

Initiatives undertaken with Stakeholders 2023-2024

2024

1. Event with Konstantinowo Forest District and Greater Poland National Park

On October 16, 2024, we organized a unique event that brought together Żabka, the Wielkopolska National Park and the Konstantinowo Forest District to work together for sustainable water management.

During the event, we learned more about the fish species living in the Wirynka catchment area, visited the WPN museum, and volunteered to collect seeds and spread them in the meadows, supporting plant diversity. In addition, we took care of the cleanliness of the Forest District's grounds by collecting waste. Such activities have a real impact on protecting our environment and supporting local biodiversity.

Link: https://www.linkedin.com/posts/zabka-polska_wolontariat-ochronaagrodowiska-aws-activity-7255145522859020288-ncMe?utm_source=share&utm_medium=member_desktop

2. Together Let's Change 2024

The aim of the initiative is to improve the quality of life in Poznań, develop green spaces in the city and increase the available environmental initiatives. The 'Together Let's Change' campaign is also an example of the partnership operation of many companies to improve life in our city and sustainable development.

This year, employee volunteers took care of the grounds of the Care and Medical Rehabilitation Facility at 42 Mogileńska Street in Poznań.

In total, the volunteers planted 3 Japanese cherry trees and almost 1,000 shrubs and perennials. However, that is not all! They painted a decorative mural and renovated the rooms, turned benches and built a sensory path for ZOL patients.

Link: https://www.linkedin.com/posts/zabka-polska_za-nami-druga-edycja-akcji-wsp%C3%B3lnie-pozmieniajmy-activity-7242846469991391232-T5dx/?originalSubdomain=pl

3. Collection of waste by LC Plewiska&Komorniki

We took part in the 'Spring clean-up' campaign! On Monday, World Earth Day, as part of employee volunteering, we cleaned up Poznań and Plewiska.

The action is organised by the UMP Department of Municipal Economy, and our company, as it is very eager to support pro-ecological activities, once again became a partner of the initiative.

Link: https://www.linkedin.com/posts/zabka-polska_wolontariatpracowniczy-sprz%C4%85stanie%C5%9Bwiata-activity-7188519333793325056--3js/?originalSubdomain=pl

4. Planting a forest in Oborniki: in progress

As part of the Employee Volunteer Service, we visited the Oborniki Forest District, where together we planted as many as 2,000 pine seedlings! This is another such initiative (previously we planted trees in Konstantynowo Forest District). More than 30 volunteers from the Żabka took part in the initiative!

In addition to active work in the field, we also visited the Multimedia Forest Education Center, where, using virtual reality, we could, among other things, experience the work of a forester and a woodcutter, feel the leaves in the process of photosynthesis, or learn the answer to the questions: what produces the most oxygen in the world or why trees don't reach to the sky.

Employee volunteerism is very important to the Żabka Group. Every male and female employee has the opportunity to devote 8 hours a month to volunteer activities, supporting local communities and the environment. And visiting the Oborniki Forest District and was a great opportunity to take advantage of this.

Link: https://www.linkedin.com/posts/zabka-polska_wolontariatpracowniczy-grupaahqabka-posadaholas-activity-7257032360238403584-vdKI?utm_source=share&utm_medium=member_desktop

5. Water basket (water bin) in Baltic Sea

We have launched a sea basket that will clean the waters of the Baltic Sea of litter. The unit is capable of collecting up to 1.4 tonnes of waste per year!

The launch took place in the port of Dziwnów and was attended by our representatives and members of UNEP/GRID-Warszawa and the MARE Foundation. The basket was installed as part of the Re:Generation programme.

Link: https://www.linkedin.com/posts/zabka-polska_ekosystemmorzabaagktyckiego-programregeneracja-activity-7239242240160616448-SjOA?utm_source=share&utm_medium=member_desktop

2023

1. Cooperation with State Forests

Żabka employees planted 2,000 trees near Mosina, near Poznań. Global warming is becoming a growing challenge, and forests are an excellent natural tool for reducing climate change. Aware of this, the Żabka, as part of its employee volunteer program, launched the "Forest Project" campaign, which it carries out in cooperation with the **Regional Directorate of State Forests in Poznań and the Konstantynowo Forest District**. In its first stage, which took place on March 30 this year, the organization's employees planted 2,000 trees in a forest near Mosina, near Poznań. The project involved 41 company volunteers, who worked together for 3 hours for the good of the planet.

We are a company that supports employees' social involvement, so each person has the opportunity to use as many as 8 hours per month for employee volunteering. As part of volunteer actions, we cooperate with many foundations and aid centers, our representatives act independently, but also as part of actions conducted by our company. This time, as part of "Project Forest," our volunteers planted 2,000 trees, thus renewing the forest stand and supporting the environment.

Link: https://www.linkedin.com/posts/zabka-polska_ahqabka-wolontariatu-teamahqabka-activity-7049712757213913088-SR6L?utm_source=share&utm_medium=member_desktop

2. Cooperation with WPN

Żabka has partnered with the Wielkopolski National Park. On 8.11.2023, employees of Żabka took part in the collection of seeds of plants: wild carrot, yarrow and St. John's wort, which will be dried and shelled and then used to create a flower meadow, whose role is to retain moisture in the soil, maintain soil retention and increase biodiversity.

Link: https://www.linkedin.com/posts/zabka-polska_wpn-wolontariat-allianceforwaterstewardship-activity-7128337780799156224-COKV?utm_source=share&utm_medium=member_desktop

Internal Initiatives 2023 – 2024

1. Monitoring and analysis of water consumption in Logistics Centers.
2. Optimization of storage processes.
3. Employee education on best practices and methods to reduce water consumption.
4. Regular monitoring of technical infrastructure.
5. Wastewater management to minimize the environmental impact of warehousing processes and to meet regulatory requirements.
6. Collaboration with stakeholders to promote sustainable water management.
7. Conducting activities in accordance with legal requirements and the Integrated Management System.
8. Meeting the requirements of the AWS Water Policy.
9. Fulfilling the requirements of the AWS Water Management Plan.
10. Implementation of the AWS Standard.