



**RODI**

industries



A close-up photograph of a person with long blonde hair, wearing a red t-shirt and blue work gloves, kneeling on the ground. They are holding a small tree sapling with a ball of dark soil in their gloved hands, preparing to plant it. The background is a sandy, light-colored area, possibly a beach or a construction site. The text "Our Planet. Our Home." is overlaid in white, bold, sans-serif font in the center of the image.

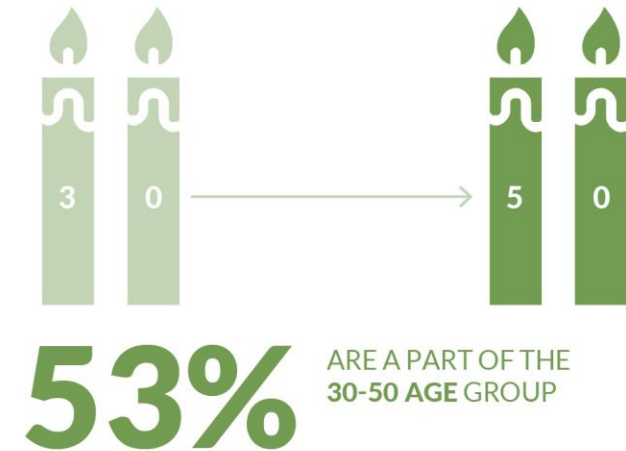
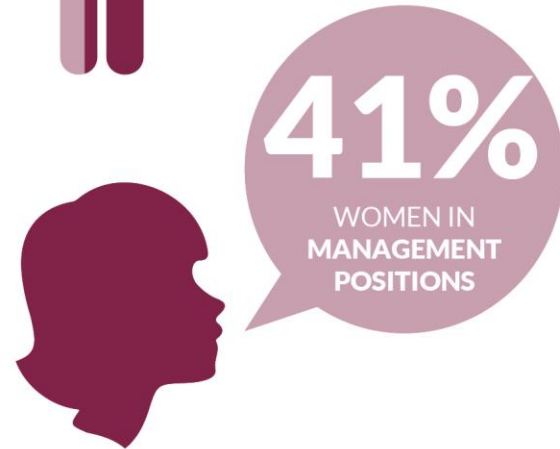
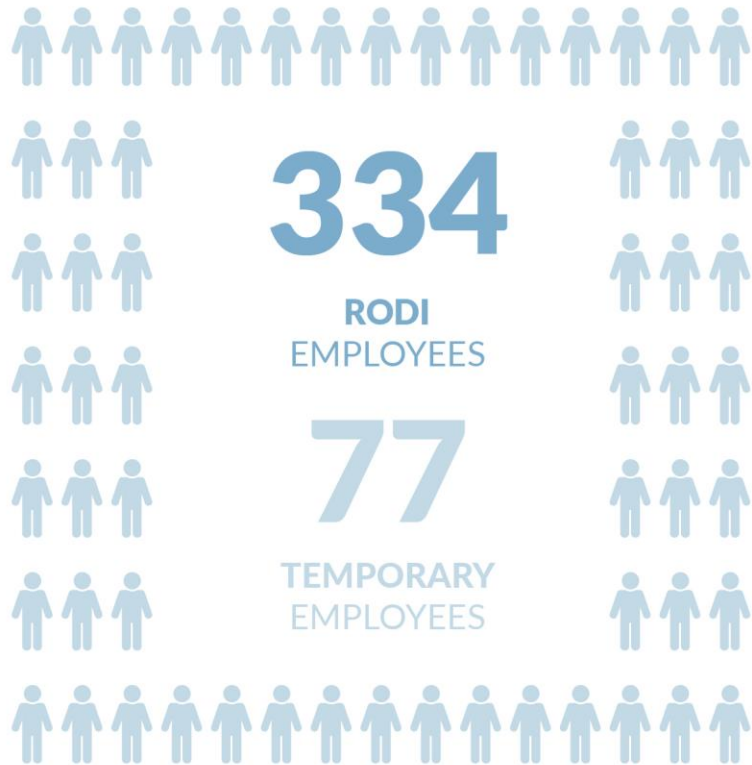
**Our Planet.  
Our Home.**



04

# Sustainability Performance Data 2021

# Our Team

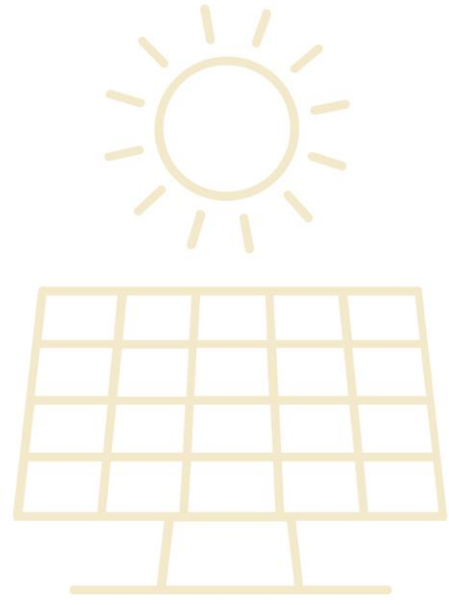


# Environmental Dimension

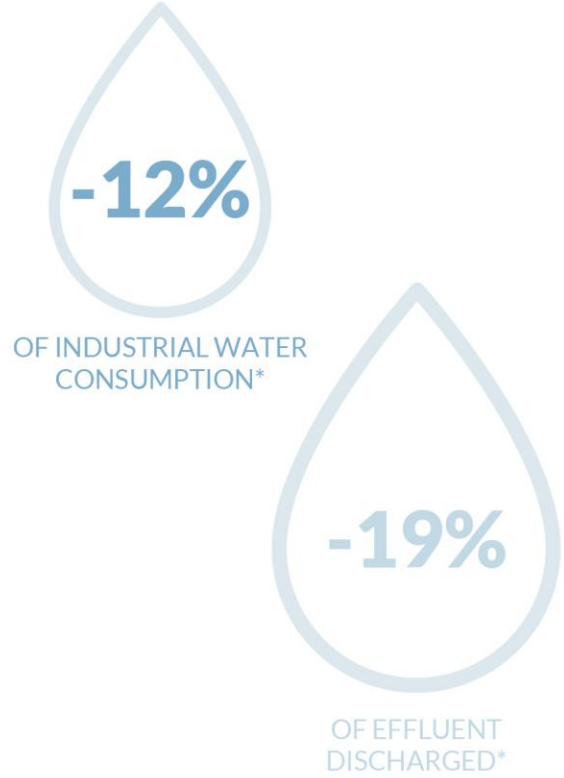
**791,66 tCO<sub>2</sub>**  
EMISSIONS FROM THE CYCLING  
BUSINESS UNIT (2021)



**921,67 tCO<sub>2</sub>**  
EMISSIONS FROM THE DOMESTIC  
BUSINESS UNIT (2021)

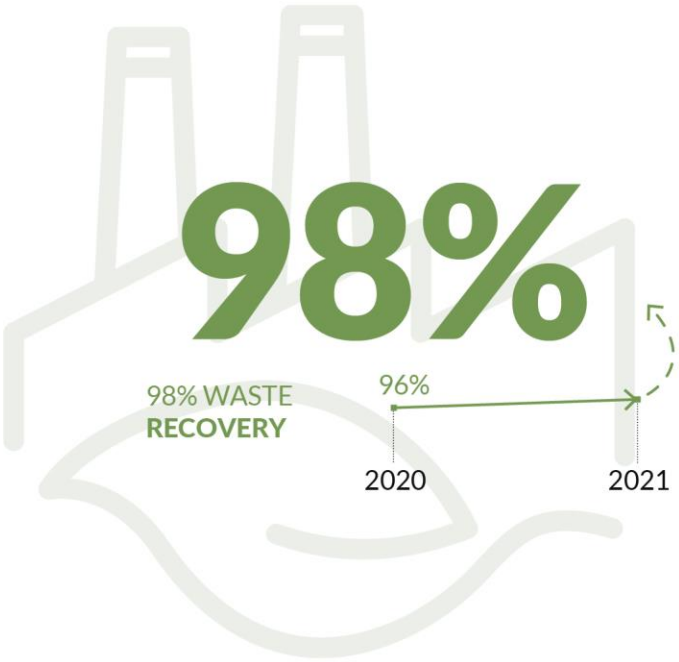


**268 tCO<sub>2</sub>**  
EMISSIONS AVOIDED  
**570 MWh**  
ENERGY GENERATED BY  
PHOTOVOLTAIC PANELS



\*IN RELATION TO 2020

# Environmental Dimension



\*IN RELATION TO 2020

# Our Partners



97%

OF OUR SUPPLIERS ARE FROM EUROPE, OF WHICH

79%

ARE PORTUGUESE





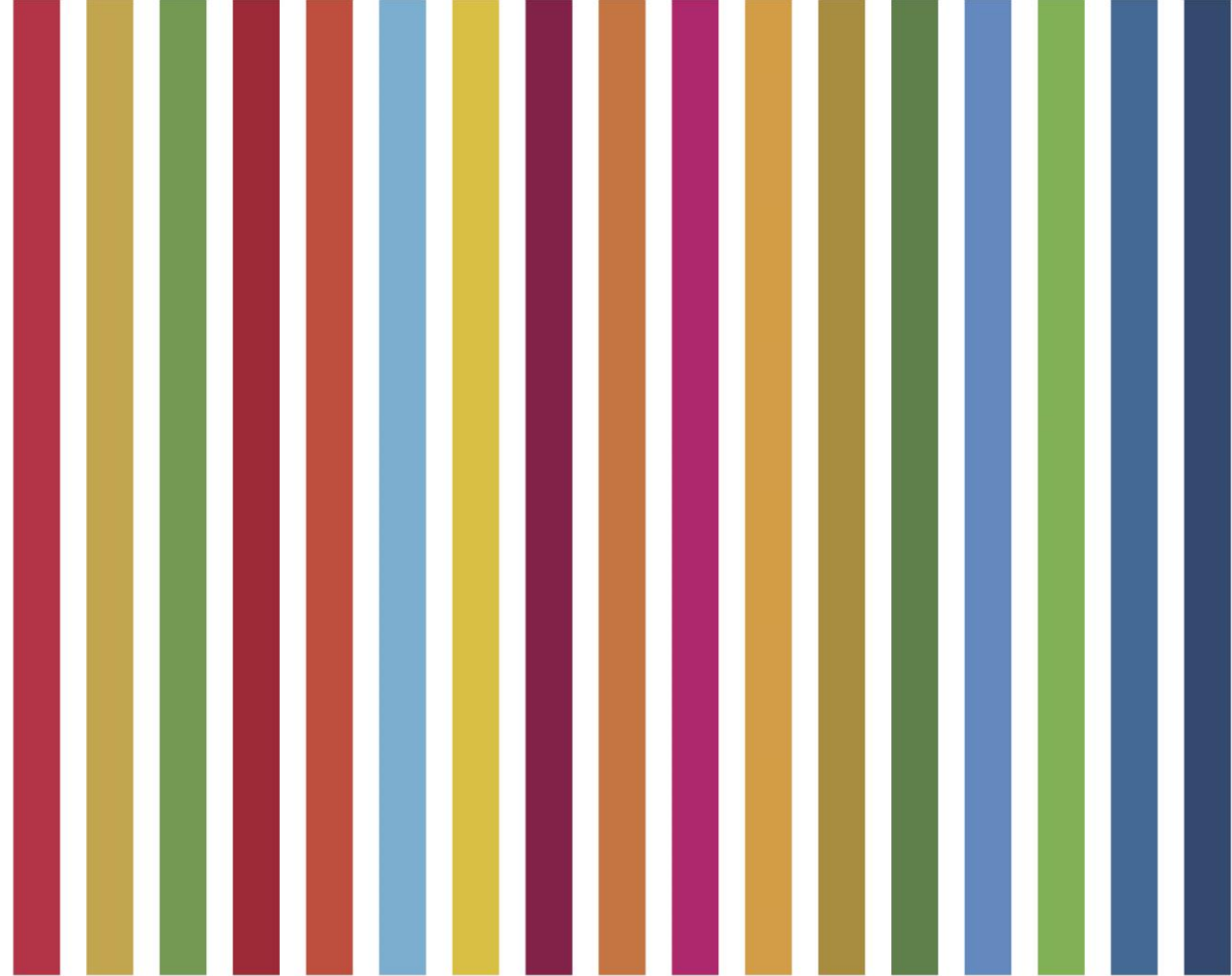


**02** Because we  
value the  
planet



# Strategic Vision

**For RODI, it is essential to act on future challenges, especially those related to sustainability.** Consequently, RODI promotes and streamlines strategies and initiatives based on sustainability, continuous improvement, and innovation. In its long-term strategy, RODI considers at the centre of its decisions the three axes of sustainability - economic, environmental, and social - and the reinforcement of its current action plan based on the United Nations Sustainable Development Goals (SDGs) and the Decarbonization Goals for 2050.



**SUSTAINABLE  
DEVELOPMENT GOALS**



# Most relevant SDGs for RODI's activity

Over the last few years, RODI has been adopting various strategies to achieve (and reinforce) a sustainable business activity to contribute positively to the SDGs.

Taking into account the actual organizational reality, RODI considers the most relevant SDGs to be:



# What we do

## 3 GOOD HEALTH AND WELL-BEING



**RODI annually promotes** free flu vaccination and various health and well-being promotion actions, including screenings and several awareness-raising programs.



**Partnership with several health-related entities.** Availability of curative medicine at RODI's facilities for all employees.



**RODI intends to eliminate hazardous substances, harmful to our health and the environment,** from products and production processes whenever possible. We currently have a project underway to replace solvent chemicals with non-hazardous alternatives.



**RODI is building a new waste treatment plant** as a way of improving our installed capacity and treatment efficiency.



**Monitoring of captured volumes and industrial water consumption.** These are communicated monthly to the operational centres for continuous improvement and goal setting.



**RODI's surface treatment lines reuse water** between vats through a cascade system, which also leads to an improvement in energy consumption.

## 6 CLEAN WATER AND SANITATION





# What we do

## 7 AFFORDABLE AND CLEAN ENERGY



**Favoring natural lighting** with the installation of skylights in the manufacturing units.



**RODI has photovoltaic panels installed** in the Domestic business unit – assuring 25% of the consumption of this unit.



**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.




**Promotion of training and awareness actions** in SHH, operational control, and 5S audits. Monitoring and definition of risk factor mitigation actions.



**Reformulation of the entire fire detection system** and improvement of the fire fighting system.

## 8 DECENT WORK AND ECONOMIC GROWTH



# What we do

## 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



RODI invests annually in more **efficient equipment** and has ongoing projects to update its facilities.



The R&D department has been working to **standardize packaging** and reduce the number of existing references. We plan a 15% reduction in 2022-2023.



RODI invested in the **insulation and replacement of the roof of its facilities**, aiming to improve comfort and energy efficiency.



RODI has defined **specific consumption indicators** that allow controlling and optimizing the processes.



RODI separates **all waste at source and**, through partnerships with waste operators, seeks the best solutions for its final destination.



RODI promotes **training and awareness**, to educate our community on adopting more efficient recycling habits.

## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



# What we do

**13** CLIMATE ACTION



RODI has installed a **monitoring system for energy** and emission sources.



Monthly **communication of consumptions** (e.g. gas and water) to the operational centres.



RODI has a **supplier evaluation procedure** in which environmental and safety criteria are considered.



RODI has implemented **energy rationalization plans (PREn)** in both manufacturing units.



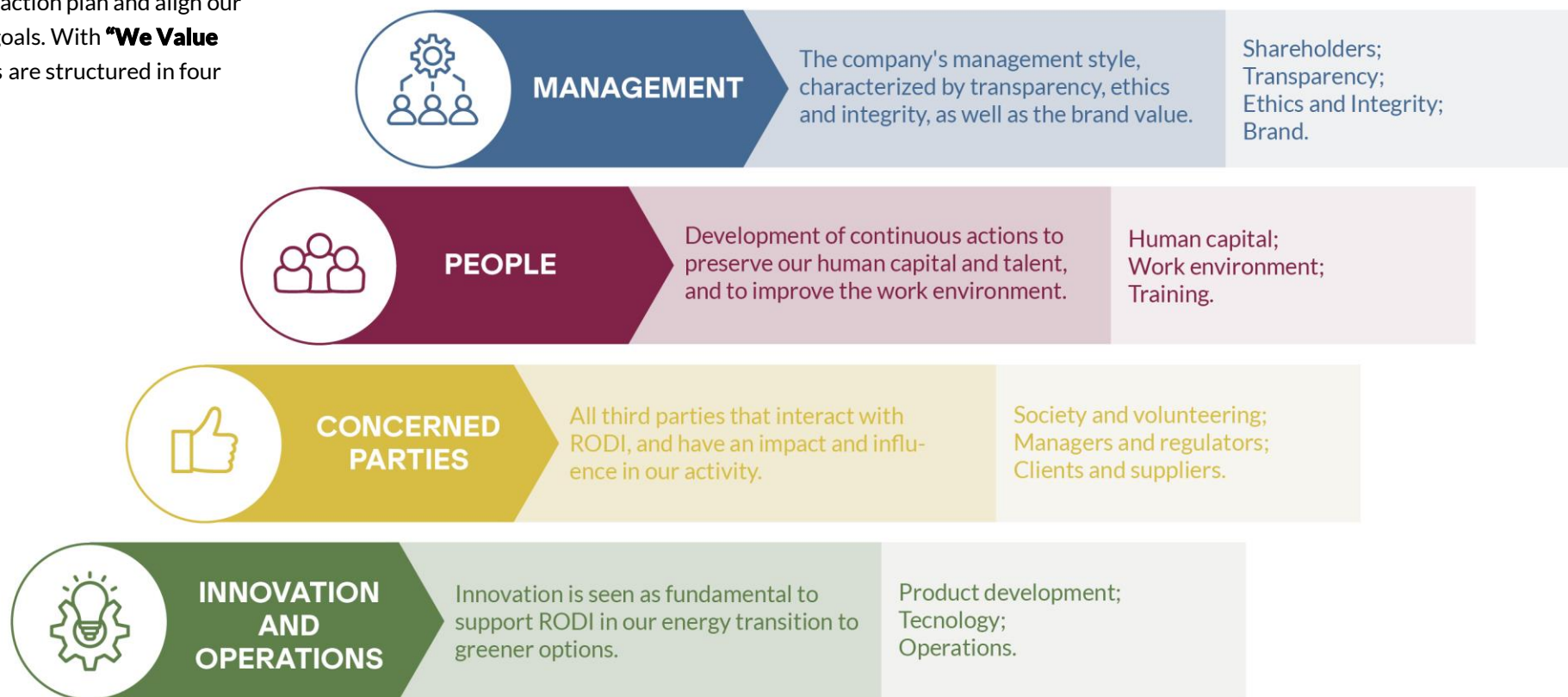


A dark, industrial setting with complex machinery, including pipes, valves, and structural frames, serving as the background for the text.

**03** With the eyes  
set on the  
future

# Sustainability plan “We value the Planet 2022 – 2030”

RODI is aware of the need for change. We intend to reinforce our sustainability plan by defining, developing, and promoting different sustainability actions and projects to enrich our action plan and align our medium and long-term strategy with the 2030 goals. With **“We Value the Planet 2022 – 2030”**, the planned measures are structured in four areas of action:



# Management



**Reinforcement of our sustainability** related content in the company's institutional reports and communication channels:

- Creation of communication channels and areas dedicated exclusively to sustainability matters;
- Transparency/communication of all statistical data at an environmental level;



**Reinforcement of our code** of ethics and conduct;



**Quarterly monitoring** of goals, indicators and projects;



**Training of all process managers** on sustainability issues;



**Definition of sustainability goals** for process managers:

- Creation of a procedure and regular monitoring of their achievements.





# People



**Strengthening** the relationship, participation and communication between teams:

- Regular promotion of training and team building activities;



**Improving the working places and their conditions:**

- Restructuring and updating project of RODI facilities (factory facilities, offices, and common spaces) – in action since 2021;



**Awareness for** reducing energy and water consumption:

- Regular promotion of training actions;



**Annual plans** for the promotion of health, safety and the environment;

- Offering benefits that optimize the access of our employees to health and plan services;
- Health promotion, through screening, occupational health consultations and monitoring of employees exposed to situations of greater risk;



**Awareness and training campaigns** in the field of safety and the environment;



**Raising awareness for healthy habits** and alternative modes of transport:

- Updating of RODI's infrastructures in order to encourage a greater number of employees to travel by bicycle.



# Concerned Parties



## **Social action plan** with the community:

- Sustained increase in the annual budget for social, cultural and sustainability projects – budget of 20-30 thousand euros in 2022;



## **Inclusion of sustainability criteria** in partnerships with suppliers - from 2022:

- Define criteria in terms of ethics and conduct, production methods, materials and transport;
- Sustainable supply agreements;
- Increase the number of partnerships with European and/or national suppliers;



## **Creation of a supplier code of ethics and conduct** with environmental, social and ethical commitments – in 2022;



## **Implementation of a sustainable procurement process:**

- Training for our employees representing the Purchasing Department;



## **Definition of stock policies** (for suppliers and customers).



# Innovation and Operations



**Annual calculation** of the carbon footprint.



**Increase our renewable installed power** (photovoltaic panels):

- Installation of 1988 photovoltaic panels in the cycling unit in 2022/2023 – 665 ton CO2 avoided / year;
- Installation of 1200 photovoltaic panels in the domestic unit in 2024/2025 – 380 ton CO2 avoided / year.



**Use electricity suppliers** that guarantee energy retrieved from 100% renewable sources:

- Reduction of the use of fossil fuels.
- Update of the car fleet for electric and/or hybrid options – scheduled to start in 2023.



**Replacement of production processes** with more sustainable technologies and more efficient equipment:

- Installation of a new painting and rim washing line at the cycling business unit – 2023;
- Study the possibility of using paints with low bake cures, which results in a more energetically sustainable process.



**Start-up of the new industrial** wastewater treatment plant – 2022.



**Digitization of processes** – Project started in 2021 and allowed us to digitize 79% of purchasing and accounting processes.



# Innovation and Operations



**Insert Eco** design in product/packaging development:  
- Integration of environmental product declarations;



**Optimization of water and energy facilities** – restructuring and maintenance:  
- Cycling unit optimization project 2022-2023;



**Negotiation of packaging** characteristics with suppliers:  
- Study to reduce plastic and styrofoam packaging components;  
- Use FSC-certified cardboard products;



**Implementation of an information system** to rationalize consumption.



**Reduction of single-use plastics** in RODI's packaging:  
- Study to identify an alternative to replace the plastic used in the palletization process.



**Increase in the percentage** of recycled raw materials used:  
- Study to increase the percentage of recycled stainless steel used (percentage of 70% in 2022);  
- Integration of recycled aluminium in the production of bicycle rims and wheels.






# Our 2030' commitment in numbers

	COMMITMENTS	2026	GOAL 2030
<b>3</b> GOOD HEALTH AND WELL-BEING 	Reduce the use of hazardous products, replacing them for health and environmental safe options.	100%	100%
<b>6</b> CLEAN WATER AND SANITATION 	Reduce water consumption in both business units.	20%	50%
<b>7</b> AFFORDABLE AND CLEAN ENERGY 	Increase the percentage of renewable energy consumption.	50%	100%
<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	Improvement towards achieving zero work related accidents.	Continuous improvement to achieve this metric.	

# Our 2030' commitment in numbers

	COMMITMENTS	2026	GOAL 2030
<b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Digitalization of processes; Integration of recycled aluminium in the production of bicycle rims and wheels.	30% 20%	50% 50%
<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 	Increase the waste recovery rate;	98%	100%
	Decrease the rate of specific waste;	10%	20%
	Decrease overall use of plastic;	20%	50%
	Decrease the percentage of plastic and styrofoam components used in packaging;	50%	70%
	Ban the use of disposable plastics.	50%	80%
<b>13</b> CLIMATE ACTION 	Reduce Greenhouse Gas (GHG) Emissions in our scope 1 and 2;	30%	55%
	Reduce Greenhouse Gas (GHG) Emissions in our scope 3;	10%	20%
	Decrease our specific energy consumptions.	10%	20%

A worker in a grey shirt and black gloves is operating a machine in a factory. The machine has a yellow scale with markings for -584, -559, -507, and -406. A monitor displays a technical drawing of a mechanical part. The background shows a busy factory floor with various equipment and workers.

**We make permanent  
investments in sustainable  
solutions, with a better  
future in mind.**



The background is a collage of three images. On the left, a kitchen sink with a faucet and a draining board is shown. In the center, a bouquet of pink and white flowers is visible. On the right, a group of cyclists in various colored jerseys (blue, red, black) are riding on a road. The text 'Thank you!' is overlaid in the center of the collage.

**Thank you!**

rodi.pt