



Sustainability Report

2020 2021

RODI

Índex

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Scope of the Report

The present report, compiled at RODI INDUSTRIES S.A. initiative, follows our sustainability strategy plan – “We Value the Planet” - which is based on the pillars of sustainable development and has as its primary objective the value creation for the company and the community in which we operate.

This document references the biennium 2020/2021, years that will be remembered by the impact of the Covid-19 pandemic and the social and economic consequences it brought. Despite these challenges, we believe that new opportunities have also arisen to review our strategy and attain a prosperous and sustained growth through:



Reinforcing our commitment to the personal and professional development of our employees by providing various benefits and health services, guaranteeing safety procedures, and promoting constant training and team-building initiatives.



Involvement with local communities through the support of social, cultural and sports causes. We consider it as a part of our core business to be a valuable element in society through the constant promotion of actions that benefit the society's general wellbeing.



Focus on environmental preservation, with the development of projects to reduce waste and greenhouse gas emissions. We want to reduce the impact of our activity, as well as that of our value chain. That is why, in order to fight climate change and have a responsible manufacturing, a collaboration between partners is essential to achieve the Sustainable Development Goals of the United Nations. In this context, we joined the “*Shift Cycling Culture*” initiative, which promotes the creation of a network of support, collaboration and development, with the objective of minimising the environmental impacts of the cycling industry.



Promotion of technology and innovation through the installation of new equipment, optimisation of processes and integration of new management tools, always with the quality of materials and products, customer satisfaction, and a focus on efficiency and productivity (Industry 4.0) as a priority.

These last few years came with many adversities, but with effort and dedication, our performance was exemplary. That is how we will continue, with our eyes set on the future.

CEO,

Armando Levi Silva

O¹The Company





RODi

History

Founded in 1952, RODI INDUSTRIES, S.A. is a Portuguese company operating in the metallurgical and metalworking industry, in two distinct business areas, exporting its products to over 80 countries.

We are a European reference in the manufacture of aluminium and carbon bicycle rims and wheels, and a world reference in the production of stainless-steel kitchen sinks, having already won several national and international awards.



2

BUSINESS AREAS

3M

RIMS/YEAR

70

YEARS OS HISTORY

400K

WHEELS/YEAR

+400

EMPLOYEES

1.000.000

SINKS AND ACCESSORIES/YEAR

60.000

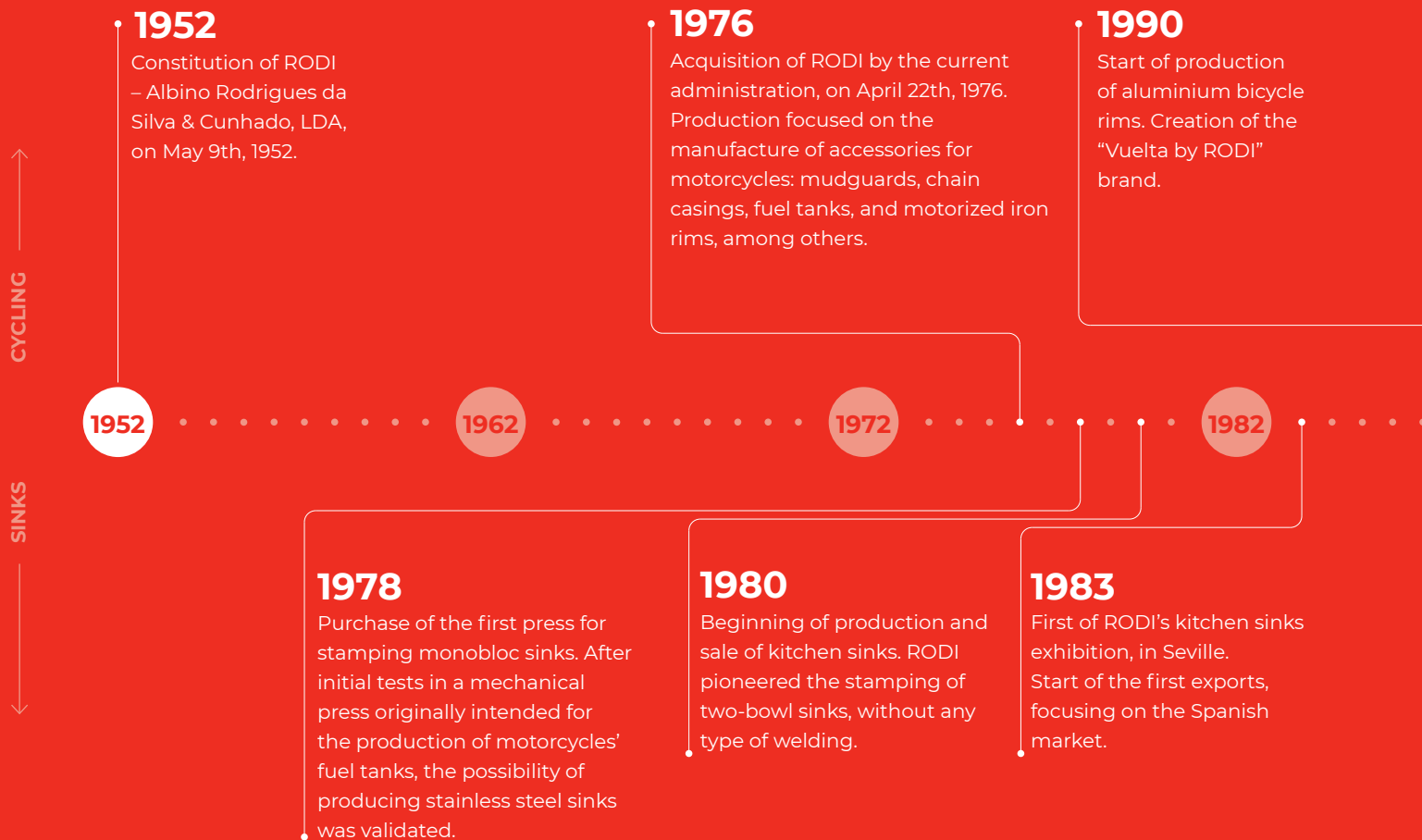
ÁREA TOTAL (M²)

+45.000.000€

SALES VOLUME



Timeline



Value Proposal

We believe that the evolution and growth of RODI Industries S.A. results from the continuous improvement of our processes, products, and services.

Our leading position in the national market is due to efficient teamwork and a precise set of objectives that result in the brand's success.

1995

Production of iron rims and parts for motorcycles discontinued. With the decline of the motorcycle market, RODI's focus shifted to the production of aluminium bicycle rims.

2005

Creation of the "Blackjack" brand. Production of high-performance rims and wheels, and entry into new market segments.

2017

Beginning of production of carbon wheels for bicycles. The project started in 2013 and in 2017 RODI first started the production of carbon wheels, with the C50 model.

2022

Construction of a new factory for the cycling sector. Installation of an anodizing line, which will allow RODI to evolve in the quality of the products and production capacity.

1992

2002

2012

2022

1998

Construction of a new factory, exclusively dedicated to the production of stainless-steel kitchen sinks. Considerable investments in cutting-edge technology propelled RODI to business success.

2013

First award for product design. RODI won the first design competition in which it competed, with the "RODI Art" sink.

2015

Launch of the "Butterflies" catalog. The design of this sink catalog, inspired by butterflies, was defined as fundamental to drive the turn of the RODI brand and products into the high-end segment.

PRODUCT QUALITY

- Wide range of products;
- Use of European certified raw materials only;
- Specialized workforce;
- Permanent control of the final product.

TOP-LEVEL SERVICE

- Fast and effective client service;
- Short lead times;
- Capacity to adapt the products to the customers' needs and market demands.

PRODUCTION CAPACITY

- Total control of the production process;
- Highly automated factory;
- LEAN management.

INNOVATION CAPACITY

- In-house R&D department devoted to the development of new products and solutions;
- Regular launch of new products;
- Recognized by the leading bicycle brands.

STATE-OF-THE-ART TECHNOLOGY

- Industry 4.0;
- Automated production lines that provide a large-scale production with high-level quality and finishings.

World Presence



+80

EXPORT TO
+80 COUNTRIES



National and International awards

Our focus on product development, based on investments in design and technological innovation, has enabled us to achieve some of the most prestigious enterprise and product design awards in recent years.

→ 1991 a 2016

25 years with IAPMEI

→ 2008 a 2019

SME Leader

→ 2013 / 2014 / 2016

EXAME Magazine - Transport Equipment

→ 2015 / 2016 / 2018

BCP - Applause Diploma

→ 2015 / 2017 / 2018

SME Excellence

→ 2017

- Santander Top Export Award;
- + Productivity Award;
- Novo Banco & Jornal de Negócios – Export and internationalization Award

→ 2019 / 2020

5 Stars Award

→ 2013 / 2015



RODI Art

reddot design award
winner 2013German
Design Award
SPECIAL
MENTION 2015

→ 2016 / 2017



Invictus

reddot award 2016
winner

→ 2016 / 2017



Vision 100



→ 2022

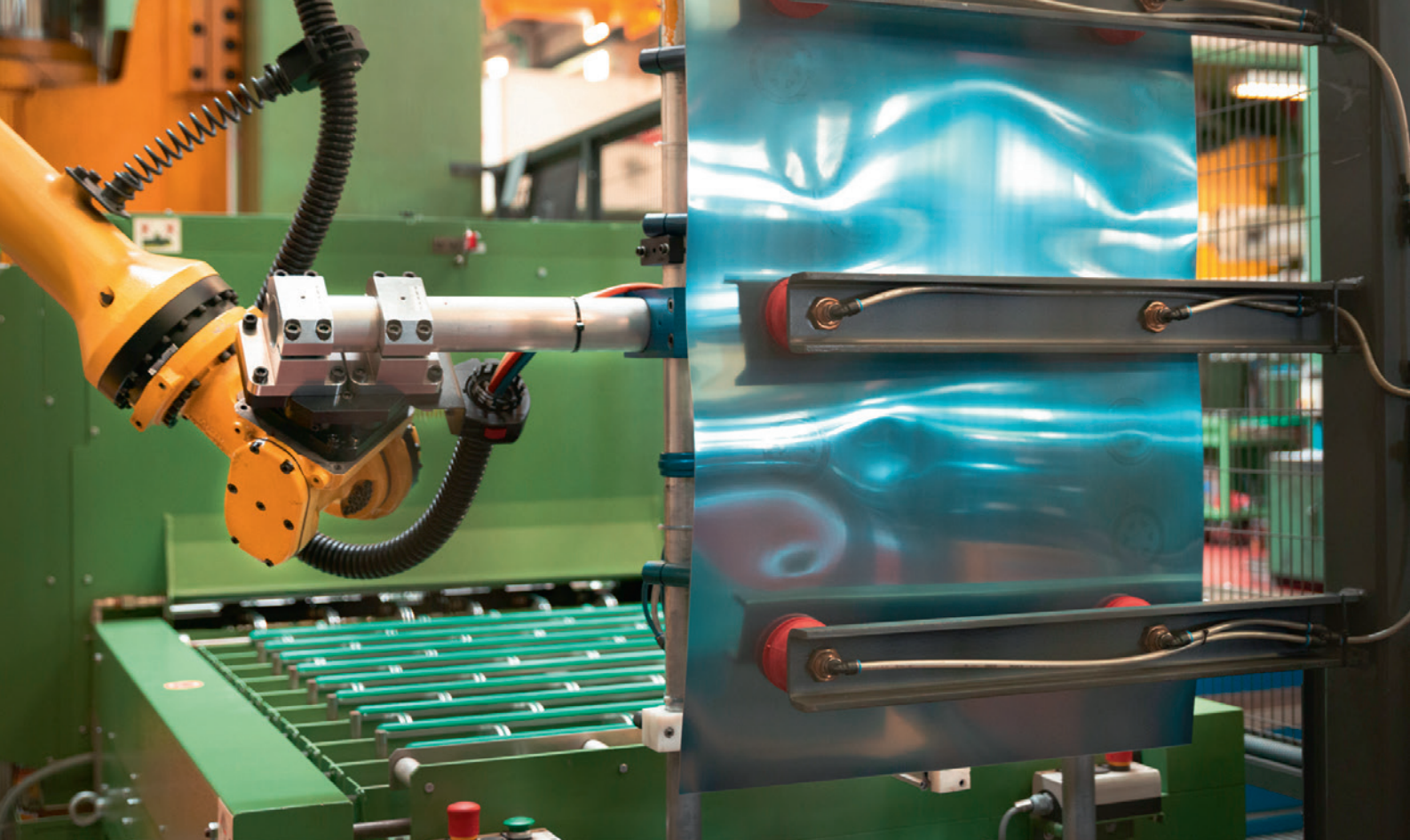


Invisible 70



CO₂ Pillars of Sustainable Development





RODI

Same goal. New commitment.

In this chapter, we present the various actions implemented by RODI, which is committed to operating in its field of activity based on the three pillars of sustainable development - economic, social, and environmental. The company is responsible for ensuring efficient and sustainable management of its resources, aligning with the interests of all stakeholders, focusing on the well-being of its employees and the community in which it operates, and adopting measures to preserve the environment in all its processes.



2.1 Economic Dimension

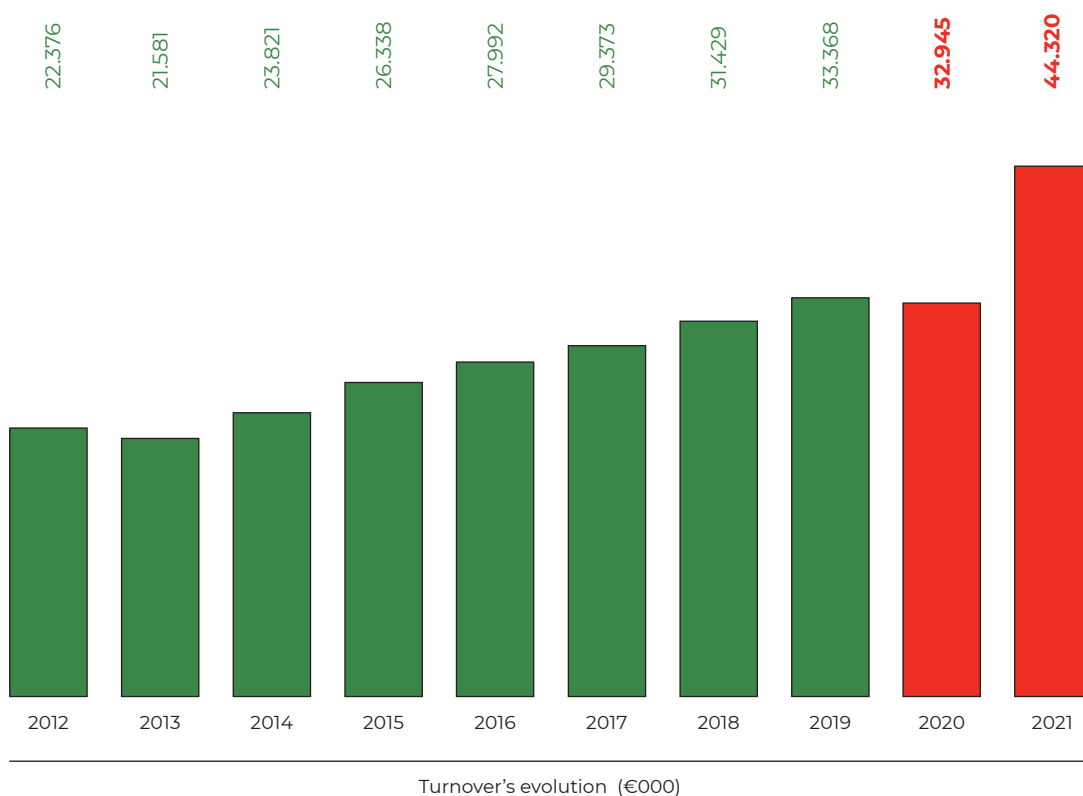
RODI INDUSTRIES S.A. ended its 2021 financial year with a turnover of 44,320 million euros, which represented an increase of about 35% compared to 2020 (+11,375 million euros) and a gross operating profit (EBITDA) of 11,597 million euros.

Sales increased by 35%, with significant sales growth in both sectors of activity. The highlight is for the Cycling sector, which shows excellent performance with 50% growth.

Even with all the difficulties caused by the Covid-19 pandemic, as well as the fluctuations in commodity prices, RODI, with the commitment of all its employees, managed to respond to the market needs and exceed its objectives.

The year 2021 is also marked by the implementation of a major investment plan in the company. We began the construction of the new cycling unit and anticipate that, in 2022, the new facilities will be ready to start production.

2.1.1 Results



2.1.2 Communication and Marketing

RODI has been investing in Marketing intending to strengthen its communication strategy, as well as the positioning of the company and the RODI and Blackjack brands.

In the 2020/2021 biennium, the company was present at some international exhibitions, despite the limitations caused by the Covid-19 pandemic, and continued to invest in strengthening content production and in its digital strategy by contracting new partnerships.

EXHIBITIONS AND EVENTS

Each year, RODI takes part in several international exhibitions focusing on its different activity sectors. Despite the limitations caused by the Covid-19 pandemic, the company was present at the Cevisama, Sicam and Batimatec exhibitions to promote the new collection of stainless-steel kitchen sinks and accessories. As for the cycling sector, we were present at the Eurobike exhibition.

In addition, the brand has not failed to be present and promote events aimed at the general public.

Cevisama 2020



SICAM 2021



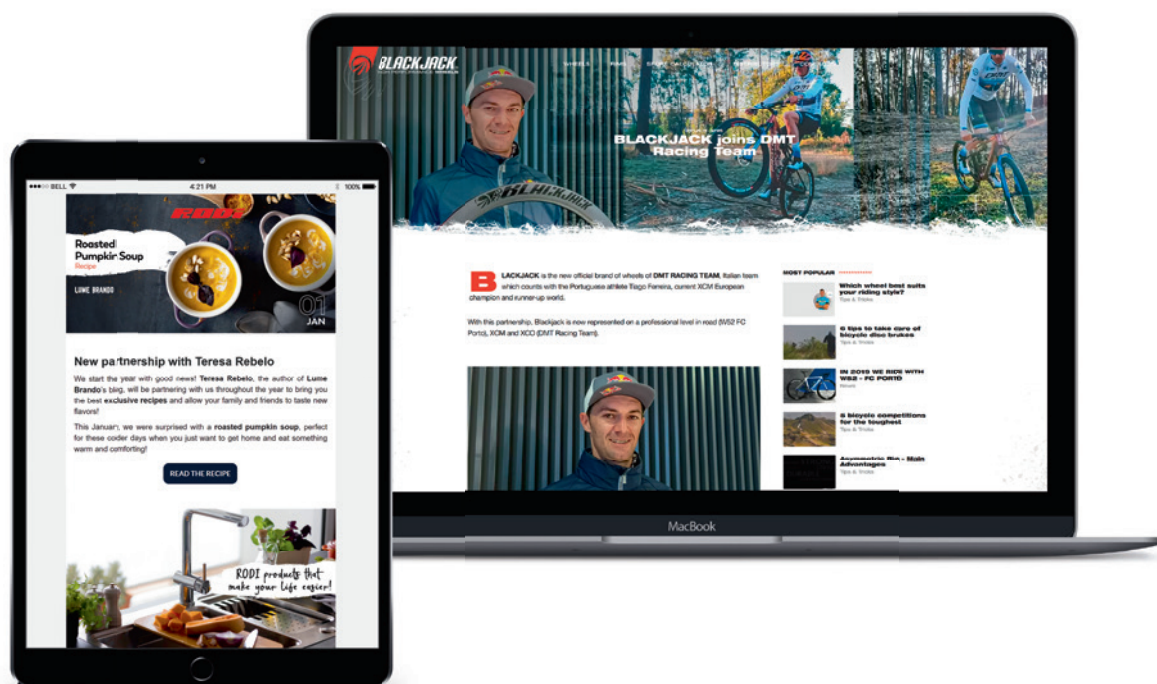
Eurobike 2021



DIGITAL COMMUNICATION AND PARTNERSHIPS

As for the most recent partnerships, RODI, through the Blackjack brand, became the official sponsor of the cycling teams W52 FC Porto and DMT Racing Team, which allowed us to develop interactive content to boost our digital communication channels.

Also in this context, considering the domestic sector, participation in the television show 'Querido, Mudei a Casa' has allowed for increased visibility of the brand and products.



2.2 Strategic Vision

For RODI, it is essential to respond to the challenges of the future, namely those related to the sustainability of our planet, society, and the economy. To this end, RODI promotes the development of strategies and initiatives based not only on sustainability but also on continuous improvement and innovation.

RODI's long-term strategy places sustainability in its three axes - economic, environmental, and social - at the heart of its decisions.

We have developed a sustainability plan (We Value the Planet 2022-2030) to align the company's medium and long-term strategy with the Sustainable Development Goals (SDGs) and the EU decarbonisation goals for 2030 and 2050.

2.3 External Commitments

In November 2021, RODI signed the letter of the *Shift Cycling Culture's Climate Commitment*. Shift Cycling Culture launched the *Climate Commitment* in collaboration with a group of CEOs, leaders of some of the largest companies in the cycling industry, which consists of transparently reporting on greenhouse gas (GHG) emissions by the end of 2023 and developing actions to reduce these GHG emissions by at least 55% by 2030. It is also a commitment to collaboration in which all parts help and support each other to achieve sustainable growth.



2.4 Social Dimension

2.4.1 Employees

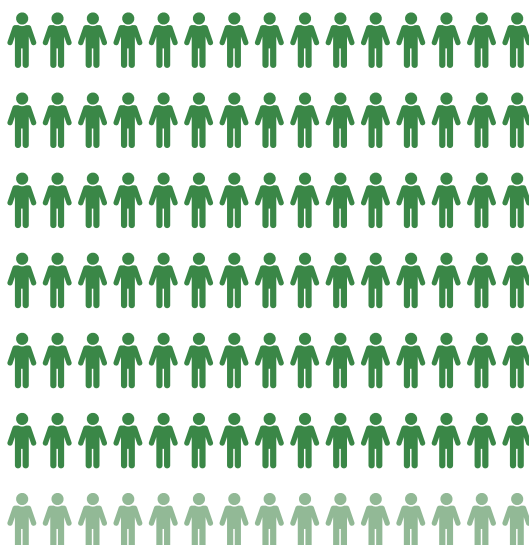
It is RODI's priority to value its employees and promote partnerships that will bring us closer together and share knowledge, skills, and tools.

RODI's team comprises more than 350 employees whose competence, dedication and ambition make RODI a company of constant evolution.

RODI's growth has allowed the constant integration of temporary employees into permanent status, mostly part of the cycling manufacturing unit and its increase in work volume. Out of the total number of employees, 60% of the employees are female employees. In management positions, women represent 41%.

2020

PERMANENT EMPLOYEES [301]
TEMPORARY EMPLOYEES [52]



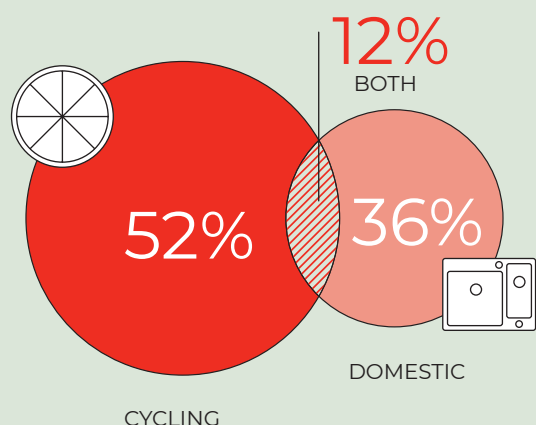
2021

PERMANENT EMPLOYEES [334]
TEMPORARY EMPLOYEES [77]

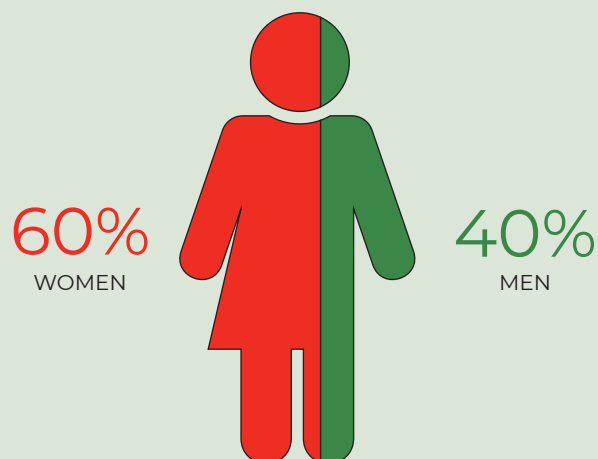


2021

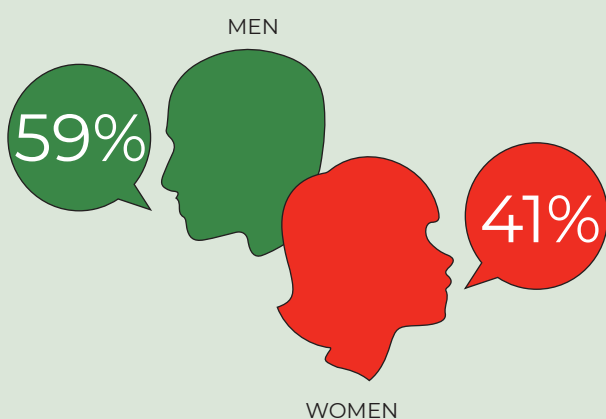
EMPLOYEES BY BUSINESS UNIT



EMPLOYEES' GENDER



MANAGEMENT POSITIONS

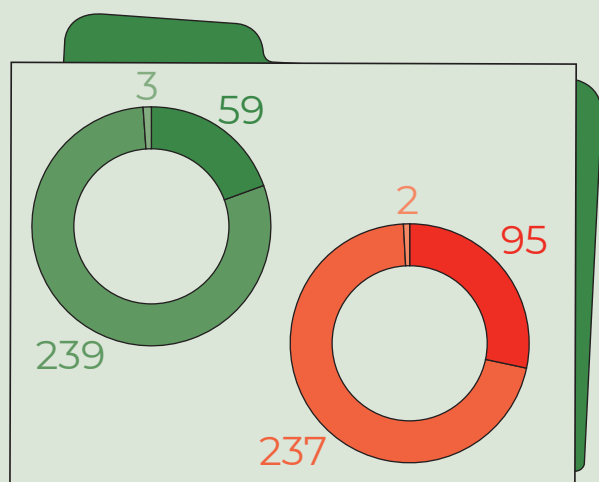


EDUCATION

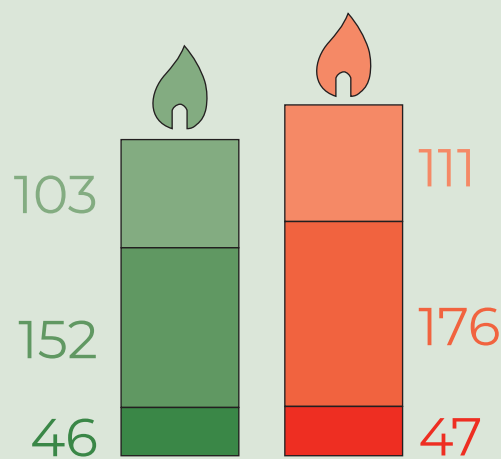


2020 - 2021

TYPE OF CONTRACT



AGE GROUP



BENEFITS

Employees are offered a range of benefits aimed at promoting a better quality of life for themselves and their families through the signing of cooperation protocols with external entities in various areas (health, leisure, well-being, and financial education, among others).



HEALTH INSURANCE

All company's permanent employees are covered by health insurance.



LIFE INSURANCE

All company employees are covered by life insurance.



MEDICAL SERVICES

All employees have access to medical services and preventive medicine at the company's facilities.



PHARMACY PROTOCOL

Allows all employees, and their families, to enjoy discounts on all medicines and the possibility of having their medicines delivered at the company's facilities.



PROTOCOLS WITH SEVERAL ENTITIES

From the perspective of local social development, several protocols have been established with multiple entities, thus granting advantages to employees and their households to provide benefits RODI has established protocols with several entities that provide discounts on goods and services such as opticians, gyms, offices physiotherapy, financial and fuel companies.

PROMOTING TEAM SPIRIT AND MOTIVATION AMONG EMPLOYEES

RODI annually promotes some moments of conviviality and team-building, as well as the distribution of gifts to celebrate important dates. The Covid-19 pandemic postponed the organization of the usual social gatherings but did not prevent the company from continuing to promote the team spirit and motivation of our employees.

- › Christmas basket;
- › Christmas photo challenge;
- › Christmas tree decoration challenge for employees' children;
- › Company's anniversary.





2.4.2 Occupational Safety and Health

In Occupational Safety, the focus is on prevention and encouraging continuous improvement in the assessment, control, and mitigation of risk factors, namely:

- Awareness-raising actions when welcoming new employees and good practices in safety and environment.



- Risk monitoring, namely of occupational noise and air quality.



- Celebration of the Safety Week with information sharing, consultation and participation of employees in different initiatives.
- Information boards with data related to safety, environment, quality and continuous improvement.



- Weekly 5S audits in which operational control of safety and environment is incorporated. These audits are carried out by a multidisciplinary team with members from the safety, environment, quality and continuous improvement departments.



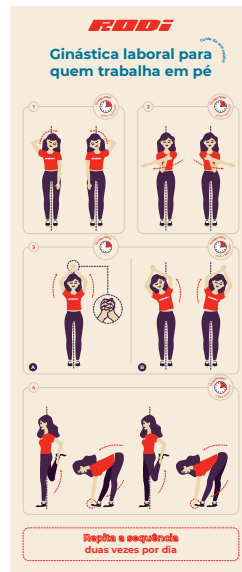
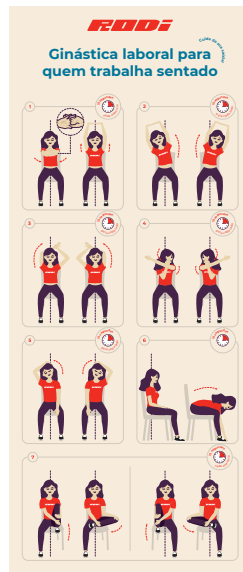
- Ergonomic assessment of work stations.



- › Elaboration of a procedure that establishes the minimum Personal Protective Equipment (PPE) to be used in the various workplaces.
- › Evaluation according to DL 50/2005 of all RODI work equipment.



- › Drafting a supplier manual setting out the environmental and safety requirements for service providers and contractors on RODI premises.
- › Distribution of information on occupational gymnastics at workstations.



- › Alteration of the Automatic Fire Detection System (AFDS) and reinforcement of the identification of circulation routes and emergency means.



➤ Various drills to test the response in emergencies.



➤ Training focused on the following thematic areas:



Emergency team, Acting procedures.



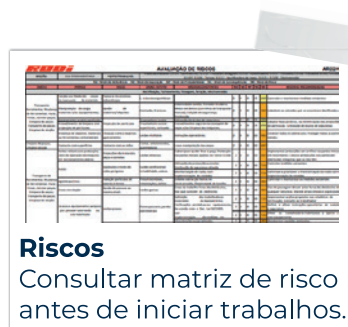
Safety of machinery equipment DL 50/2005.



Chemical products storage, labelling, and use.



Uniforms and PPE requirements.



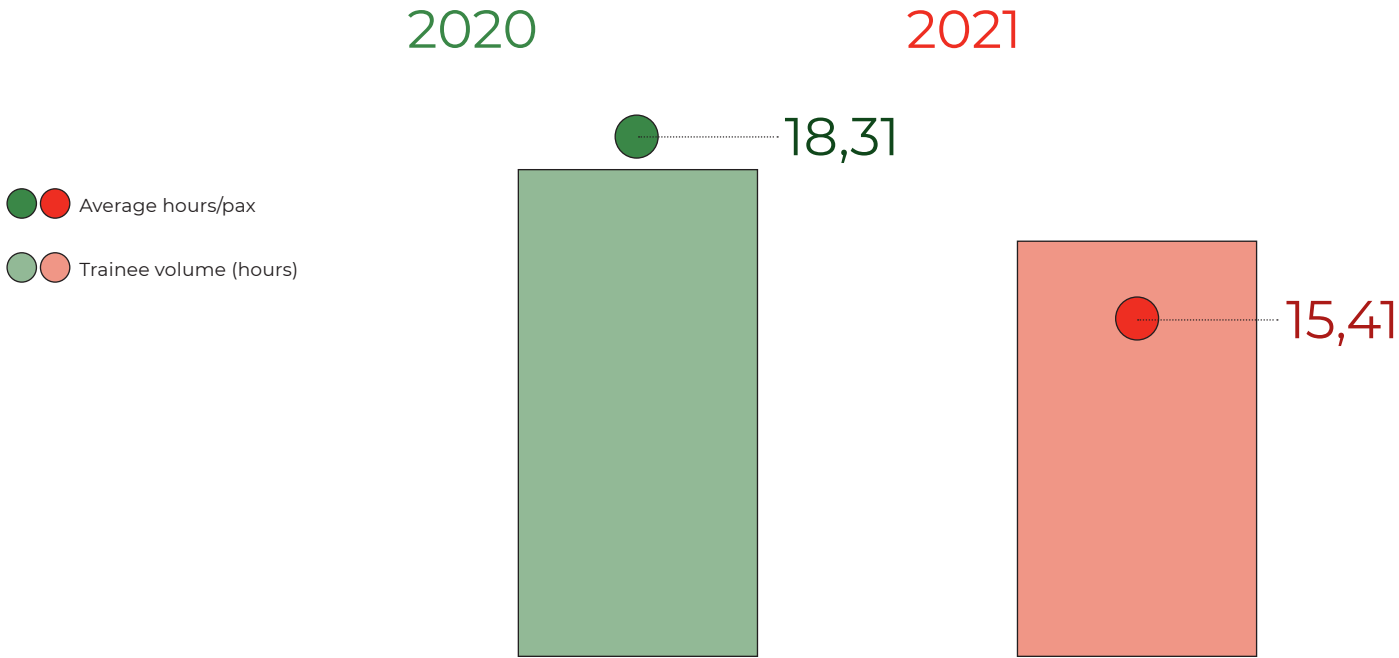
Occupational risks (noise, vibration, radiation illuminance, and thermal, among others).



TRAINING

Aware of the importance of knowledge, RODI continues to invest in training its employees, promoting internal and external actions in several learning areas.

TRAINING (HOURS)



In 2021, there was a decrease in the volume of training as well as in the average number of hours/pax. However, the number of employees with training increased.

N° OF ACTIONS

TOTAL PAX WITH TRAINING

2020

2021

2020

2021



↳ 50

↳ 43

↳ 270

↳ 303

COVID 19 MEASURES

The Covid-19 pandemic is an unavoidable topic when it comes to the years 2020-2021. In this sense, RODI sought to establish a concerted strategy for mitigation of its impact on employees, suppliers, customers, and communities where it is present.

RODI has implemented a Contingency Plan, structured into different phases with measures for prevention, control, and surveillance of the Covid-19 infection, following the Portuguese Health Ministry guidelines to ensure the health and safety of all employees.

Basic mitigation measures were adopted to contain the spread of the virus, such as the mandatory use of masks, disinfection of spaces, the mismatch of schedules, awareness-raising programmes, and screening protocol prevention.



Regras COVID-19



Porquê?

A **principal** **transmissão** das **mãos** **permite** **transmitir** **o** **vírus** **de** **uma** **pessoa** **para** **outra**, **sendo** **que** **o** **contato** **entre** **as** **mãos** **é** **o** **principal** **modo** **de** **transmissão** **do** **vírus**.

Como?

- Contato **direto** **entre** **as** **mãos** **de** **duas** **pessoas** **ou** **de** **uma** **pessoa** **com** **uma** **superfície** **contaminada**.
- Contato **com** **superfícies** **contaminadas**.
- Uso **de** **objetos** **contaminados**.

Quando?

Despachando uma **corrente**, **completa** **e** **regular** **visitação** **das** **mãos**.

Através de água...

... **ou** **SABA**



1. **Antes** **de** **iniciar** **a** **jornada** **de** **trabalho**.



2. **Após** **o** **uso** **de** **equipamentos** **de** **proteção** **de** **uso** **individual** **(EPIs)**.



3. **Após** **o** **uso** **de** **equipamentos** **de** **proteção** **de** **uso** **individual** **(EPIs)**.



4. **Após** **o** **uso** **de** **equipamentos** **de** **proteção** **de** **uso** **individual** **(EPIs)**.



5. **Após** **o** **uso** **de** **equipamentos** **de** **proteção** **de** **uso** **individual** **(EPIs)**.



6. **Após** **o** **uso** **de** **equipamentos** **de** **proteção** **de** **uso** **individual** **(EPIs)**.



7. **Após** **o** **uso** **de** **equipamentos** **de** **proteção** **de** **uso** **individual** **(EPIs)**.



8. **Após** **o** **uso** **de** **equipamentos** **de** **proteção** **de** **uso** **individual** **(EPIs)**.



9. **Após** **o** **uso** **de** **equipamentos** **de** **proteção** **de** **uso** **individual** **(EPIs)**.



10. **Após** **o** **uso** **de** **equipamentos** **de** **proteção** **de** **uso** **individual** **(EPIs)**.



11. **Após** **o** **uso** **de** **equipamentos** **de** **proteção** **de** **uso** **individual** **(EPIs)**.



12. **Após** **o** **uso** **de** **equipamentos** **de** **proteção** **de** **uso** **individual** **(EPIs)**.

Regras COVID-19

Etiqueta Respiratória

Porquê?

- O nosso comportamento pode transmitir a um trabalhador através de gotículas respiratórias de uma pessoa infectada, quando está **feliz, triste ou espantado**.
- O **contacto das mãos de um trabalhador com superfícies respiratórias** (como o teclado, o rato, o telefone, o computador, o equipamento de protecção pessoal) pode transmitir a doença.
- Para as suas reuniões (de boca, nariz ou olhos) e **tocando uma forma de transmissão de COVID-19** nos locais de trabalho.

De que forma?

- **Não se deve tossir ou espiralar para** para o ar.
- **Se há a possibilidade de tossir ou espiralar deve** **fazer isso para a parte de cima do** **antebraço flexão, de um lado do papel** (que deve ser imediatamente colocado no conteúdo de resíduos).

Como?

- Adaptar **procedimentos de etiqueta respiratória** relativos ao uso de máscara, espiralar e assar.
- **Ter dispositivos limpos de papel no local de trabalho**, disponível para usar imediatamente após a utilização de máscara ou equipamento flexível que possam ser descartados **higienicamente**.
- **Utilizar máscara sempre que** os trabalhadores estiverem **dentro de espaços regulamentares** (mesmo em espaços sem de fluxo de ar, quando considerável ou tenham tecto).

[illegible]

Regras COVID-19

Auto monitorização de sintomas

Porquê?

A temperatura $\geq 38,0^{\circ}\text{C}$ (Fóbul), a tosse persistente ou agravação da tosse habitual e a febre espontânea registrada ao longo de 24 horas são sintomas de alerta de uma possível manifestação dessas síndromes. Podem ser utilizados para identificar casos suspeitos de COVID-19 e encaminhar para os necessários testes diagnósticos.

É sempre que identifica um trabalhador com qualquer um dos sintomas acima mencionados que o encarregado de manutenção ou o médico do trabalho da empresa, através dos respectivos meios, deve e apoiar medidas de desinfectação que sejam adequadas à natureza da atividade na empresa, assim como a monitorização da situação na empresa.

Como?

- Se tiver sintomas de COVID-19 (febre ou tosse persistente e tosse) (Fóbul ou tosse), comunicando esta situação às respetivas chefias;
- Se, finalmente, apresentar tosse ou febre de temperatura superior a $38,0^{\circ}\text{C}$, confirmação de tosse persistente ou de febre espontânea, antes de iniciar a utilização;
- Utilização preferencial de termómetros de alta precisão, em forma de cartão ou cubitos;
- Todos os trabalhadores que desenvolverem um quadro respiratório agudo de:

- Tosse (persistente ou agravação da tosse habitual);
- Fóbul (persistente ou $\geq 38,0^{\circ}\text{C}$);
- Diagnóstico clínico de respiratória;

de um Caso Suspeito de COVID-19, pelo que se devem dirigir para a "zona de isolamento" da empresa e contactar o DSEGA.

- Se trabalhadores que toman paracetamol, Ibuprofeno ou aspirina, devido ao seu potencial efeito no diagnóstico de febre, antes de iniciar a atividade, não devem, preferencialmente, poder monitorizar sintomas de febre.

De que forma?

Os trabalhadores devem efetuar a auto monitorização de sintomas de COVID-19 através de um formulário de auto monitorização da presença ou ausência de sintomas respiratórios.

Na ausência de sintomas, o trabalhador deverá dirigir-se para a atividade ou laboratório da empresa e aplicar os procedimentos estabelecidos na Orientação n.º 10/2020, da DGS.

Presença ou ausência de sintomas respiratórios	Sim ou não?	Ação recomendada
Febre espontânea ou $\geq 38,0^{\circ}\text{C}$	Sim	Comunicar a situação às respetivas chefias e aguardar avaliação médica
	Não	Continuar com a atividade
Tosse persistente ou agravação da tosse habitual	Sim	Comunicar a situação às respetivas chefias e aguardar avaliação médica
	Não	Continuar com a atividade
Diagnóstico clínico de respiratória	Sim	Comunicar a situação às respetivas chefias e aguardar avaliação médica
	Não	Continuar com a atividade

Lembre-se...


Se tiver sintomas de COVID-19, não tome medicação. Devido ao risco de alterar o aumento de temperatura o Siga (SUS) - 800 24 24 24.

Regras COVID-19

Higienização e desinfecção de superfícies

Porquê?

- A limpeza das superfícies, quando seguida à lavagem com água quente e detergente, possibilita a remoção do material orgânico, que favorece a sobrevivência e proliferação dos microorganismos.
- A desinfecção de superfícies sólidas, destina-se à redução da contaminação, não eliminando completamente a maioria das superfícies com a aplicação de produtos químicos, sendo recomendado o uso de álcool.



De que forma?

- Deve ser referido o plano de higienização e desinfecção a ser seguido.
- Superfícies, incluindo o mobiliário (ex. balcões e mesas), e de movimento (ex. pavimento de chão), devem ser desinfetados com produtos adequados.
- Mobiliário e equipamentos não tóxicos à saúde humana, como cadeiras, devem ser limpos com produtos humectados em desinfetante ou álcool.
- Instalações sanitárias devem ser desinfetadas com produtos de limpeza mais que adequados, em vez de desinfetante e desinfetante na composição, por ser mais fácil e rápida a aplicação e a ação.

Como?

- De acordo com o plano de higienização e desinfecção das instalações de forma a interromper a transmissão e propagação (a todos os níveis: ambiental, pessoal, animal, vegetal, e a nível das superfícies) e para as várias áreas da empresa, elaboradas para aquelas em que existe maior risco de transmissão da infeção (passagem corrente).
- Preceda a higienização/janagem imediata das superfícies infestadas de coliformes e/ou de bactérias patogénicas das seguintes situações: das máquinas de venda, balcões, e/ou de material disponível para os mesmos (detergentes, desinfetantes, luvas).
- Atenda-se ao nível de desinfecção das superfícies de contacto directo, ex. entre os dedos e a superfície, e de contacto indirecto, ex. superfícies não necessariamente críticas. Assinale a desinfecção periódica, ao longo da hora de trabalho, de superfícies de contacto que impliquem um contacto prolongado (ex. telefones, teclado, ferramentas, máquinas das portas, corrimão, contadores de horas, máquinas de venda automática, janelas, etc.). Assim como High Touchpoints de interagir com o tabuleiro para a sua utilização.

"Após qualquer higienização, lembre-se sempre de lavar bem as mãos."

Regras COVID-19



Proteção Individual

Porquê?

- A colocação, utilização e remoção adequadas de toda a equipamento de proteção individual (EPI), desenvolvido pelo Departamento do SST, ajudam a minimização do espalhamento da SARS-CoV-2 na workplace.

De que forma?

- O Departamento do SST define o EPI necessário para cada trabalhador, tendo em conta as atividades e atividades profissionais, as tarefas do trabalho, o risco de contaminação e COVID-19 ou características individuais do trabalhador.
- Os EPI necessários à trabalhar são disponibilizados de acordo com os procedimentos antes de serem utilizados devem ser disponibilizados pela empregadora.

Como?

- Saber se passa de colocar, utilização e remoção dos EPI de forma correta, segura e eficaz;**
- Realizar exercícios práticos sobre a correta colocação e remoção dos EPI para todas as situações, visando a prevenção do risco de infecção por SARS-CoV-2 e a efetiva proteção do trabalhador;**
- Cumprir as recomendações preventivas e técnicas quanto ao uso da máscara, utilização e remoção dos EPI, seguindo a informação transmitida sempre que necessário;**
- Selecionar a respetiva substituição dos EPI sempre que necessário;**

Como usar a máscara

1



Lavar bem as mãos com água corrente e sabão por 20 segundos.

2



Utilizar o equipamento de proteção facial adequado para a situação.

3



Manusear o equipamento de proteção adequada para a situação.

4



Higienizar o cabelo e cobrir a cabeça com uma touca limpa e descartável.

5



Colocar bem a máscara no rosto, cobrindo nariz e boca.

6



Evitar tocar a máscara durante o uso.

7



Retirar a máscara sem tocar a parte frontal.

8

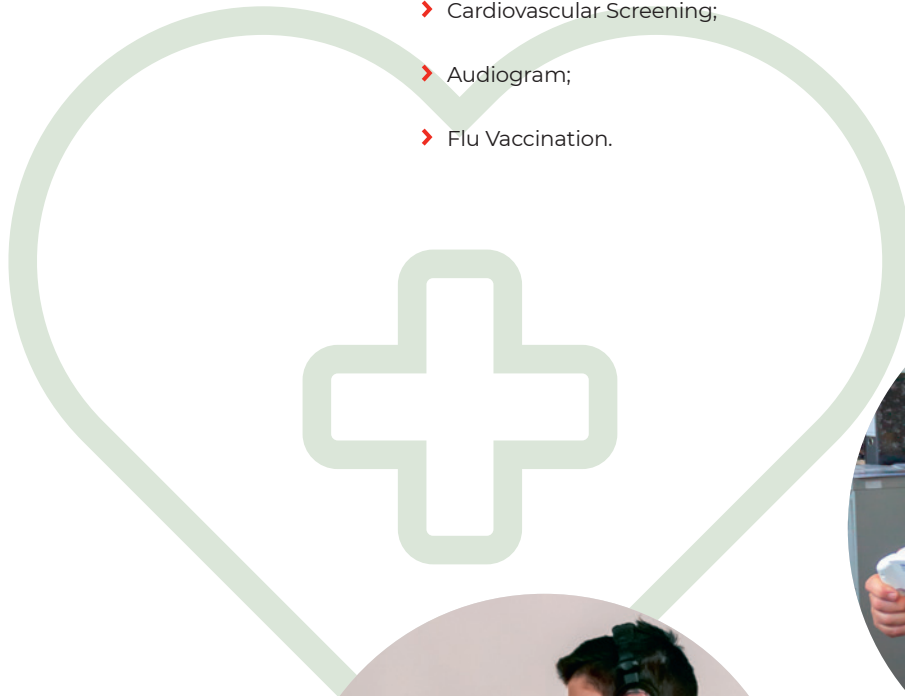


Lavar bem o rosto após a remoção da máscara.

HEALTH PROMOTION

RODI has implemented a health plan intending to improve the health condition of all employees. From the actions developed, the following stand out:

- › Eyesight Screening;
- › Cardiovascular Screening;
- › Audiogram;
- › Flu Vaccination.



MARIANA FERNANDES, OSH:

RODI will continue with health promotion on its agenda, as it believes that it is essential to protect such fundamental parts as the employees.



ACIDENTE VASCULAR Cerebral (AVC)

O AVC é uma das principais causas de morte em Portugal

Principais sintomas

1. Boca ao lado
2. Dificuldade em falar
3. Falta de força num braço

Em algumas situações, pode manifestar-se para a RHS.

Outros sintomas

- **Perda de sensibilidade:** inchaço ou partes muito aquecidas
- **Afectação da visão:** em um ou dos dois olhos
- **Afectação do equilíbrio:** perda de coordenação, tonturas ou alterações na andado

Tipos de AVC

- **Isoquímico:** o cérebro recebe sangue com a mesma composição
- **Isquémico:** falta de irrigação cerebral
- **Hemorrágico:** ruptura de um vaso sanguíneo que provoca um derrame no cérebro, "hemorragia"

Fatores de risco

- **Hipertensão arterial** (HTA)
- **Aumento de colesterol**
- **Tabaquismo**
- **Consumo excessivo de álcool**
- **Doenças cardiovasculares** (como arritmias, insuficiência cardíaca, doença arterial)
- **Diabetes**
- **Sedentarismo**
- **Idade** (aumenta independentemente do sexo e da genética)
- **Gravidez**
- **Doenças** (doenças cardíacas, doenças reumáticas, doenças renais, doenças genéticas, entre outras)

Prevenção

Práticas de vida saudáveis:

- **Manter o peso ideal**
- **Controlar o tempo de sono**
- **Exercício físico**
- **Evitar tabaco e bebidas alcoólicas**
- **Controlar a pressão**

STROKE

Inform about main symptoms, risk factors, types of strokes, and prevention.



Cancro e Rastreio

Cancro - o que é?

É um tumor (proliferação anormal de células malignas, com um crescimento descontrolado e anormal de células, que podem invadir tecidos e órgãos vizinhos, espalhando-se por outras partes do corpo (metástase)).

Principais causas

O cancro aparece quando várias genes de um grupo de células sofrem mutações. Os sinais ocorrem nos indivíduos com alterações genéticas, exposição a agentes físicos, químicos ou biológicos, cancro familiar, vida sexual desprotegida, tabaco, álcool, obesidade, influência do feto no utero, como por exemplo:

					
Tabaco	Vírus de alta infectividade	Exposição a radiação ionizante	Alterações genéticas	Infecções por vírus	Exposição a toxinas ambientais
					
Exposição a radiação ultravioleta	Consumo excessivo de álcool	Exposição a radiação ionizante	Alterações genéticas	Infecções por vírus	Exposição a toxinas ambientais

Rastreio oncológico - o que é?

É realizado em um processo de diagnóstico precoce em pessoas que não apresentam sintomas. Tem por objetivo:

- Rastreio de cancro da mama:** Realização de mamografia, a partir dos 50 anos de idade.
- Rastreio de cancro colorretal:** Normamente inclui a prevenção de que se realize um teste antes dos 50 anos de idade e também é realizado para as mulheres dentro do grupo de alto risco de cancro da mulher, na primeira metade da vida reprodutiva, próximo dos Centros de Saúde.
- Rastreio de cancro do colo do útero:** com o teste de citologia cervical (Papanicolaou), em mulheres entre os 20 e 30 anos e **teste de ADN de HPV**, a cultura realiza-se em mulheres com o planeamento familiar em Centro de Saúde.

Programas de rastreio

Rastreio de cancro da mama: Realização de mamografia, a partir dos 50 anos de idade.

Rastreio de cancro colorretal: Normamente inclui a prevenção de que se realize um teste antes dos 50 anos de idade e também é realizado para as mulheres dentro do grupo de alto risco de cancro da mulher, na primeira metade da vida reprodutiva, próximo dos Centros de Saúde.

Rastreio de cancro do colo do útero: com o teste de citologia cervical (Papanicolaou), em mulheres entre os 20 e 30 anos e **teste de ADN de HPV**, a cultura realiza-se em mulheres com o planeamento familiar em Centro de Saúde.

CANCER

What is cancer, main symptoms and symptoms and signs, causes and screening to consider according to the risk groups.



Doenças Respiratórias

Sinuste

Inflamação das sales paranasais (sinusite) provocada por um agente irritante nos ossos da face e o nariz, ocasionando fadiga, febre, resaca nasal, dor de cabeça, **infecções** virais, **bactérias**, **fungos** ou **mofo** nas **amígdalas**. Pode ser **aguda** (duração inferior a 4 semanas) ou **cronica** (duração superior a 12 semanas).





Sinusite aguda (duração inferior a 4 semanas)

Sinusite crônica (duração superior a 12 semanas)

Sinusite alérgica (causada por alérgenos)

Rinite

Inflamação da mucosa nasal, com consequente congestão nasal (nariz entupido). Pode ser **alérgica** ou **não alérgica**.

- Alérgica sazonal**: varia de uma estação do ano para o outro. A energia vem da exposição a uma reação.
- Alérgica perene**: ocorre durante todo o ano podendo ocorrer durante qualquer estação do ano.
- Alérgica não sazonal**: ocorre durante todo o ano.
- Não alérgica**: pode surgir após uma congestão. Pode ser **vassomotor** (causada, por ex. por mudanças de temperatura).






Rinite alérgica sazonal (varia de uma estação do ano para o outro)

Rinite alérgica perene (ocorre durante todo o ano podendo ocorrer durante qualquer estação do ano)

Rinite alérgica não sazonal (ocorre durante todo o ano)

Rinite não alérgica (pode surgir após uma congestão. Pode ser vassomotor (causada, por ex. por mudanças de temperatura))

Bronquite aguda

Inflamação da traqueia e brônquios que ocorre após infecção das vias respiratórias superiores (nariz, sales paranasais, faringe, amígdalas e laringe). 40% dos casos são atribuída a infecção viral. Pode ser **aguda** ou **cronica** e aparece semestralmente.





Bronquite aguda (ocorre após infecção das vias respiratórias superiores)

Bronquite crônica (ocorre após infecção das vias respiratórias superiores)

Bronquite alérgica (ocorre após infecção das vias respiratórias superiores)

Bronquite crônica

É uma DPOC (Doença Pulmonar Obstrutiva Crônica), causada por um mau uso e exposição durante 15 anos consecutivos. Atenuação da dorça e perda a progressiva.

- Incidentalmente tem com expectoração;
- Exatamento progressivo de expiração; **Infecção respiratória** e **Narizopatia aguda**;
- Espasmos de **camação** fácil para cessar intermitentemente e posteriormente aumento da pressão dentro das vias.






Bronquite crônica (causada por mau uso e exposição durante 15 anos consecutivos)

Bronquite alérgica (ocorre após infecção das vias respiratórias superiores)

Bronquite não alérgica (pode surgir após uma congestão. Pode ser vassomotor (causada, por ex. por mudanças de temperatura))

Asma

Doença inflamatória crônica das brônquias. Estes ficam mais inflamados e se enrijecem ao longo do tempo.

A asma é provocada por **uma complexa interação entre fatores genéticos e ambientais** (como infecções virais e alérgenos). É **crônica** (durando mais de 2 anos) e **intermitente** (surto, curta duração ou ataques, medicamentosos, entre outros).





Asma (doença inflamatória crônica das brônquias)

Asma crônica (doença inflamatória crônica das brônquias)

Asma alérgica (doença inflamatória crônica das brônquias)

Apneia do sono

Doença grave em que a respiração pára repentinamente e por tempo suficiente para causar intercorrência e morte. É causada por um anormalmente expiratório de garganta ou coroa.






Apneia do sono (doença grave em que a respiração pára repentinamente e por tempo suficiente para causar intercorrência e morte)

Apneia alérgica (doença inflamatória crônica das brônquias)

Apneia não alérgica (pode surgir após uma congestão. Pode ser vassomotor (causada, por ex. por mudanças de temperatura))

RESPIRATORY DISEASES

Types, consequences and main treatments.

[illegible]

TOBACCO-FREE DAY

Diseases associated with smoking, benefits of not smoking and smoking cessation programmes.

[illegible]

CARDIOVASCULAR DISEASES

What are non-modifiable and modifiable risks.

[illegible]

GIVING BLOOD

How to do it, requirements to be eligible, where to donate and restrictions.

OCCUPATIONAL HEALTH SERVICES

Within the scope of occupational health services, health examinations are provided to evaluate the worker's aptitude to carry out his/her activities:

- **Admission exams:** at the beginning of functions;
- **Periodic examinations:** every 2 years or annually for minors or those over 50 years of age;
- **Occasional examinations:** in case of changes and/or at the worker's or doctor's request.

The observation of factors that influence the safety and health of workers, such as the analysis of activities and material components (machinery, equipment, and products), ensures, through medical surveillance, the monitoring of employees' health.

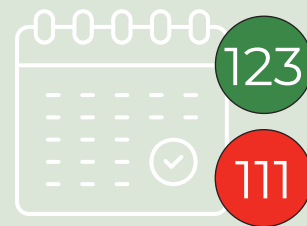
N° OF CONSULTATIONS AT WORK

2020 - 2021

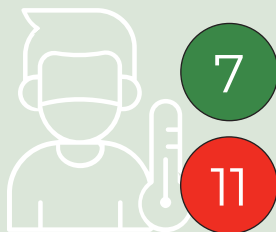
ADMISSION EXAMS



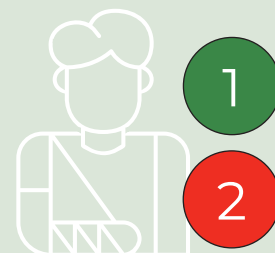
PERIODIC EXAMS



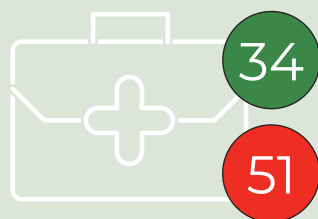
AFTER ILLNESS



AFTER INJURY



OCCASIONAL EXAMS



ACCIDENT RATES

The performance of RODI's Safety Management System, certified by ISO 45001:2018, is evaluated through various indicators however, the frequency and severity indexes are the most representative of the activity since they take into account the number of accidents and the accidents and days lost per occupational accident.

FREQUENCY RATES

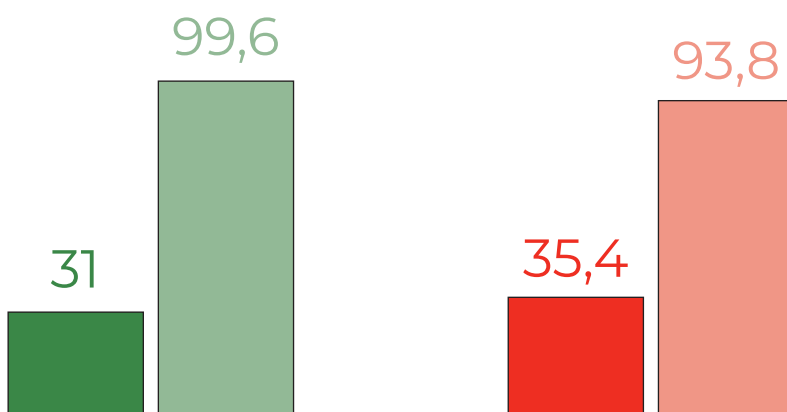
2020

2021

No. of work accidents*1,000,000/
number of hours actually worked

Permanent Employees

Temporary Employees



SEVERITY INDICES

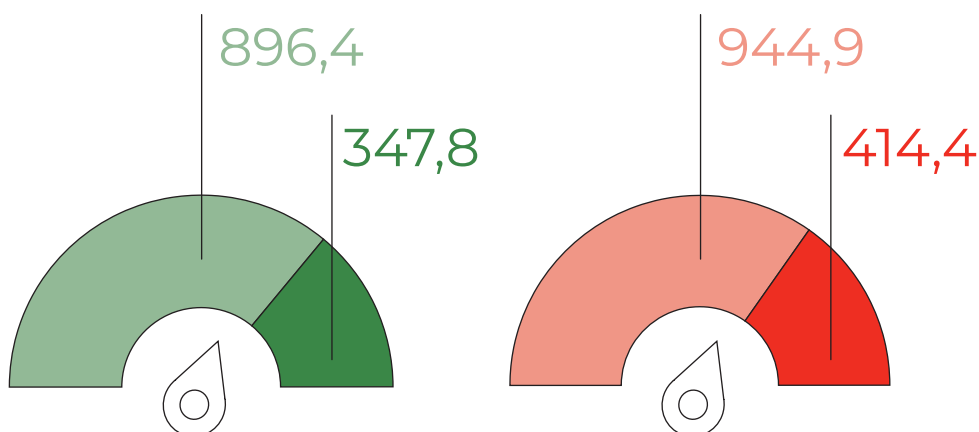
2020

2021

Number of days lost due to accident or occupational disease*1,000,000/number of hours actually worked

Permanent Employees

Temporary Employees



2.4.3 Community

RODI seeks to value and create relationships of integrity, respect, and transparency with all our stakeholders. That is why, every year, we define actions to generate a positive social impact, enabling us to foster the transformation of the community in which we operate.

- › **Donation** of medical supplies related to Covid-19 - INEM;
- › **Donation** of Electrical Waste;
- › **Collection** of food goods - CASD SC;
- › **Collection** of goods - APPACDM Aveiro;
- › **Support** to various teams, athletes and sports - Iron Brothers Project; Grupo Desportivo Eixense; Recreio Desportivo de Águeda;
- › **Support** for cultural initiatives - Quinta do Picado Music School; D'Orfeu Culture Association.



2.5 Environmental Dimension

RODI is environmentally certified to ISO 14001: 2015 and has an environmental management plan in which it develops several initiatives to improve its environmental performance and reduce the impact of its activity. Currently, the main areas of control are energy consumption, water consumption, effluent discharge, and waste production.

2.5.1 Energy consumption




Energy efficiency is one of the main focuses of control, which results in a constant search for alternatives and consequent management aimed at reducing CO2 emissions.

In 2020, RODI installed 1836 photovoltaic panels, whose production represented 20% of the total consumption of electrical energy in the domestic business unit in 2021.

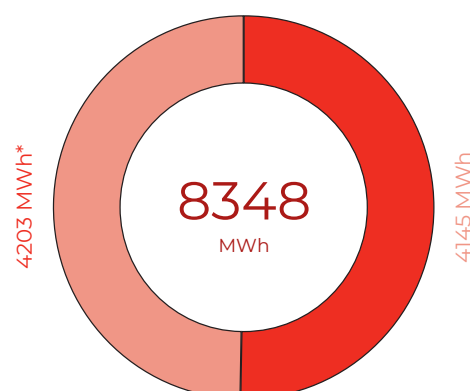
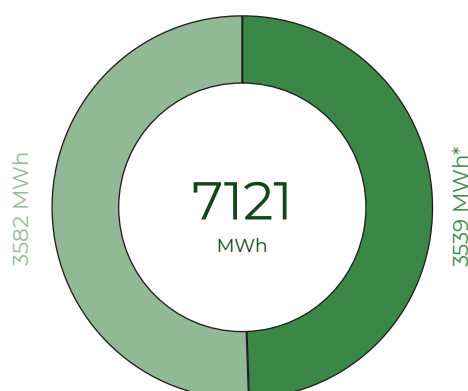
TOTAL CONSUMPTION

2020

2021

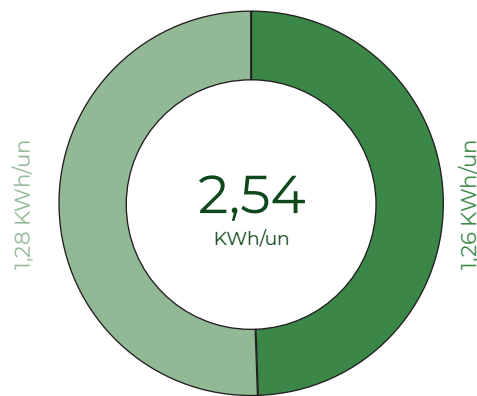
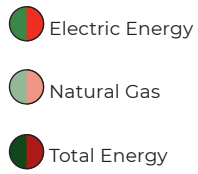
-  Electric Energy
-  Natural Gas
-  Total Energy

* Considering the energy consumed from the grid and produced in the installation of photovoltaic panels.

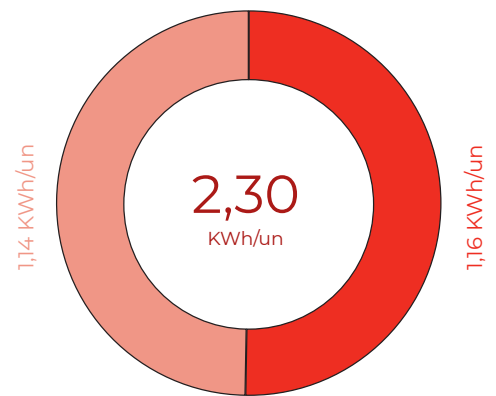


SPECIFIC CONSUMPTION

2020

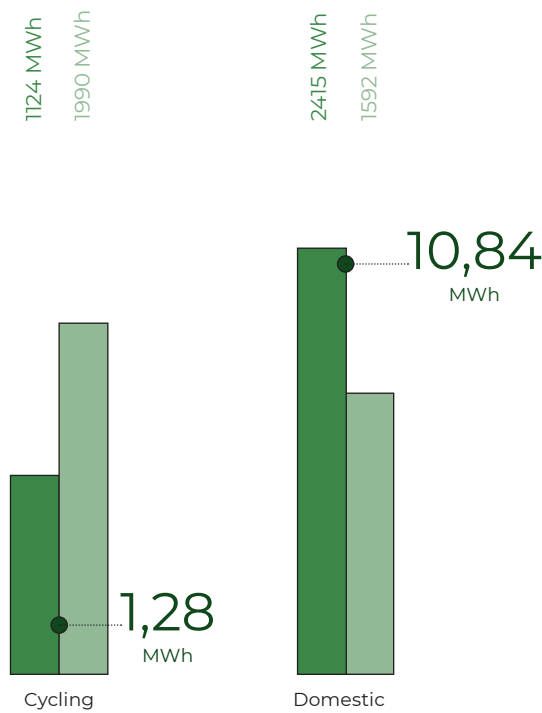
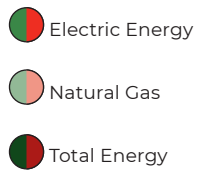


2021

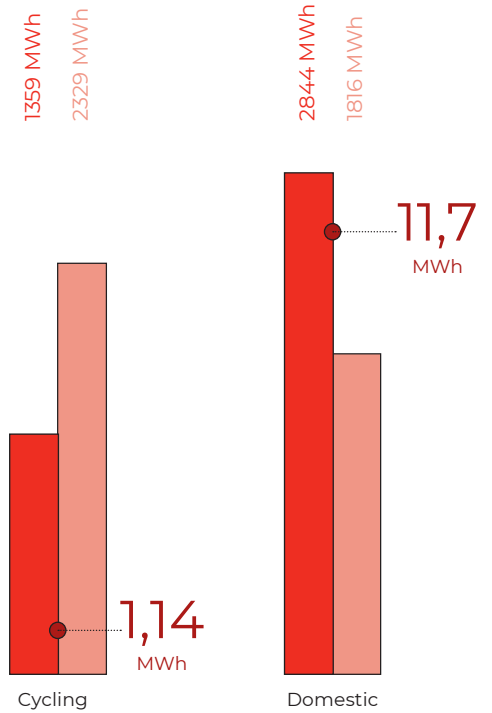


ENERGY CONSUMPTION BY ACTIVITY

2020

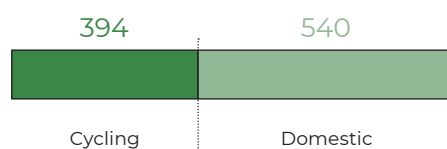


2021

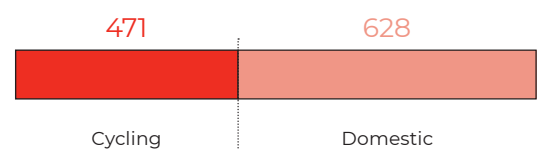


CONSUMPTION IN TOE'S

2020



2021



2.5.2 Greenhouse gas emissions

With the commitment to fight climate change, RODI identifies and monitors greenhouse gas emissions (GHG) associated with manufacturing processes. In this sense, we consider direct emissions resulting from the use of fossil fuels for energy production (natural gas consumption) and indirect emissions are those related to the consumption of electricity. The calculation of direct and indirect emissions is done based on the information reported by the suppliers Note that we do not consider emissions resulting from the use of fossil fuels in service vehicles or any associated transport.

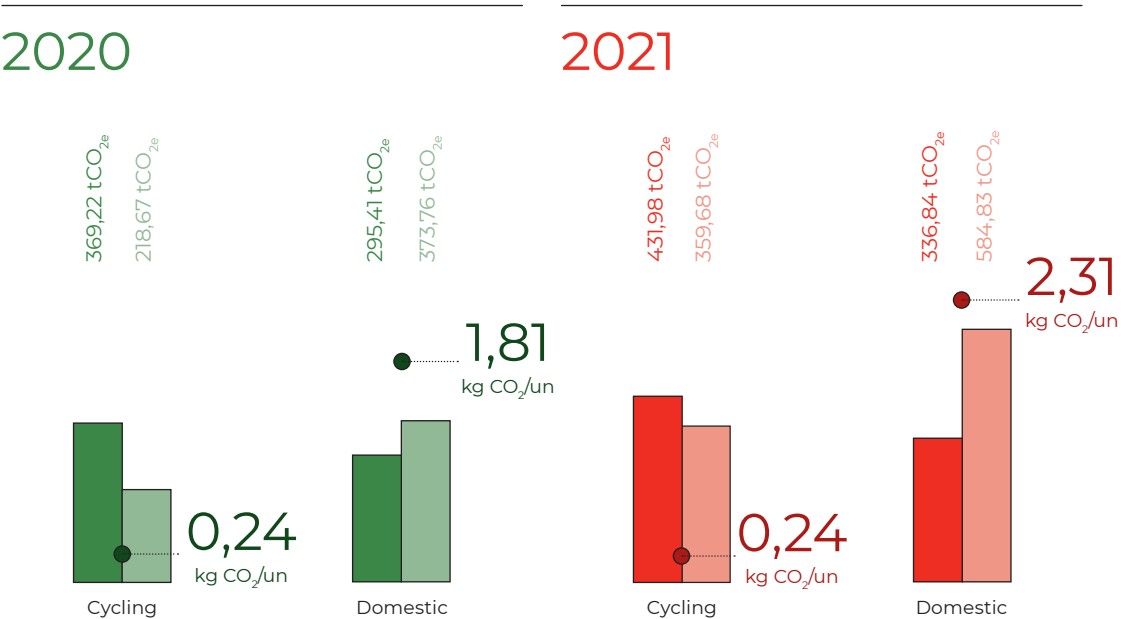
NOTE

No account is taken of emissions with associated service vehicles or other transport.

EMISSIONS	2020	2021
CO ₂ direct emissions (natural gas consumption) (tCO _{2e})	665	769
CO ₂ indirect emissions (energy consumption) (tCO _{2e})	592	945
CO ₂ total emissions (tCO _{2e})	1257	1713
Specific emissions (kg CO _{2e} /un)	0,45	0,47

GREENHOUSE GAS EMISSIONS

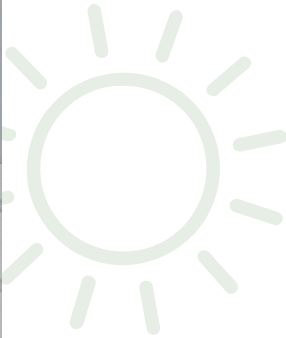
- Direct Emissions
- Indirect Emissions
- Specific Emissions



NOTE

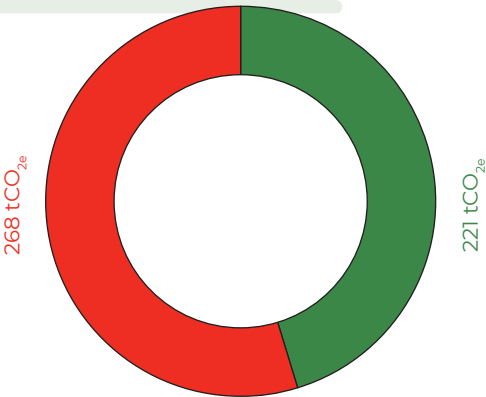
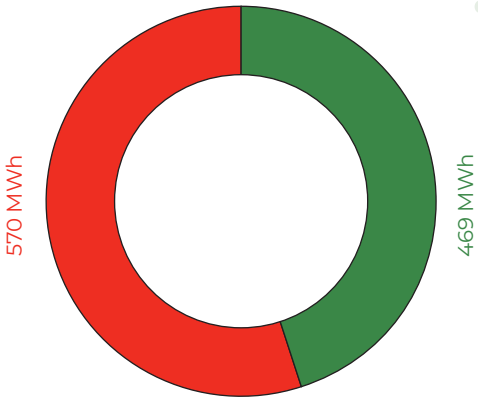
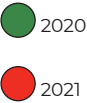
Emissions with fuel associated with service vehicles or other associated transport are not considered.

Photovoltaic Panels Domestic factory



ENERGY GENERATED BY PHOTOVOLTAIC PANELS*

TCO₂ EMISSIONS AVOIDED



Over the last few years, some other measures have been taken to improve the energy efficiency of the company, such as changing the roofing to favour natural light and thermal comfort, and through the replacement of the existing light fittings with others with lower consumption levels.

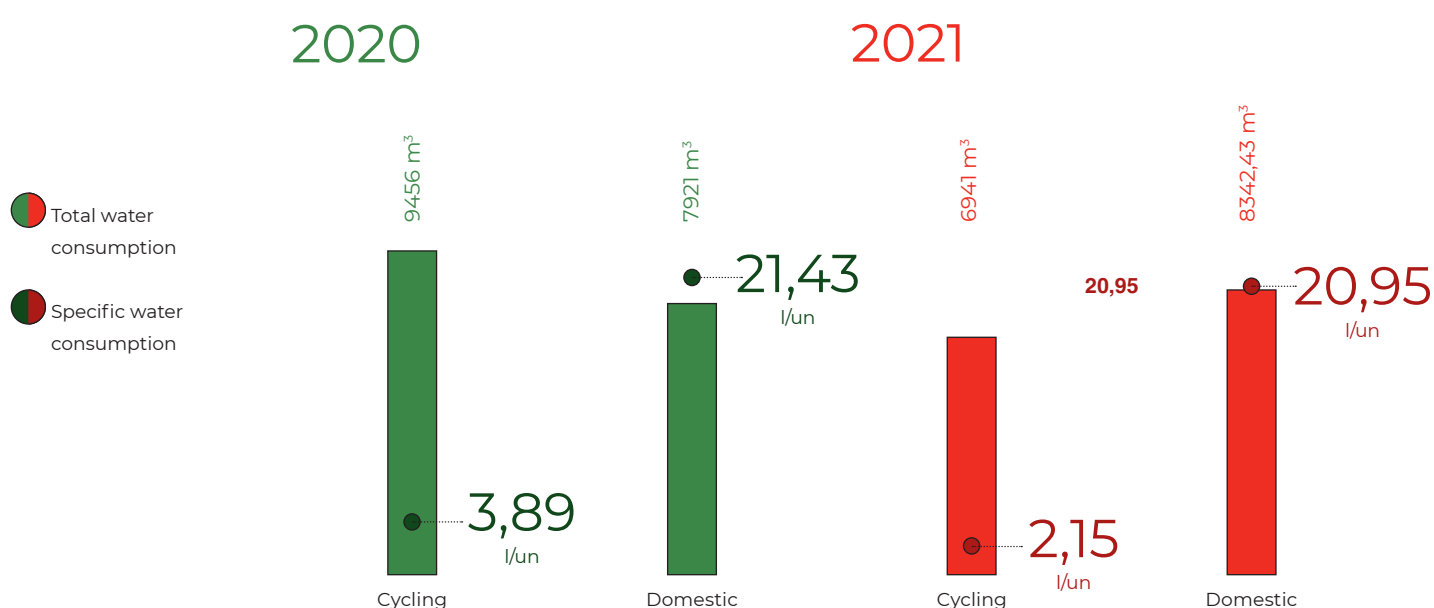
2.5.3 Water consumption

Water consumption is an important factor in the production process, and because of the environmental impact it represents, is monitored and controlled through the installation of meters at the extraction and consumption points.

WATER CONSUMPTION	2020	2021
Total water consumption (m ³)	17377	15283
Specific water consumption (l/un)	6,2	4,2

Surface treatment lines are the main contributors to water consumption. RODI has been working to optimize its consumption through a standardization/optimization of the process. In terms of total consumption, in 2021 there was a decrease of 32% as well as a decrease in specific consumption. In the cycling production unit, the decrease in specific consumption is more significant, with a saving of 1.74 l per unit produced when compared with 2020.

WATER CONSUMPTION BY UNIT



RODI has an industrial wastewater treatment plant and the treated effluent is routed to the network, under a contract with the water management entity (ADRA) that establishes the periodicity analysis as well as the control parameters.

TREATED WATER	2020	2021
Treated water (m ³)	12862	10355
Specific emissions of treated effluent (l/un)	4,59	2,85

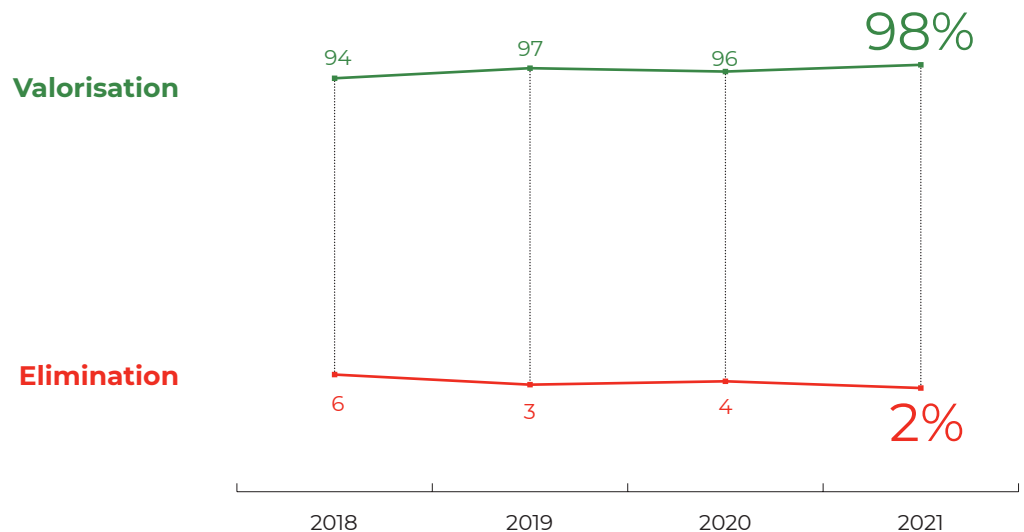
2.5.4 Waste management

In the field of waste management, RODI's main objectives are to increase the recovery rate and reduce the production of hazardous waste.

	2020	2021
Waste produced (t)	705	837
Hazardous waste (t)	40	34
Non-hazardous waste (t)	665	803
Recovered waste (t)	678	819
Discarded waste (t)	26	18
Valorisation rate (%)	96%	98%
Specific waste production (Kg/un)	0,25	0,23

Since the year 2018, the waste recovery rate has increased by 4%.

VALORISATION RATE



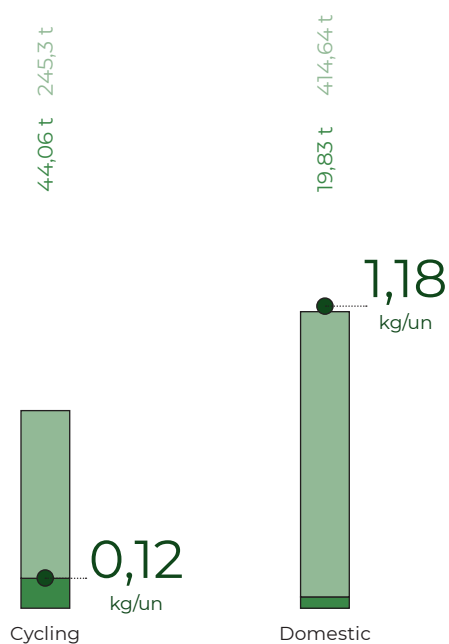
In 2020, we began implementing the supply of reusable industrial wipes based on the reuse principle, thus increasing their life span and resulting in the reduction of hazardous waste.

During these two years, optimizations have been made according to production needs, therefore extending the use of these clothes to other activities.

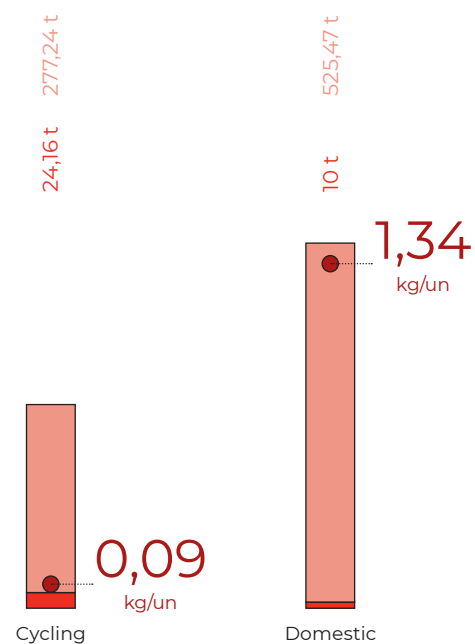
WASTE PRODUCED BY UNIT

2020

-  Hazardous waste
-  Non-hazardous waste
-  Specific production of waste








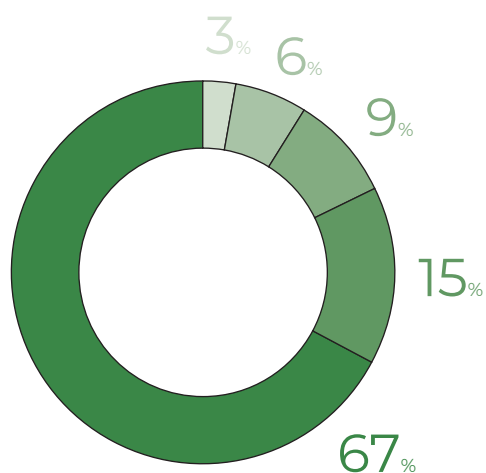
2021



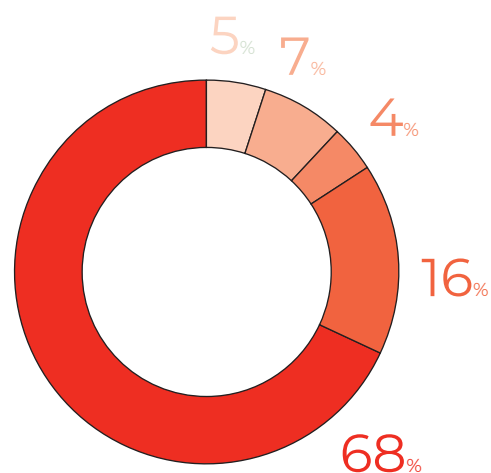
TYPE OF WASTE

2020

-  Plastic
-  Undifferentiated
-  Hazardous waste
-  Cardboard
-  Metal scrap



2021



Scrap metal is the waste with the greatest expression in the total quantity of waste produced at RODI. Strategies are expected to be implemented to reduce the quantity produced.



**We invest in
sustainable
solutions...**

b

A young oak sapling with several green leaves is growing out of a mound of brown sand. In the background, several people are blurred, suggesting a public event or gathering. The overall scene conveys a message of environmental stewardship and future generations.

**...for a
better future.**



RODI

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