized annually at the Hotel Grand Lubicz in Ustka. We are honored and grateful that the company can be a part of such an important initiative.

We fully share the foundation's motto and understand the importance of sharing with those in need of support. In business, it is important not only to achieve success but also to have the ability to share with others.

#### SHELTER COLLECTION

In 2023, we organized a collection of food and necessary items for the Shelter for Animals in Słupsk. Additionally, our company supported the shelter with cleaning supplies and household chemicals.







For Aerosol Service, caring for the natural environment is an integral part of our business philosophy. We believe that small steps bring tangible benefits. We take care of waste segregation, use energy efficiently and economically, save paper, ensure proper disposal of equipment and used toners. We undertake actions aimed at minimizing the amount of waste generated. We raise

environmental awareness among our employees. We believe that sustainable development aims to ensure the basis of existence for every human being and to bring order to their living environment. The company's development goes hand in hand with environmental protection through local actions that impact global environmental policy.



# ECOLOGICAL WAREHOUSE FLEET

#### **FORKLIFTS**

In 2023, our warehouse fleet welcomed another set of new, eco-friendly forklifts with lithium-ion batteries! We are gradually replacing our vehicles with more efficient and environmentally friendly options. Currently, the majority of our forklifts are powered by lithium-ion batteries.



#### **OPERATOR COMFORT**

These new forklifts are not only eco-friendly but also equipped with a range of features to make the operator's work easier and more comfortable. The compact design allows for operation even in narrow aisles, and the short charging time ensures practically constant availability of the forklifts.

#### LITHIUM-ION BATTERIES

At our company, we aim to introduce alternative energy sources, including in the area of goods warehousing. With lithium-ion batteries, we

ensure that our fleet operates efficiently and environmentally friendly. This is another step towards the sustainable future that we are building together!

**ECOLOGICAL INNOVATIONS** 

Our company goes beyond implementing solutions for our clients. The Research & Development department puts into practice original ideas regarding product packaging and formulation. Our efforts focus on three main areas that define our mission of sustainable development.

#### **Designing better products:**

We are working on creating products that not only meet the needs of today's consumers but are also environmentally friendly. We introduce packaging that is not only durable and multifunctional but also minimizes resource consumption and environmental impact.

#### Waste reduction:

We believe that waste is simply resources in the wrong place. In our innovations, we aim to utilize materials derived from recycling.

#### **Promoting reusability:**

One of our main goals is to educate consumers about conscious product usage. Our environmentally friendly innovations are versatile, allowing them to be used with a variety of products for different purposes. This supports the zero waste concept by complementing original products in a sustainable manner. At Aerosol Service, we are not only changing the way we look at products but also the entire life cycle. Our innovations not only conserve resources but also inspire actions for a sustainable future.



#### **ACTUO**

ACTUO is the first aerosol applicator that allows for one-handed product dispensing without the need to grasp the packaging. Its innovative design makes the application of foam, gel, or cream products very simple and helps maintain cleanliness, ensuring greater hygiene during use.

#### **ECOSHOT**

ECOSHOT is a refill concept that utilizes mini aerosol containers containing concentrates for diluting products with water at home. The compressed air in ECOSHOT enables the dispensing of concentrates of various viscosities. This innovation allows consumers to refill and use products of various capacities multiple times.













#### **LESSO**

LESSO is a dispensing applicator designed specifically for compressed products and BOV (Bag-On-Valve) technology. Its main purpose is to educate consumers about conscious product usage.

### SPRAY'N'USE APPLICATOR

SPRAY'N'USE APPLICATOR is a pocket-sized device that uses interchangeable mini aerosol sprays and applicators tailored to specific needs. Its convenient design ensures hygienic and precise dispensing and safety for the user. The airtight closure guarantees that the product does not spill or dry out. The device has multiple applications, and its users can be various recipients, including household, technical, or cosmetic areas.

#### **REFILLME**

REFILLME is the first solution on the market that enables the use of aluminum and ecofriendly aerosol containers for multiple refills of liquid products (without pressure). A special adapter, easily removable from the container, allows for the use of various applicators, such as pumps, triggers, or atomizers.

#### **ECO-LOCK**

ECO-LOCK is an innovative aerosol applicator that features a twist-lock mechanism. It allows switching between three modes: locked, active (allowing spraying), and enabling the removal of the plastic applicator from the packaging (for reuse or waste segregation).

#### **AEROSOL** SERVICE

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