



2023
ESG

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WIDE-RANGING SERVICE SYSTEM TO SUPPORT INDUSTRIAL DEVELOPMENT

ADIX has been present in every corner of the industry for over 30 years. With high-quality component and material supply, we assist our clients in a secure start and long-term sustainability.

Our quality bearing products ensure longer lifespan for our clients' equipment, while our reliable chemical inventory contributes to trouble-free operation. With 30 years of existence, we have gained sufficient insight into industrial demands and strive to serve them optimally. In the future, we aim to address segments that not only enhance our service level but also underpin our long-term operation.

Hence, it is our firm intention to operate as a service provider that serves people's health, safety, and well-being, while causing increasingly less environmental harm, considering the interests of employees, and establishing an ethical corporate structure. Therefore, our company aims to further enhance its efficiency and market role along the lines of ESG (Environment, Social, Governance) principles, towards creating an even more cohesive system.





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IMPORTANT STEPS IN PROTECTING OUR ENVIRONMENT



■ We care about air protection

- We focus on air protection to ensure cleaner air by initiating tree and flower planting in the Debrecen area and around our office.
- To reduce CO2 emissions, we prefer the use of electric forklifts in our warehouse buildings.

■ Smart water usage

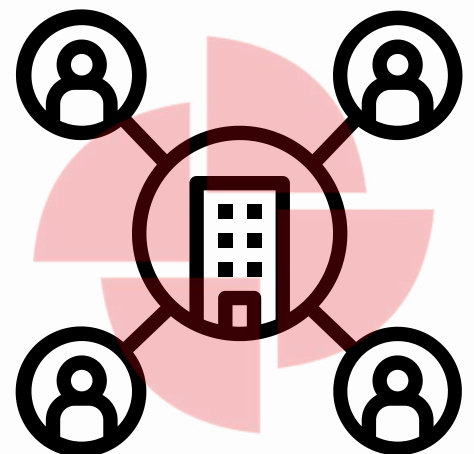
- we use balloon water, thus reducing the use of bottles to zero.

■ Reliable waste management

- We ensure reliable waste management by recycling packaging materials in the warehouse and selectively collecting paper waste in the office.
- We strive to reduce paper usage, a goal supported by the new corporate management system to be implemented in 2024, as well as warehouse automation.
- Smart water usage is another priority; we utilize water coolers to eliminate the use of plastic bottles.

■ Other measures

- Other measures include relocating our Debrecen store to a modern building equipped with solar panels and heat pumps.
- Our main building operates on renewable energy sources, with its entire energy consumption covered by green energy and heating and cooling provided by heat pumps.
- We currently offer charging facilities for electric cars with our own converter, and we plan to establish charging stations in the future.
- We also provide a home office option upon request, ensuring flexibility for our employees.



OUR PRIMARY GOAL IS THE WELL-BEING OF OUR EMPLOYEES



Satisfied employees ensure stable operations

- we provide flexible working hours
- support various sports activities
- organize excursions and instituted fruit days
- we provide the necessary protective equipment, workwear, and uniforms for our employees.
- we arrange company events and family days for our employees and their families.
- we also recognize milestones by congratulating jubilees and providing Christmas and Santa Claus gift packages for both children and employees.
- in times of increased expenses, we offer one-time financial support to our employees.

FAMILY-FRIENDLY WORKPLACE, RESPONSIBLE EMPLOYER



Responsible Support

In addition to physical health, we place great emphasis on preserving the mental well-being of our employees. Therefore, we provide continuous training and educational opportunities.



Workforce Diversity

- We employ individuals with hearing impairments and those over 50 years old, valuing diversity in our workforce.
- We consider it important to reintegrate women returning from maternity leave or childcare into the labor market.
- We provide mentorship programs for new employees and maintain relationships with our retired colleagues.

ADIX AND SOCIAL RESPONSIBILITY



Active Participation in Debrecen's Community Life

- On the occasion of our 30th anniversary, we organized a tree planting program and encouraged other companies to join through an online campaign.
- As a gold-level sponsor, we participated in the implementation of the "Touchable Invisible" program by the Rotary Club Debrecen on its 30th anniversary. The tactile art tells visually impaired individuals about the city's buildings, streets, structures, and forms, while also enhancing the town's tourism value.
- In 2023, we supported two foundations:
 1. Rescue Belt Children's Foundation
 2. Association of Cultural and Leisure Activities for Rescue Workers
- With our support, we participated in Debrecen's tree planting program: "Plant a Tree, Move Debrecen!"

OUR GOAL IS TO CREATE A TRANSPARENT AND ETHICAL CORPORATE STRUCTURE

A well-structured corporate framework effectively supports the desired objectives and enhances productivity. It provides a predictable, solid foundation for employees, thereby promoting a sense of security and smooth collaboration.





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ESTABLISHMENT OF STABLE FOUNDATIONS



- Organization Development: With a LEAN mindset, we assess internal resources through personality tests.
- Operation of a 7-level model: Tasks are precisely defined, responsibilities are allocated across levels, and a well-defined and transparent hierarchy is maintained.
- We manage our employees based on an equal opportunities plan.
- We guide our processes based on defined guidelines.
- We precisely define individual responsibilities and establish a hierarchy that maximizes efficiency.
- We hold weekly and monthly meetings where we brainstorm together, conduct early problem detection, and respond promptly with appropriate methods.

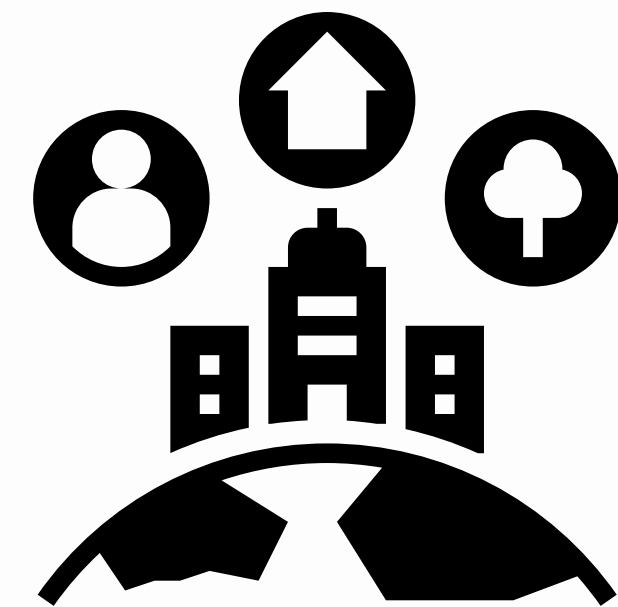




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ESTABLISHMENT OF STABLE FOUNDATIONS

- We implement an Ethical Code of Conduct.
- Operation of a 7-level model: Tasks are precisely defined, responsibilities are allocated across levels, and a well-defined and transparent hierarchy is maintained.
- We use statistics and KPI indicators at department levels
- We ensure efficient and seamless communication.
- We adapt our structure according to changing industrial needs.
- We place great emphasis on fostering a positive and supportive organizational culture, further enhancing the motivation and commitment of our employees.



OUR LONG-TERM GOAL IS TO INTEGRATE ESG PRINCIPLES STABLY INTO OUR CORPORATE GOVERNANCE SYSTEM.

For ADIX, it is of paramount importance to always remain in a state of growth and momentum, and to provide services in a timely manner that reflect the current needs accurately. To achieve this, it is essential that the three pillars of ESG - environment, society, and governance - operate in harmony with each other, in line with the current industrial requirements.

We believe that this shift in mindset will yield long-term benefits. Currently, we are on a well-paved path, but we believe that there is always room for improvement in this area. It is essential to firmly embed the management of climate-related risks, the importance of social responsibility, and the proper structuring of corporate governance into the foundation of our operations. In the future, a key focus will be on continuous analysis, maintenance, and enhancement of related initiatives to ensure they remain effective and up-to-date.



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