



*We Value the
Planet 2030*
Strategic plan

RODI, A world of possibilities

RODI Industries S.A. is a Portuguese company based in Eixo, Aveiro, with over 70 years of experience in metallurgy and metal mechanics.

Starting as a small producer of motorcycle parts in 1952, we are now a world reference brand in the manufacture and distribution of bicycle rims and wheels in aluminium – RODI Cycling, as well as stainless steel kitchen sinks and accessories – RODI Home.



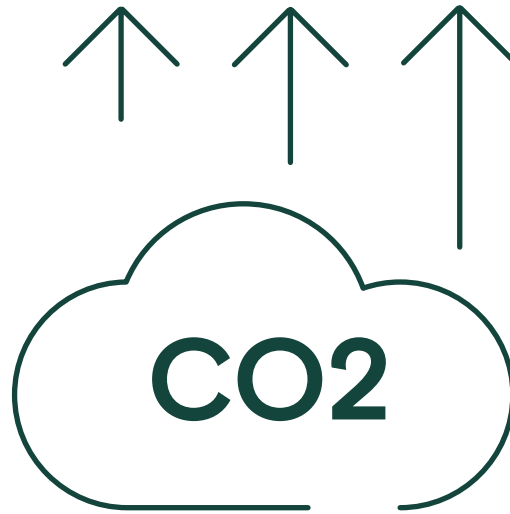
Our Vision

Even though our company is divided into two distinct business units, its purpose is the same - to create unique products and experiences – whether it is about cycling or making your house feel like home.

We propose to achieve it through the continuous improvement of our processes, products, services and human relations, based on the core values of our company, such as transparency, ambition, innovation, collaboration, resilience, solidarity, and respect for people and the environment.



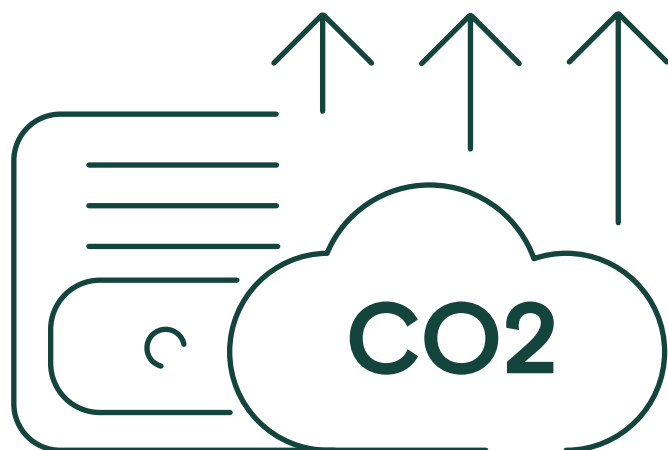
Sustainability data 2022



RODI CO₂ EMISSIONS

1841,48 ton

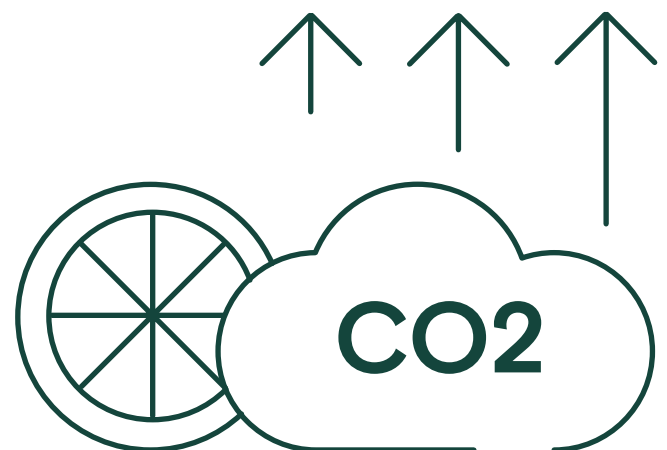
-13% Since 2019



RODI HOME CO₂ EMISSIONS

988,66 ton

Scope 1&2



RODI CYCLING CO₂ EMISSIONS

852,82 ton

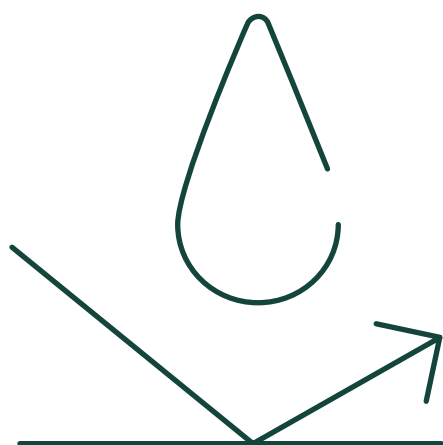
Scope 1&2



GENERATED WASTE

714,22 ton

-8% Since 2019



WATER CONSUMPTION

13 852 900 l

-30% Since 2019



SUPPLIERS

97% EUROPEAN

Of which 79% are from Portugal

We Value the Planet 2030

1 Strategic Vision

For RODI, it is essential to address the sustainability challenges and climate crisis risks our industry is facing today and in the future.

We recognise the impact of our activities and the importance of planning, developing, implementing and monitoring a sustainable strategic plan, which aims to actively involve all stakeholders in an ongoing commitment to responsible and sustainable practices.

Thus, within the organisation, our strategy consists of instilling a sustainable business culture and turning it into a guideline for decision-making, investment planning, management practices, purchasing, manufacturing and supply processes, building social relationships and defining internal policies.

RODI considers the four axes of sustainability at the heart of its decisions: economic, environmental, social and governance - and the reinforcement of its current action plan based on the United Nations Sustainable Development Goals (SDGs) and the 2030-2050 Decarbonisation Goals.

These Goals (SDGs) present a challenge to integrate into our current business reality, but one that RODI is committed to taking on as follows:



- **Environmental dimension**

RODI's environmental action plan covers four main areas: **greenhouse gas emissions, energy consumption, water consumption and effluent discharge, and waste consumption and management.**

The focus on these areas involves reviewing our production processes, but also the development of our solutions, with a constant commitment to innovation and the integration of new materials that are more efficient, durable, recyclable and have less environmental impact. This analysis also takes into account the level of efficiency of the solutions identified, as well as their influence on the company's prosperity and financial health.

To summarise, the definition of the related action plans aims to contribute to the following SDGs:

- 6 → *Clean water and sanitation*
- 7 → *Clean and affordable energy*
- 9 → *Industry, innovation and infrastructure*
- 12 → *Responsible consumption and production*
- 13 → *Action against global climate change*



- **Social and Governance Dimensions**

At RODI, we believe that a sustainable future is not built exclusively through business, but through the human capital of the organisation and the community in which we operate.

In this sense, RODI favours the well-being and personal and professional development of its employees, promoting their health, well-being and training opportunities, while fostering the promotion and development of local communities. In short, we aim to promote meaningful relationships based on cooperation, ethics, inclusion and transparency.

Thus, the definition of the related action plans aims to contribute to the following SDGs:

- 3 → *Health and well-being*
- 4 → *Quality education*
- 5 → *Gender equality*
- 8 → *Decent work and economic growth*



2 What we do at RODI



- **Every year, RODI organises** free flu vaccinations, as well as various health and well-being promotion activities, including screenings, awareness-raising activities and open consultation day.
- **Partnerships with various health organisations** (traditional or alternative medicine, dental services, physiotherapy). Provision of curative medicine on RODI premises for all employees.



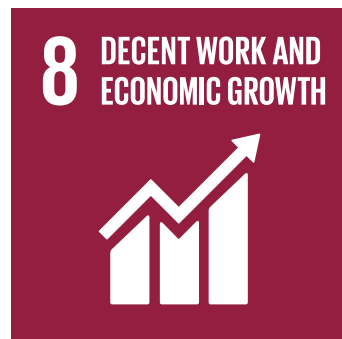
- **Strengthening** relationships, participation and communication between teams by regularly organising training and team-building activities.
- **Promoting various in-house and external training programmes for our employees** - offering courses/classes to obtain school certification and competencies, courses/classes to learn different languages (with a choice of different difficulty levels), among others.



- **RODI built a new industrial water treatment plant** to improve installed capacity and treatment efficiency.
- **Monitoring of the volumes of industrial water collected and consumed.** These are reported monthly to the operational centres for improvement and target setting.
- **RODI's surface treatment lines reuse water** between tanks using a cascade system, which also leads to an improvement in energy consumption.
- **Continuous review of water-using production processes** to reduce the volume of water used per item produced.
- **Installation of a new surface treatment line** for bicycle rims to reduce energy and water consumption and increase the efficiency of the process.



- **Favouring natural lighting** with the installation of skylights in the manufacturing units.
- RODI has installed photovoltaic panels for self-consumption at the RODI Home unit, which accounts for 20 per cent of its energy consumption.
- RODI has been replacing lighting with LED luminaires with automatic control.



- **RODI controls environmental and safety aspects** during the product development, production and handling phases.
- **Promoting a safe, clean and secure working environment through OSH training and awareness-raising activities**, operational control and 5S audits. Monitoring and defining actions to mitigate risk factors.
- Reinforcement of codes of ethics and conduct.



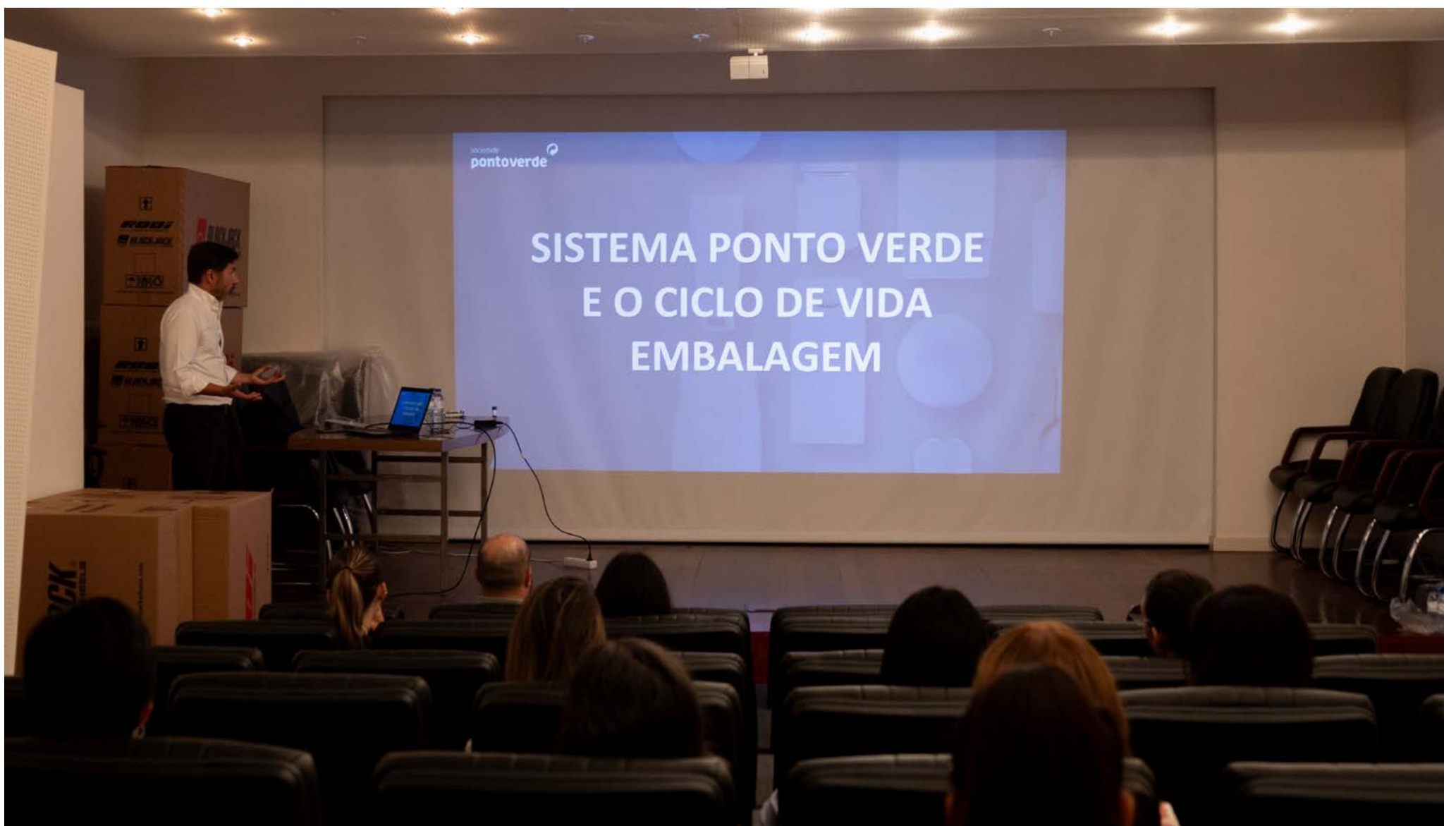
- **RODI invests annually in more efficient equipment and on restructuring its machinery park** and has ongoing projects to upgrade its facilities.
- **RODI has invested in insulating and replacing the roof of its facilities** to improve comfort and energy efficiency.
- **Construction of two new industrial units**, with access to state-of-the-art technology and more efficient processes/equipment.
- Introduction of a new product in the portfolio, conceived and developed by the R&D team, which is **bicycle rims made from certified and recycled aluminium - an innovation in the sector**.
- **Reformulation of the entire fire detection system** and of the fire-fighting system.



- **RODI has defined specific consumption indicators** that allow us to control and optimise industrial processes.
- **Waste separation is made at the source.** RODI has established partnerships with waste management facilities in order to control its final destination.
- **RODI organises training and awareness-raising activities** to make employees aware of the need to separate all waste more efficiently.



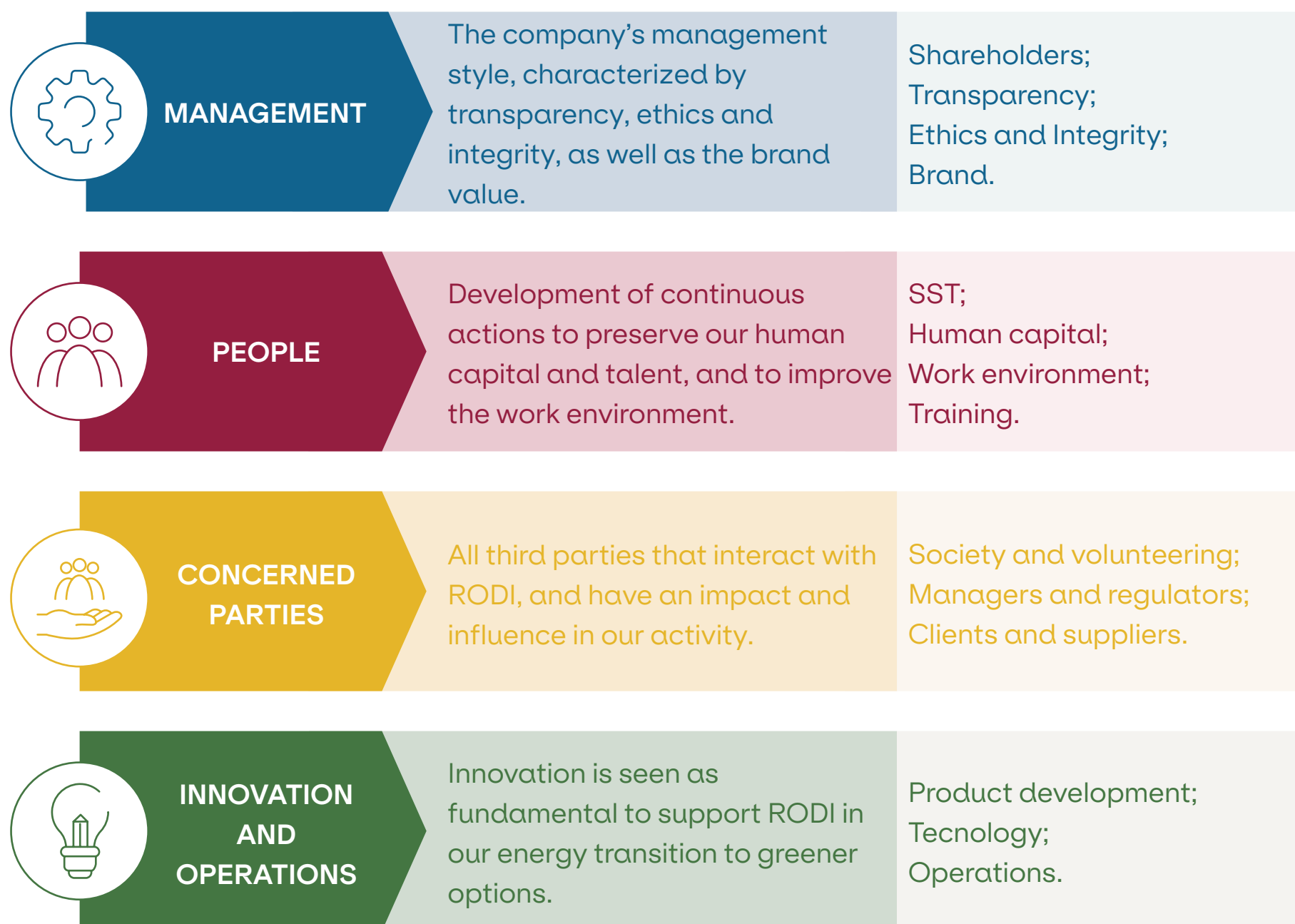
- **Installation of a system to monitor energy** and control of the emission sources.
- **Monthly reporting of consumption** (e.g. gas, electricity and water) to operational centres.
- **RODI has a supplier assessment procedure** which takes into account environmental and safety criteria.
- **RODI has implemented energy rationalisation plans** (PREn) at both plants.



3 Strategic Plan

RODI is aware of the need for change and therefore, intends to strengthen its sustainability plan through the definition, development and dynamization of different actions and related projects to enrich the current action plan and align its medium and long-term strategy with the 2030 targets.

In the “We Value the Planet 2030” plan, the measures planned for implementation are structured into four areas of action:



The degree of strategy implementation and fulfilment of goals and targets will always be based on the data collected in 2019. That will, therefore, be our year zero - a starting point for implementing our sustainable strategy and action plan.



- **Management**

- **Reinforcing sustainability content** in the company's institutional reports and communication channels. That is an ongoing action that will always be under constant review:
 - Creation of communication channels dedicated exclusively to sustainability;
 - Transparency/communication of all environmental statistics;
- **Training of all process managers** in sustainability issues and quarterly monitoring of objectives, indicators and actions taken - review of the process and verification of possibilities for improvement;
- **Definition of sustainability objectives** for process managers:
 - Creation of a procedure and regular monitoring of the fulfilment of the defined objectives;



- **People**

- **Improving workplaces and working conditions:**
 - Project to restructure and update RODI facilities (factory premises and common spaces). This action has been underway since 2021;
- **Annual plans** to promote health, safety and the environment:
 - Increasing the range of benefits on offer to optimise our employees' access to health services and plans;
- **Awareness-raising and training campaigns** on safety and the environment - increase the number of training sessions per year;
- **Raising awareness of healthy habits** and alternative modes of transport:
 - Updating RODI infrastructures to encourage more employees to travel by bicycle;



- **Stakeholders**

- **Social action plan** with the community:
 - Sustained increase in the annual budget for social, cultural and sustainability actions;
- **Creation of a supplier code of ethics and conduct** with environmental, social and ethical commitments;
- **Inclusion of sustainability** criteria in supplier relations:
 - Definition of ethical and behavioural criteria, production methods, materials and transport;
 - Sustainable supply changes and agreements;
 - Continuous increase in the number of partnerships with European and/or national suppliers;
- **Implementation of a sustainable purchasing process**:
 - Training for our employees representing the Purchasing Department;
- **Definition of stock policies** (suppliers and customers);




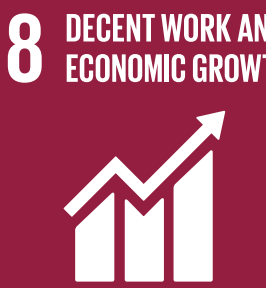





- **Innovation and operations**


- **Annual calculation** of carbon footprint - action to be implemented on an ongoing basis;
- **Increasing installed renewable power:**
 - Installation of photovoltaic panels at the new cycling plant in 2024;
 - Installation of photovoltaic panels at the new domestic plant in 2024;
- **Use of renewable electricity suppliers;**
- **Reducing the use of fossil fuels** by updating the car fleet to electric and/or hybrid options;
- **Replacing production processes** with more sustainable technologies and more efficient equipment;
- **Digitisation of processes:**
 - This project started in 2021 and has enabled us to digitise 79% of purchasing and accounting processes;
- **Training technical staff** in the circular economy and eco-design;
- **Use of eco-design in product/packaging development:**
 - Integration of environmental product declarations;
- **Optimisation of manufacturing facilities - restructuring and maintenance:**
 - Optimisation and rehabilitation project for the cycling plant;
- **Negotiating packaging with suppliers:**
 - Study into the reduction of plastic and styrofoam packaging components.
 - Exclusive use of FSC-certified cardboard products;
- **Implementation of an information system to rationalise consumption in 2024;**
- **Reduction of single-use plastics in RODI packaging:**
 - Study to identify an alternative for replacing the plastic used in palletising packaging.


4 2030 commitments in figures

		2026	2030
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Reducing the use of hazardous products (CRM), replacing them with non-hazardous ones.</p>	100%	100%
 <p>6 CLEAN WATER AND SANITATION</p>	<p>Reducing the specific use of water in industrial units.</p>	20%	50%
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>Increasing the rate of renewable electricity.</p>	30%	50%
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Improvement towards zero lost-time accidents</p>	<p>Continuous improvement in order to achieve this target.</p>	



		2026	2030
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Digitalisation of processes.	30%	50%
	Integration of recycled and certified aluminium in the manufacture of bicycle rims and wheels.	20%	50%

		2026	2030
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Increasing the waste recovery rate.	>90%	>95%
	Decrease the specific waste rate.	10%	20%
	Decrease the amount of treated plastic.	20%	50%
	Reduction of plastic and styrofoam packaging components received.	20%	50%
	Elimination of single-use plastics in RODI packaging .	50%	70%

		2026	2030
13 CLIMATE ACTION 	Reducing specific scope 1 and 2 GHG emissions.	30%	55%
	Reduction in specific energy consumption.	10%	20%





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