

Corporate Social Responsibility



2022 Report

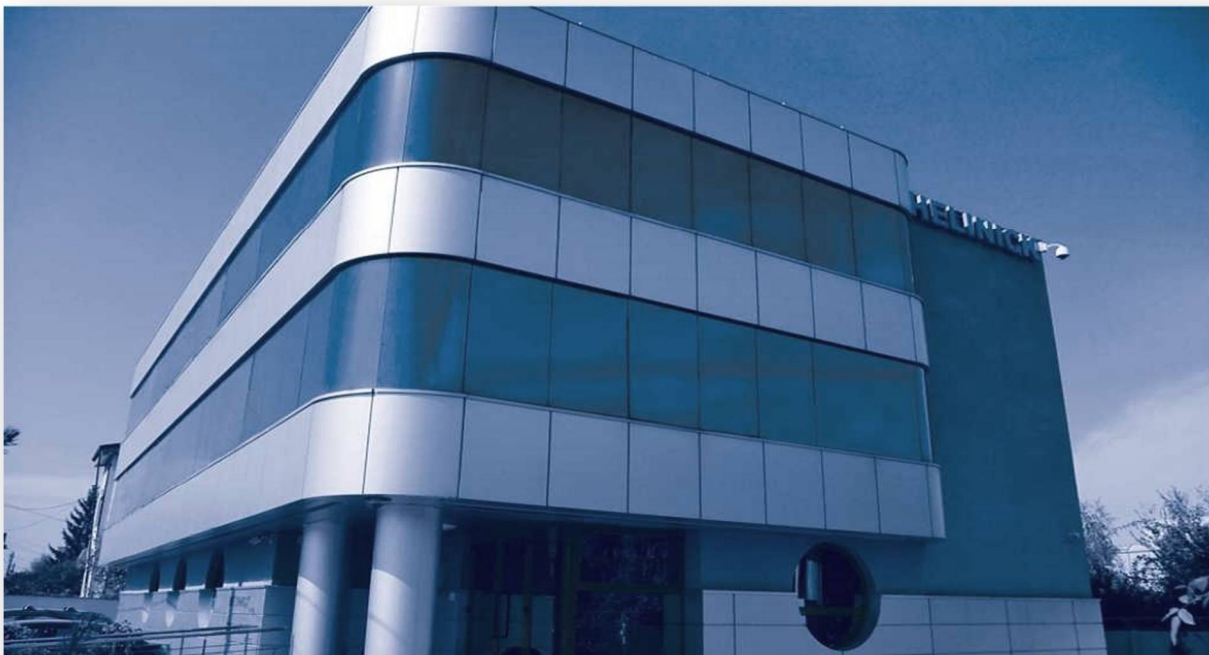
1. About the report

The Report is based on our CSR Policy and illustrates our ongoing support for the work with the UN's 17 Sustainable Development Goals.

The figures in our CRS Report have not been verified by a third-party entity responsible for CSR assessment but more data and KPI's have been verified by third party certification body for management systems, based on the ISO standards implemented in the organization. Through this report we would like to emphasize our involvement in improving the quality of life of our employees and customers, the community and the environment.

2. Table of contents

1. About the report	1
2. Table of contents	2
3. About Helinick	3
4. Helinick Corporate Social Responsibility Policy	6
5. Value to Society	11
6. Our responsible business practices	12
7. Helinick Corporate Social Responsibility governance scheme	14
8. Financial highlights	15
9. Correspondence with external factors guiding our actions	16
10. Environmental, Social and Management KPI's	17
11. Environmental, Social and Management KPIs analysis	21
12. Our partners for success	31
13. Donations for sustainable future	32



3. About Helinick

HELINICK was founded in early 1991 and its founders had as an objective the solving of electronic security and safety issues encountered by prospective clients on the Romanian market. The professionalism, team spirit and a few consistently and loyally applied ideas have placed and maintained HELINICK among the undisputed leading providers of electronic security and safety systems on the Romanian market.

Security systems

- intruder detection systems
- closed-circuit television / CCTV systems
- access control systems
- anti-theft/EAS systems
- perimeter protection systems



Safety systems

- fire-starting detection systems
- ultra-rapid fire-starting detection systems
- fire suppression systems
- gas detection systems
- public evacuation systems



Communications

- voice and data networks (passive)
- optical fiber infrastructure
- industrial inter-communication video surveillance systems for urban application

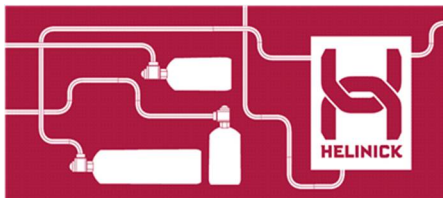


Conference and sound systems

- conference systems
- digital congress, simultaneous interpretation, electronic voting systems sound systems



3RE technology is an innovation on the Romanian market, encompassing all the technical operations necessary for the process of evaluation, testing, filling and recycling of cylinders and gases used in fire extinguishing systems.



Other systems

- Building Management Systems (BMS)
- Parking Management Systems



HELINICK name is based also by our employees' professional achievements and behavior.

We encourage communication, fair competition and innovation.

We morally and financially support our employees to become the best in the field.

With over 150 professionals, not only that HELINICK team is a market leader, but also enjoys an impeccable image and inspires trust to its clients, as well as to local authorities and other external parties.

Relying on more than 32 years of experience, we have managed to control the processes related to solution implementation, and to build a well-structured organizational structure, underpinned by responsibilities and competencies, adapted to the specific market conditions in Romania.

We have managed to foster a strong business growth, and to create an organization with a significant territorial coverage, while not jeopardizing the company's values and making no quality compromise.

We are a part from the circular economy and we are focused on reducing wastage and pollution with repair, reuse and reduction.

CEO - Marius Ioan RETEGAN

"Helinick is an integrator, providing turn-key top-quality solutions and services, tailored to each client's needs. Understanding the clients and finding the right solutions guarantees our performance and provides security, and when it comes to solutions, professional training, technology and quality services are essential."

4. HELINICK Corporate Social Responsibility Policy

PURPOSE

We believe that Corporate Social Responsibility is an important factor for the long-term success of our business. This means that we will run our business according to the highest quality, social, environmental and work safety standards.

SCOPE

Responsibility to our employees

- ✓ To ensure that employees have the opportunity to realize their full potential and have the tools necessary to develop and grow through training, both compulsory and optional;
- ✓ To ensure that each employee's traditions and beliefs are respected, and encourage and promote diversity throughout the organization;
- ✓ To support and encourage employees to be involved in charitable activities within the local community;
- ✓ To encourage employees to 'think outside of the box' and offer suggestions as to how any policy or process can be improved;
- ✓ To maintain communication with employees so as to ensure this and all other policies are actively exercised;
- ✓ To reward employees for hard work and innovative thinking should the idea help in the running of the business;
- ✓ To make certain that all employees are aware of the impact that we as a business and they as individuals have on the external environment;
- ✓ To support and understand employee well-being, ensuring staff are encouraged to maintain an appropriate work-life balance;

- ✓ To operate an open-door policy allowing employees to raise any concerns with line managers and HR and to ensure that employees are not victimized for doing so;
- ✓ To protect each employee or supplier from third parties who may become abusive; this includes customers and suppliers;
- ✓ To ensure that employees protect and do not misuse company assets only use them in an appropriate manner as set out in the employee contract;

Business responsibilities

- ✓ To compete fairly within our industry;
- ✓ To adhere to all relevant legislation surrounding our industry;
- ✓ To minimize the usage of natural resources;
- ✓ To support charitable initiatives that align with company values.

ANTI-BRIBERY AND GIFTS

- ✓ To put in place necessary procedures in order to comply with the ISO 37001 standard requirements;
- ✓ To make certain that no employee working on behalf of Helinick Romania shall accept or offer a bribe;
- ✓ To ensure that no employee shall accept personal gifts from customers or suppliers.

CONFLICTS OF INTEREST

- ✓ Each employee is encouraged to avoid any activities which could conflict with their responsibilities to the organization. Please see the Helinick's Code of Ethics and Professional Conduct for further guidance.

SECURITY AND CONFIDENTIALITY

- ✓ To put in place necessary procedures to ensure that all employees comply

with the ISO 37001 standard requirements;

- ✓ To ensure that our IT systems are well guarded and secure;
- ✓ To provide a safe working environment for all employees;
- ✓ To ensure that all employees comply with the legislation regarding the protection of personal data. Please see the Helinick's Data Protection Policy.

SAFETY

- ✓ To put in place necessary procedures to ensure that all employees comply with the ISO 45001 standard requirements;
- ✓ To maintain a safe working environment for all employees. Please see the Helinick's Quality, Health & Safety and Environment policy for further guidance.

ENVIRONMENT

- ✓ To have a separate Environmental Policy which addresses all issues surrounding this area. We are committed to delivering on all of our individual targets;
- ✓ To use technology throughout our processes in order to reduce natural resources usage and to reduce our carbon footprint.

CLIENTS

- ✓ To constantly strive to provide efficient, value for money, high quality and dependable services to all clients.
- ✓ To ensure all employees will act in an honest and professional manner when dealing with clients;
- ✓ To make sure all employees remain aware that they are being trusted with highly sensitive information and they must act accordingly.

PROCUREMENT AND SUPPLY CHAIN

- ✓ To maintain good working relations with suppliers;
- ✓ To ensure that the individuals who we outsource services to are not in breach of our policies or any legislation surrounding their profession.

THE LOCAL COMMUNITY

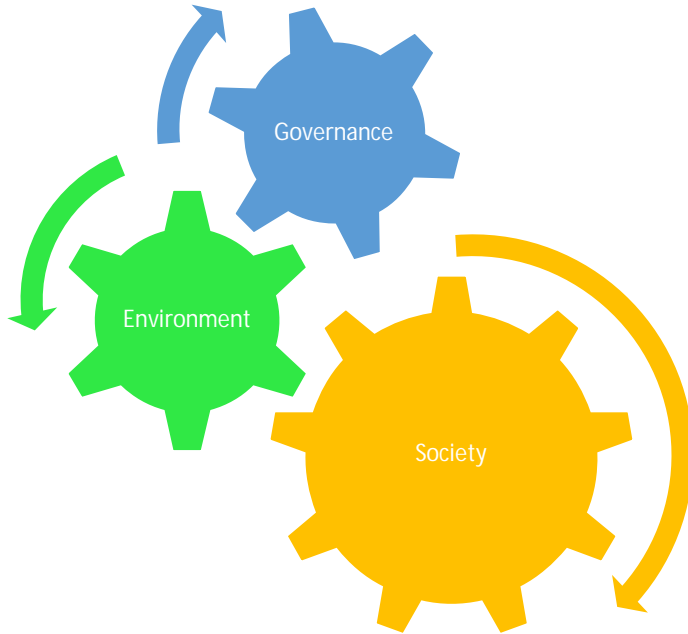
- ✓ To create employment opportunities for the local community;
- ✓ To increase the level of professional knowledge by involving in partnerships with technical training entities.

EMPLOYMENT

- ✓ To create equal opportunities for all employees. Please see the Helinick's Labor and Human Rights policy;
- ✓ To ensure that our employees have a written, understandable and legally binding employment contract

- ✓ To protect our workers from any acts of physical, verbal, sexual or psychological harassment, bullying, abuse or threats in the workplace by either their fellow employees or managers;
- ✓ To not tolerate any form of discrimination against our employees based on race, color, gender, language, religion, political or other opinion, national or social origin, property, birth, union affiliation, sexual orientation, age, disability, or other distinguishing characteristics.
- ✓ To respect employees' rights to form, join or not join a labor union, or other organization of their choice, and to bargain collectively in support of their mutual interests without fear of punitive actions such as intimidation, harassment or termination of employment

Our ambitions are to:



- achieve the greatest possible value to society;
- ensure that all employees can work in an environment where their safety and well-being are guaranteed, in accordance with national laws and regulations;
- fulfill the market needs through responsible business practices.

We will answer to the market demands by getting close to the customer through professionalism and the desire to innovate, being constantly preoccupied with the increase of the involvement of our employees and those outside the organization, with the view to implementing ethical business practices in the field.

CEO - Marius Ioan RETEGAN

5. Value to Society

In electronic security and safety solutions, we operate nationally and regionally, aiming to be a provider of the best solutions for customers.

Our services are addressed to private companies and through these services we try to offer elements of security and electronic security of the latest generation able to satisfy the most demanding requirements. These services refer to the design, installation and maintenance of access control systems, burglary detection and warning, closed circuit television, fire detection and warning, clean gas extinguishing, public call and evacuation, building management systems and refilling, recycling and retesting (3RE) of containers intended for use in fixed fire extinguishing systems containing clean gases.

Through our commitment and our actions to doing good things for others, we hope to make a difference by creating a positive impact.

As a result of our decision of social involvement at national and regional level, we make permanent efforts for the integration of the company in the life of the community.

Through sponsorships, we support non-profit organizations that show initiative and commitment in achieving their social goals.



6. Our responsible business practices



Human and labor rights

We are committed to supporting and respect the protection of internationally declared human rights. This includes demonstrating social responsibility towards our employees and rejecting any form of discrimination in relation to employment or occupation, and commitment to freedom of association. We aim to create the best environment for our employees, where they can develop professionally, having the freedom to create a balance between professional and private life. By establishing and maintaining this environment, we hope that we can positively influence our relationships with our customers.

Responsible tax practices

We are acting lawfully and with integrity and expect the same from our employees, our clients, tax authorities and other parties with whom we interact. In respect with our work, we will be fully compliant with relevant legal, regulatory and professional requirements.

Anti-bribery

We reject any form of corruption, including extortion and bribery. We want to run our business based on good business practices and ethics.

Responsible procurement

We realize that the actions of our suppliers contribute to our performance and that we can partner with them for mutual improvements.

Waste management

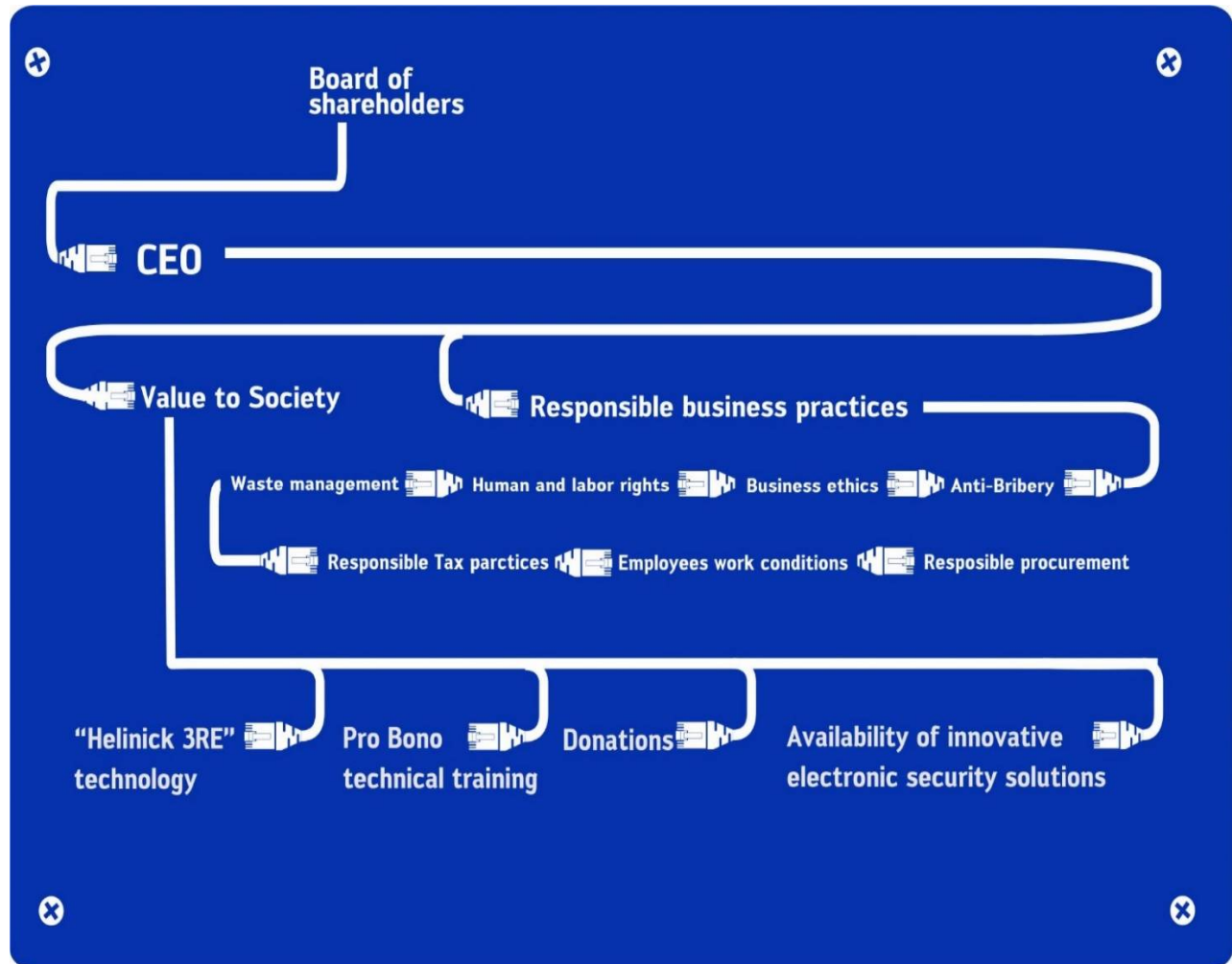
Through our integrated QHSE policy and the measures we take, we are committed to reduce the environmental impact, generated by our activities.

Employees work conditions We are promoting and maintaining a safe work environment that focuses on trust, cooperation and mutual respect as the basis for a healthy and well-functioning workplace.

Business ethics - We want to develop a culture based on ethics in business, economic ethics, innovative technologies, fairness in work relationships, integrity, and transparency towards public authorities and our partners.



7. Helinick Corporate Social Responsibility management scheme

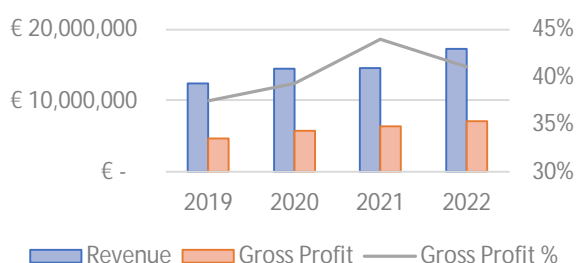


Comments:

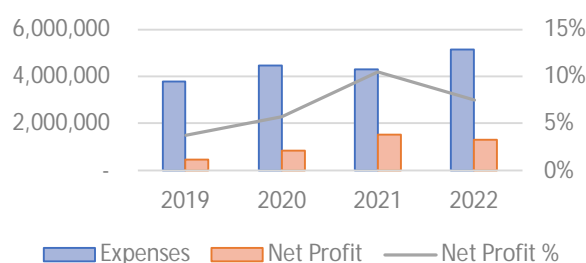
"Helinick 3RE" – Helinick technology service for RE-filling & RE-cycling of high GWP extinguish agents (HFC-227ea), and RE-testing of pressurized cylinders (extending the life of DOT and TPED marked containers).

8. Financial highlights

Income & Gross Profit

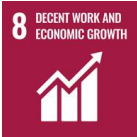











Expenses & Net Profit



	2019	2020	2021	2022
	€	€	€	€
REVENUE				
Sales	12,354,695	14,466,143	14,510,785	17,195,001
TOTAL REVENUE	12,372,597	14,488,497	14,527,559	17,222,646
	€	€	€	€
GROSS PROFIT	4,638,113	5,688,402	6,385,086	7,071,639
GROSS PROFIT %	37.5%	39.3%	44.0%	41.1%
	€	€	€	€
OPERATING EXPENSES	(3,785,680)	(4,447,365)	(4,293,252)	(5,129,949)
EBITDA	852,432	1,241,037	2,091,834	1,941,690
EBITDA Margin (%)	6.9 %	8.6 %	14.4 %	11.3 %
	€	€	€	€
EBIT	677,586	1,044,155	1,878,803	1,688,356
EBIT Margin (%)	5.5 %	7.2 %	12.9 %	9.8 %
	€	€	€	€
EBT	549,444	965,183	1,786,689	1,532,891
EBT Margin (%)	4.4 %	6.7 %	12.3 %	8.9 %
	€	€	€	€
Net Profit	460,451	824,861	1,523,903	1,287,629
NET PROFIT%	3.7 %	5.7 %	10.5 %	7.5 %

9. Correspondence with external factors guiding our actions

Value to society	Key external factors	SDGs
Availability of innovative electronic security solutions	UN Global Compact, Helinick Code of Ethics and Professional Conduct	
"Helinick 3RE" technology	UN Global Compact, Montreal Protocol	 
Donations	UN Global Compact	
Pro Bono technical training	UN Global Compact, Romanian Association for Security Technique	 
Responsible business practices	Key external factors	SDGs
Human and labor rights	UN Global Compact, European Agency for Health and Safety at work, ILO Conventions	  
Responsible tax practices	UN Global Compact, NAFA Romania (National Agency for Fiscal Administration)	

Anti-bribery	Helinick Code of Ethics and Professional Conduct, ISO 37001	
Responsible procurement	UN Global Compact, ILO Conventions, UN Guiding Principles on Business and Human Rights, ISO 9001	 
Waste management	UN Global Compact, ANPM Romania (National Agency for Environmental Protection), ISO 14001	
Employees work conditions	UN Global Compact, European Agency for Health and Safety at work, ILO Conventions, ISO 45001	 
Business ethics	UN Global Compact, Helinick Code of Ethics and Professional Conduct	 

10. Environmental, Social and Management KPI's

Environment					
	Unit	2020	2021	2022	Target 2023
eCO₂ avoided with Helinick 3RE technology	tCO ₂ eq	9202,76	2498,72	4095,84	5000
Total Energy consumption (Electricity and gas)	MWh	-	-	163,67	150
Water consumption	m ³	-	-	918	900
Generated waste (Paper, wood, weee)	Kg	2838	2079	2965	1900
Recycled waste (Paper, wood)	%	57,73	55,88	59,44	60
Fleet vehicles (Own and lease)	cars	-	-	83	-

GHG Scope 1 (Emissions from fleet vehicles)	tCO2eq	-	-	181.5	170
Gas consumption	MWh	-	-	81,3	80
Electricity consumption	MWh	-	-	82,4	75
GHG Scope 2 (Electricity and gas)	tCO2eq	-	-	25.55	25
Training hours (Energy good daily habits)	Hours	-	2	4	4
Trainings hours (Energy management system "ISO 50001")	Hours	4	4	5	6
Trainings hours (Environment management system "ISO 14001")	Hours	4	5	5	6
Trainings hours (Occupational health & safety "ISO 45001")	Hours	8	8	8	9
Social					
	Unit	2020	2021	2022	Target 2023
Workforce (Full time)	Employees	176	180	174	181
Workforce (Limited time)	Employees	27	23	17	8
Total amount of working hours	Hours	282094	287454	281776	-
Total amount of working hours lost due to accidents	Hours	0	0	0	0

Lost Time Injury Frequency Rate	LTIFR	0	0	0	0
Injury severity rate	ISR	0	0	0	0
Accident severity rate	ASR	0	0	0	0
Office based injuries	%	0	0	0	0
Working sites injuries	%	0	0	0	0
Security trainings	Hours	6	6	7	8
Occupational Health & Safety management system trainings	Sessions	4	4	4	4
Employees trained on anti-discrimination and harassment	Employees	-	4	4	5
Reported cases of discrimination and harassment	Cases	0	0	0	***
Health & Safety committee meetings	Meetings	2	2	2	2
Total hours of skills development training	Hours	5	5	7	8
Female employees	%	15	18	18	20
Female employees in management positions	%	40	40	40	45
Employees over 55 years	Employees	5	8	8	8
Employees under 25 years	Employees	6	6	4	5
Employees covered by social benefits	Employees	176	180	174	-
Employee turnover rate	%	6	11	10,6	10

Pro Bono trainings
(Technically trained
peoples in association
with Romanian
Association for
Security Technology)

People

32

31

34

**

Management

	Unit	2020	2021	2022	Target 2023
Anti-bribery board meeting attendance	%	100	100	100	100
Whistleblowing cases	Cases	0	0	0	**
Percentage of subcontractors signing Helinick's CEPC*	%	95	95	100	100
Percentage of suppliers signing Helinick's Sustainable Procurement Code	%	-	-	15	30
Anti-bribery trainings (ISO 37001 management system)	Sessions	3	3	3	3
Information security trainings (ISO 27001 management system)	Sessions	3	3	3	3
Business continuity trainings (ISO 22301 management system)	Sessions	3	3	3	3

* CEPC - Code of Ethics and Professional Conduct

** The value is not in Helinick control and is subject to training programs organized by the Romanian Association for Security Technology.

*** We encourage all employees and interested parties to report any situation that raises suspicions regarding violations of our Code of Ethics and Professional Conduct.

11. Environmental, Social and Management KPIs analysis

Environment



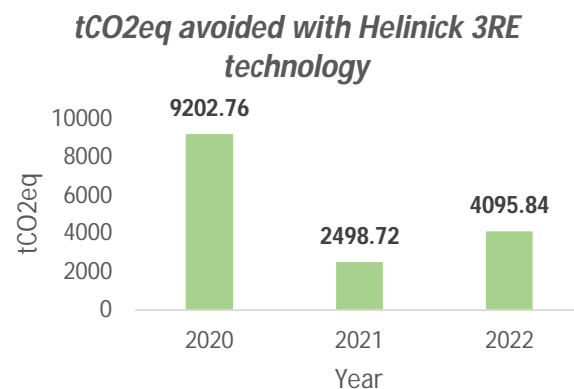
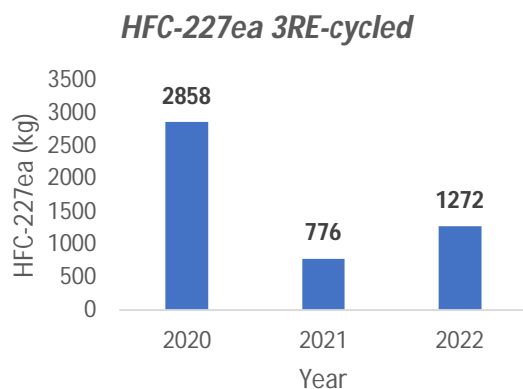
Equivalent CO₂ avoided with Helinick 3RE technology

FM200 (HFC-227ea) has a high global warming potential and is covered by the European F-Gas Regulation. It is on the most widely used of the chemical replacements for Halon 1301 and it is an agent that has been used to successfully protect tens of thousands of high-technology facilities in 70 countries around the world.

3RE technology is an innovation on the market, performing all the technical operations necessary for the process of evaluation, emptying, testing, filling and reconditioning of the cylinders used in fire detection and extinguishing systems.

Benefits:

- substantial cost reduction by recirculating cylinders / agents and doubling the life of an extinguishing system
- Transparency and traceability for Periodic Technical Verification operations across EU states
- Re-filling of cylinders and re-cycling of materials through the traceability of ecological storage of extinguishing agents.
- An ecological solution on the principle of recycling and recirculation for a safer future.



The CO₂ equivalent was calculated using REGULATION (EU) No 517/2014 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 16 April 2014 on fluorinated greenhouse gases and repealing Regulation (EC) No 842/2006. ANNEX I - FLUORINATED GREENHOUSE GASES (HFC-227ea GWP(*) – 3,22).

(*) Based on the Fourth Assessment Report adopted by the Intergovernmental Panel on Climate Change, unless otherwise indicated.

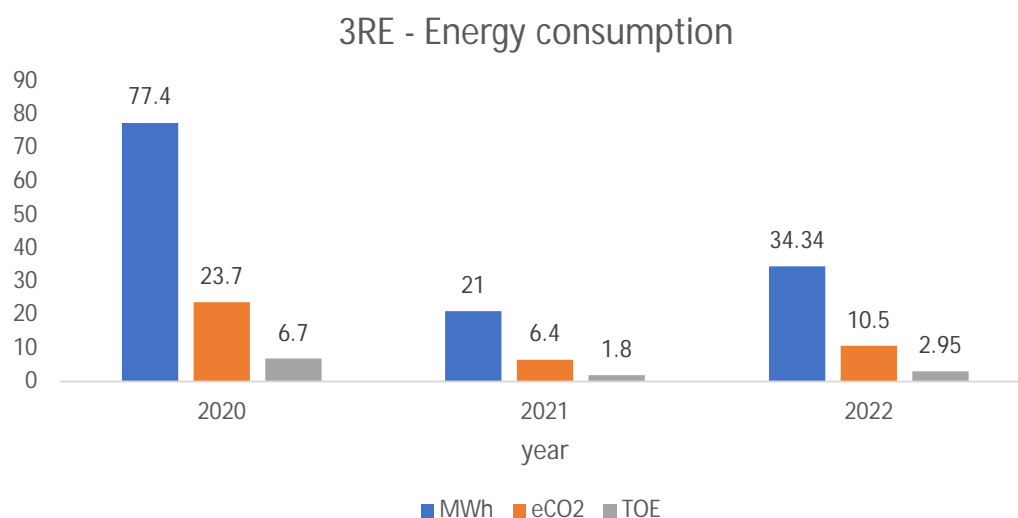
Monitoring the energy consumption

Based on our implemented energy management system we continue to monitor the energy consumption and also, we added new KPIs in order to comply with the CSR requirements.

✓ Energy consumption with our 3RE technology

The consumption of energy needed for re-cycling of 1 kg HFC227ea is about 27 kwh. This process includes gas transfer, cylinder hydraulic testing, refilling, mixing, and re-pressurization of cylinders.

The graph below shows the results of energy consumption in MWh and tonnes eCO₂ relative to the TOE value calculated based on an average of 0,306 tonnes eCO₂ per 1 MWh



1 TOE (tonnes of oil equivalent) = 11,63 MWh

1 MWh = 0,306 tonnes CO₂

TOTAL energy consumption (electricity and gas)

Year	Energy consumption (MWh)	tCO2eq	Energy consumption (TOE)
2022	163.67	25.55	14.07

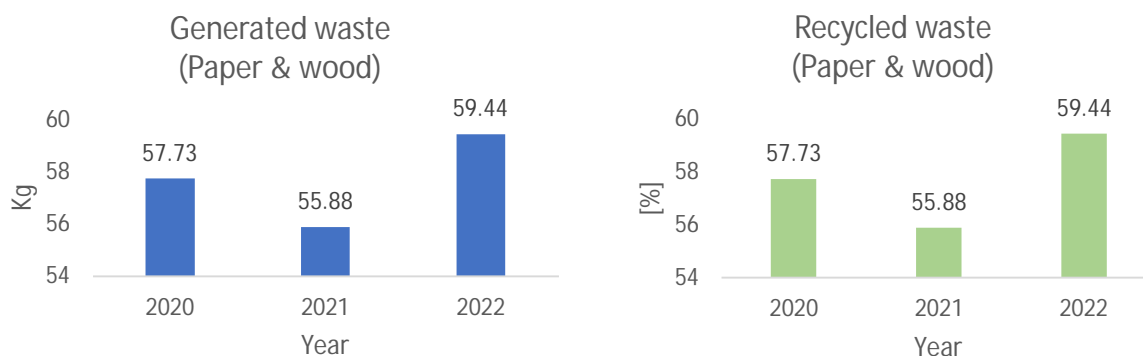
✓ Actions to reduce the energy consumption

- We inform ourselves, train employees and other interested parties
- Appointing a person to monitor the consumption
- Implement LED technology in all offices
- Define and monitor the GHGs Scope 1 and Scope 2 KPI's
- Procurement of new IT equipment with power supply units having at least 80 Plus Gold certification.

Waste management

The waste quantities are calculated based on our list of environmental impacts.

Waste from Helinick's activities mainly include used electrical and electronic equipment resulting from the service process and packaging resulting from the equipment acquisition process (secondary handling and transport waste).



For the life cycle of packaging, in order to fulfill its legal obligations, Helinick has concluded partnerships with collection organizations and treated them in such a way as to ensure traceability until disposal.

Social



The most important part of our organization are the people.

Human rights are a precondition for freedom and dignity for people, for rule of law and for inclusive and sustainable growth on which we depend as a business. Respect for human rights is rooted in our values and key to our license to operate from employees, customers, investors, communities, governments and other stakeholders.

We have in place processes for due diligence. Through these processes we seek to identify and study potential and emerging human rights risks, isolate the problems, and correct, improve, and prevent them.

The human rights due diligence process in Helinick's business is as follows:

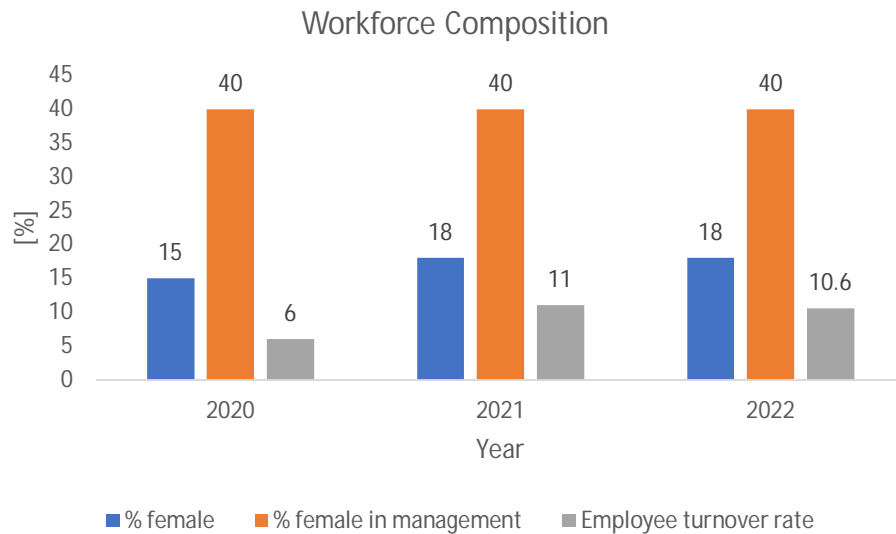
1. Establish policies and procedures
2. Identify human rights risks and assess their impact
3. Plan improvements and stop, prevent, and mitigate negative impacts
4. Monitor results and progress
5. Communicate and report
6. Take remedial action

Helinick respects internationally recognized human rights set forth by the International Labour Organization, and our approach is based on United Nations Guiding Principles on Business and Human Rights.

Workforce Composition and gender diversity

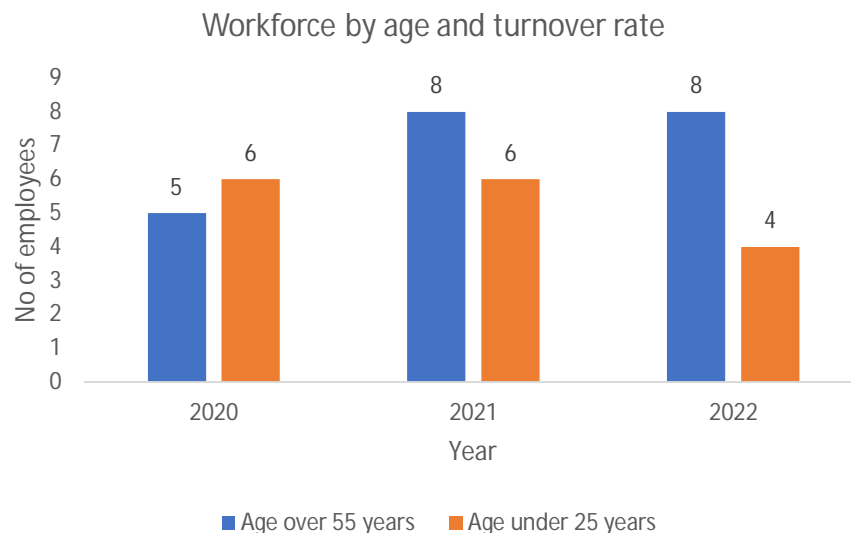
We want to maintain a culture of equality to which all employees can contribute and from which they can benefit.

We are measuring the representation of women as a part of core management policy.



Workforce by age and turnover rate

The employee turnover rate refers to the proportion of employees who leave a company during a certain time period. This rate includes both voluntary and involuntary separation and excludes internal movements (promotions and transfers) and employees who are on furlough or leave of absence.



To every company, high employee turnover is undesirable and can have a significant adverse impact.

Therefore, we are very proud that Helinick has a reduced turnover.

Occupational Health & Safety, Environment and Quality

We believe that initiatives to promote a healthy and safe work environment and to protect physical and mental wellbeing are essential for a healthy company. We therefore run occupational health and safety knowledge that they are safe.

Helinick have in place an integrated management system (Health & Safety, Environment and Quality) based on ISO 45001, ISO 14001 and ISO 9001 standard requirements. This management system covers employee's safety and health, fire prevention, environment protection and all operations quality.

Maintaining ISO 45001, ISO 14001 and ISO 45001 Certifications

To conduct our processes more efficiently, many years ago we have implemented and certify an integrated management system and since then we systematically improve processes in order to achieve the best performance. During this period, we succeed to implement procedures and to obtain the certification for all Helinick sites.

Occupational Accidents

Safety at work is part of our mentality and working conditions are a direct influencing factor for both workers and their families. In our 32 years of operation, we did not see any fatal accident or any accident resulting in disability occurring as part of our operations and we want to keep it that way.

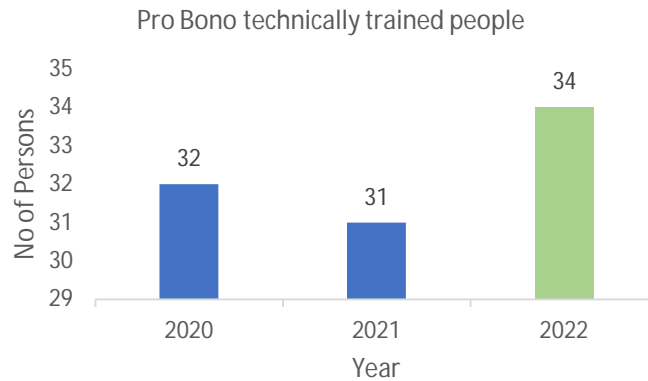
Our ambition is to ensure that Helinick is a safe place to work and we are proud to report our performance for "zero" incidents policy.

Helinick Health & Safety KPI statistics

Total amount of working hours lost due to accidents	2020 – 0 2021 – 0 2022 – 0
Lost Time injury Frequency Rate (LTIFR)	2020 – 0 2021 – 0 2022 – 0
Injury severity rate	2020 – 0 2021 – 0 2022 – 0
Accident severity rate	2020 – 0 2021 – 0 2022 – 0
Office based injuries %	2020 – 0 2021 – 0 2022 – 0
Working sites injuries %	2020 – 0 2021 – 0 2022 – 0

Pro Bono trainings

Through the partnership with the Romanian Association for Security Technology, a member of EURALARM, we aim to increase the level of technical education in the field of electronic security and safety systems. The partnership consists in ensuring the practical technical training of the participants in the training courses organized by ARTS, in the specialties of technician and security systems designer engineer.



A.R.T.S. - Romanian Association for Security Technology - is an apolitical, non-governmental and non-profit organization, which promotes and protects the interests of its members, ensuring their representation in relations with public authorities, other associations, various institutions and bodies. (<https://arts.org.ro/>)

Management



Anti-bribery board meeting attendance

E-learning training has gone from being a sort of niche education methodology for technology subjects to becoming an essential way of learning things.

Starting 2020 we have launched our internal ILIAS platform for e-learning (helinick-elearning.go.ro). We conduct annual trainings and monitor employees' perceptions of opportunities to improve policies and procedures.

We work to combat bribery, fraud and preferential treatment, by performing trainings with our key personnel and with shareholders. Expectations of all employees are set forth in the Helinick Code of Ethics and Professional Conduct. Also, based on our anti-bribery management system, we apply rules, verify their compliance and regularly conduct anti-bribery training. Till now our whistleblower system din not received any case related to potential violations of our Code of

Ethics. According to our procedures any situation reported will be documented and analyzed. If a complaint is substantiated, corrective action is taken.

Our anti-bribery direction is based on ISO 37001 standard requirements. Helinick has not been involved in any bribery incidents since 1991, and maintaining the management system certification is our commitment to continuing in this direction.

Evaluation and selection of critical suppliers

Our services suppliers are regularly trained and evaluated against our Code of Ethics and Professional Conduct.

In 2022 we laid the foundations for an evaluation and selection process of critical suppliers based on their capability and orientation towards sustainability. It all started with the definition of a Sustainable Procurement Code. The training of suppliers and their co-optation not only in the Helinick initiatives but also in the global ones is a long process but to which Directive (EU) 2022/2464 of the European Parliament actively contributes

Our commitment is to provide training and to evaluate our critical suppliers not only based on fair and honest criteria but also on their orientation towards sustainability.

Communication and training with suppliers

In addition to its commitment to delivering quality services, Helinick believes that maintaining human rights, labor standards, and environmental conservation throughout its entire supply chain is an important part of its corporate responsibility.

Annually suppliers are trained and informed about our procurement policy. We provide suppliers with an overview of our operations and share with them our important policies.

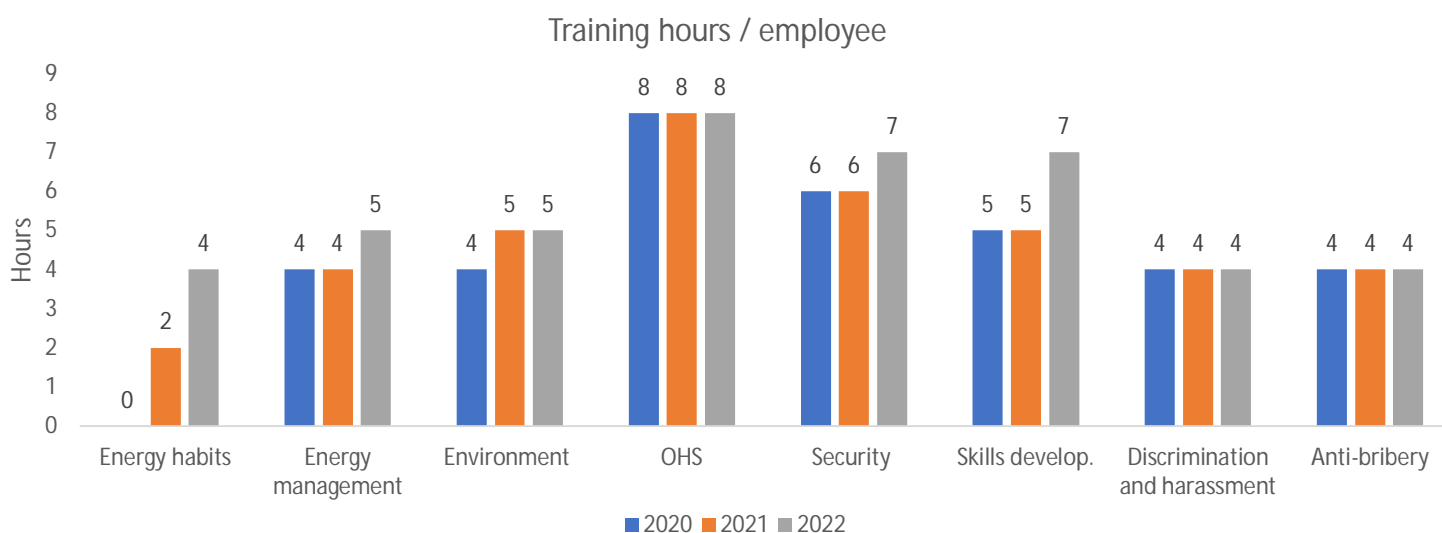
Internal training structure

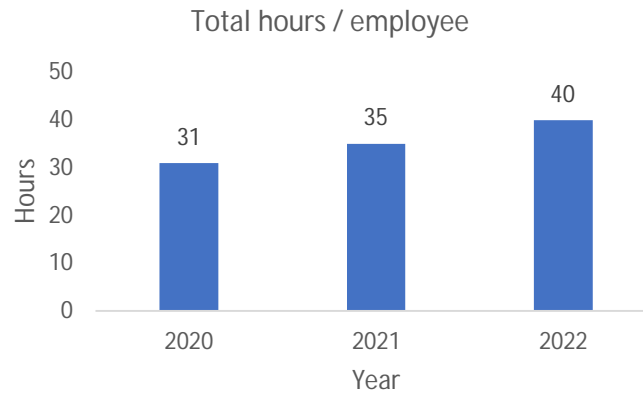
At Helinick we believe it is particularly important for people to understand the company's legal requirements to ensure compliance and sustainability. Helinick thus offers training for all employees, as well as courses adapted to their needs.

Course	Description	Year	2020	2021	2022
Energy good daily habits	Good practice; Internal procedures; Laws and regulation.	Target			
		Employees	-	203	191
		Result			
		Employees	-	158	171
		Achieved rate	-	77.83	89.52
Energy management	Energy management Policy; Energy management procedures; Laws and regulation.	Target			
		Employees	203	203	191
		Result			
		Employees	157	159	172
		Achieved rate	77.34	78.32	90.05
Environment	QHSE Policy; QHSE procedures; Laws and regulation.	Target			
		Employees	203	203	191
		Result			
		Employees	156	162	173
		Achieved rate	76.85	79.8	90.57
OHS	QHSE Policy; QHSE procedures; Health & Safety risks identification and assessment; Laws and regulation.	Target			
		Employees	203	203	191
		Result			
		Employees	198	203	191
		Achieved rate	97.53	100	100
Security	Information security policy; Information security procedures; Laws and regulation.	Target			
		Employees	203	203	191
		Result			
		Employees	194	198	191
		Achieved rate	95.56	97.53	100
		Target			

Skills development	According to job description and employees' requirements.	Employees	176	180	174
		Result			
		Employees	87	113	126
		Achieved rate	49.43	62.77	72.41
Anti-discrimination and harassment	Code of Conduct; Internal regulation; Whistleblowing procedure; Laws and regulation.	Target			
		Employees	203	203	191
		Result			
		Employees	197	199	191
		Achieved rate	97.04	98.02	100
Anti-bribery	Anti-bribery policy; Whistleblowing procedure; Laws and regulation.	Target			
		Employees	17	18	22
		Result			
		Employees	17	18	22
		Achieved rate	100	100	100

Internal training hours allocation





12. Our partners for success



13. Donations for sustainable future



<https://www.helinick.ro/en/we-continue-our-sustainability-commitments/>

We value your feedback

We welcome any questions, comments or suggestions you might have to this report and our performance.

HELINICK SRL Romania

4-10, Eraclie Arion 013911, Bucharest, Romania

office@helinick.com

<https://www.helinick.ro/en/>