



THE GLOBAL GOALS

2023



SDG PROGRESS REPORT



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Priority SDGs



From promoting responsible consumption and production to advocating for gender equality, clean energy, and climate action, we align our efforts with the SDGs to drive positive social, environmental, and economical impact.

Key areas where our actions can make a meaningful difference in advancing sustainable development.



Good health and well-being

Our organization is deeply committed to prioritizing the good health and well-being of our employees and partners. Through ergonomic work environments, and access to healthcare resources, we strive to ensure that every individual within our organization can thrive both personally and professionally.



Quality education

We believe that continuous learning and skill development are essential for personal and professional growth. Through various educational initiatives, such as training programs, workshops, and partnerships with educational institutions, we empower our employees to enhance their knowledge and capabilities.



Gender equality

Our organization is deeply committed to promoting gender equality in all aspects of our operations. By championing gender equality, we aim to foster a more just and equitable society while harnessing the full potential of all individuals within our organization and beyond.



Clean water and sanitation

We recognize the fundamental importance of these resources for human health, environmental sustainability, and community well-being. Through responsible water management practices, such as efficient usage, pollution prevention, and investment in water treatment infrastructure, we are committed to minimizing our environmental impact and safeguarding water quality.

Priority SDGs



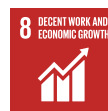
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Affordable and clean energy

Our organization is dedicated to promoting affordable and clean energy solutions. By transitioning to clean energy alternatives and implementing energy-saving measures in our operations, we aim to reduce our carbon footprint and contribute to a more sustainable future.



Decent work and economic growth

Through fair labor practices, including competitive wages, benefits, and opportunities for career advancement, we prioritize the well-being and dignity of our workforce. By promoting decent work and economic growth, we contribute to the achievement of Sustainable Development Goals while fostering a more equitable and sustainable society.



Industry innovation and infrastructure

Our organization is dedicated to fostering industry innovation and infrastructure. By embracing innovation, we continuously seek to improve our processes, products, and services, driving efficiency, competitiveness, and environmental sustainability.



Reduced inequalities

Reducing inequalities is a central focus of our organization's mission. We recognize that social and economic disparities can hinder sustainable development and undermine societal cohesion. Thus, we are committed to promoting inclusivity, diversity, and equal opportunities within our workforce and beyond.

Priority SDGs



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Key areas where our actions can make a meaningful difference in advancing sustainable development.



Responsible consumption

We recognize the importance of minimizing waste, conserving resources, and mitigating environmental impact throughout our operations and supply chain. By implementing sustainable sourcing strategies, we aim to reduce our ecological footprint and promote a circular economy.



Climate action

We are committed to reducing our greenhouse gas emissions, increasing energy efficiency, and transitioning to renewable energy sources. Additionally, we support initiatives that promote climate resilience and adaptation measures, both within our operations and in the communities where we operate.



Partnership for the goals

Our organization values collaboration and partnership as essential components of achieving sustainable development goals. Through these partnerships, we aim to amplify our efforts, foster innovation, and create synergies that advance shared goals such as poverty alleviation, environmental conservation, and social equity. By working together, we believe we can create positive and lasting change for the benefit of present and future generations.



THE GLOBAL GOALS

Reporting and Measuring Progress

Performance goals are a good way to monitor and measure our progress in terms of sustainability

At RAMIRA we are firmly committed to measuring and tracking our progress in sustainability. Therefore, we have implemented robust monitoring and reporting systems to assess our performance across key sustainability indicators. By regularly analyzing data and engaging stakeholders, we ensure transparency and accountability in our sustainability efforts. This commitment to measurement enables us to make informed decisions, set ambitious goals, and continuously strive for positive environmental, social, and economic outcomes.

Key Indicator	Department	Data / Outcome
Number of Locations	Administrative	• 2
Total area in square meters	Maintenance	• Baia Mare 35.2687 m2
Total number of employees	Human Resources	• 456

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Key Indicator	Department	Data / Outcome
Employees with over 20 years of employment in the company	Human Resources	• 47
Employees with over 10 years of employment in the company	Human Resources	• 86
Average gender pay gap	Human Resources	• man +240.69 RON • due to our field of activity

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Key Indicator	Department	Data / Outcome
Number of women employed	Human Resources	• 80
Number of women employed in management positions	Human Resources	• 8
Number of employees from minority groups	Human Resources	• 5

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Key Indicator	Department	Data / Outcome
Percentage of employees covered by the Collective Labour Agreement	Human Resources	• 100%
Percentage of employees covered by employee representatives	Human Resources	• 100%
Number of employees participating in training courses	Human Resources	• 263

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Key Indicator	Department	Data / Outcome
Number of internal promotions	Human Resources	• 12
Number of partner educational institutions	Human Resources	• 3
Total number of pupils/students in practice	Human Resources	• 14

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Key Indicator	Department	Data / Outcome
Degree of compliance with the convention on employees from minority groups	Human Resources	• 100%
Percentage of employees trained in occupational health and safety issues	OSH	• 100%
Number of accidents at work	OSH	• 0 (Zero)

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Key Indicator	Department	Data / Outcome
Carbon footprint Scope 1	ENVIRONMENT	• 561,19 TCO2/an
Carbon footprint Scope 2	ENVIRONMENT	• 550,06 TCO2/an
Total water consumption	ENVIRONMENT	• 17.148 mc

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Key Indicator	Department	Data / Outcome
Total gas consumption	ENVIRONMENT	• 223,612 mc
Total electric energy consumption	ENVIRONMENT	• 2.452,582 kWh
Percentage of household waste covered by selective collection contracts	ENVIRONMENT	• 100%

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Key Indicator	Department	Data / Outcome
Percentage of production waste covered by selective collection contracts	ENVIRONMENT	• 100%
Number of incidents related to the health and safety of customers or visitors	ENVIRONMENT	• 0 (Zero)
Number of confirmed corruption cases	ETHICS	• 0 (Zero)

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Key Indicator	Department	Data / Outcome
Number of information security incidents	ETHICS	• 100%
Number of targeted suppliers who have signed the Supplier Code of Conduct	SUPPLY CHAIN	• 15/17
Number of targeted suppliers responding to the CSR questionnaire	SUPPLY CHAIN	• 14/17

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Key Indicator	Department	Data / Outcome
Turnover	FINANCIAL	• 30 mil. EUR
Social expenditure	FINANCIAL	• 58,778.38 EUR
Number of suggestions and complaints received	CSR	• 5

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Key Indicator	Department	Data / Outcome
Number of suggestions and complaints replied/resolved	CSR	• 5
Percentage of employees trained on social responsibility	CSR	• 100%
Number of incidents of discrimination	CSR	• 0 (Zero)

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Key Indicator	Department	Data / Outcome
Number of incidents of harassment	CSR	• 0 (Zero)
Percentage of employees benefiting from hot meals	CSR	• 100%

Next Steps

Sustainability reports are not just about looking back, but also looking forward.
Where do we go from here?

After analysing the reported data, we determined where the greatest improvement efforts are needed on the sustainability side. We are committed to implement the necessary measures and to enjoy together the benefits of our efforts.



01

Improving organisational culture

Our organization is dedicated to fostering a vibrant organizational culture that thrives on transparency, creativity, and recognition. We believe in promoting open communication and idea-sharing, providing a platform for all voices to be heard and valued. By instilling a culture of courage and openness to innovation, we empower our employees to explore new ideas and approaches, driving continuous improvement and adaptation in our operations. Furthermore, we recognize the merits of our employees, celebrating their achievements and contributions to our shared success. Through these efforts, we cultivate an inclusive and dynamic workplace environment where innovation flourishes, collaboration thrives, and individual excellence is celebrated.



02

Development of the specific social responsibility activities portfolio.

Our organization is firm in its commitment to the development of a comprehensive portfolio of social responsibility activities. Through strategic planning and stakeholder engagement, we identify and prioritize initiatives that align with our values and address pressing social challenges. From community outreach programs to philanthropic efforts, we aim to make a positive impact and contribute to the well-being of society. By investing in these activities, we demonstrate our dedication to corporate citizenship and strive to create lasting value for both our stakeholders and the communities we serve.

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03

Optimal resources and materials usage

Our organization is deeply committed to responsible resource and materials usage. We recognize the importance of minimizing waste, conserving resources, and reducing our environmental footprint. Through sustainable sourcing practices, efficient production methods, and waste reduction initiatives, we strive to optimize our use of resources throughout our operations. By prioritizing responsible resource management, we aim to contribute to environmental preservation, mitigate negative impacts on ecosystems, and promote a more sustainable future for generations to come.

04

Focus on quality and client satisfaction

We understand that delivering exceptional products and services is paramount to building trust and fostering long-term relationships with our clients. Through rigorous quality control measures, continuous improvement efforts, and attentive customer service, we strive to exceed expectations and consistently meet the needs of our clients. Our dedication to quality and client satisfaction is ingrained in our culture, driving us to continuously innovate and adapt to ever-evolving client demands. By prioritizing excellence in all aspects of our work, we aim to uphold our reputation as a trusted partner and deliver value that exceeds expectations.



Ramira extends its heartfelt gratitude to the dedicated team whose invaluable efforts contributed to the collection of data for the sustainability report. Their diligence and professionalism are deeply appreciated, and their contributions play a pivotal role in our ongoing commitment to transparency and accountability in sustainability initiatives.

We thank you for your continued support in our efforts to contribute to the SDGs.

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