



SUSTAINABILITY INITIATIVES

NOWY STYL SSA 2025 PRESENTATION

TABLE OF CONTENTS

03 Company Introduction

04 Mission Alignment

05 Vision

06 Our Approach

07 Environmental Projects

09 Eco Balance

11 Circular Economy Contributions

13 Sustainable Materials and Design

14 Production Model and Waste Management

15 Social and Ethical Impact

17 Innovation and Recognition

18 KPI's and Results

20 Conclusion



COMPANY INTRODUCTION

Background & Mission: Neo Spiro is a furniture manufacturing company committed to innovation and environmental stewardship. Our mission is to deliver high-quality, eco-friendly products guided by core values of sustainability, integrity, and community responsibility.

Sustainability & Ethics: We integrate sustainability into all operations and enforce ethical business practices. This includes strict fair-labor policies, anti-corruption measures, and continuous improvement in environmental performance.

Community Support: We actively support our local communities and educational institutions. For example, we partner with nearby schools and kindergartens on educational projects, offer internships and factory tours to students, and contribute furniture and resources to community education programs.

MISSION ALIGNMENT

Neo Spiro embeds sustainability into all operations, aiming at climate action and circular economy goals as outlined by EU standards. We focus on environmental stewardship, ethical responsibility, and community impact.



Strategic focus

Integrate green energy, material circularity and social commitment.

EU Taxonomy goals

Climate change mitigation and closed-loop economy.

Continuous improvement

We regularly measure and improve KPIs (energy, emissions, waste).

VISION

It always starts with an idea. Your idea.

Your sketch is enough for our designers to make a project: construction, selection of materials and technologies.

On this basis, we can also make a visualization and a prototype. Then we will turn it into a real product in our multi-technology factory.



OUR APPROACH

1. Your idea

Your sketch or discussion of the idea is enough to get started.

2. Our concept

We propose materials, construction and indicate the right technology. Then we make an initial visualization and discuss it with you.

3. Project and prototype

We create the final project taking into account the appropriate technologies. We make a prototype at the customer's request.

4. Production

Our employees, with the support of machines and the very modern technologies, make perfect products.



5. Quality control

We oversee every detail of our product throughout the production process.

6. Shipping

We oversee every detail of our product throughout the production process.



ENVIRONMENTAL PROJECTS

Renewable Energy: Our on-site photovoltaic installation generates about 24.7 MWh/year – covering ~55% of our ~44.65 MWh annual electricity demand. This dramatically cuts CO₂ emissions and reduces reliance on the grid.

Clean Coatings: We have transitioned to 100% water-based lacquers in all finishes. This eliminates volatile organic compound (VOC) emissions from paints, improving air quality and worker health.

Waste Reuse: Production scrap and PET felt waste are collected and repurposed as acoustic and thermal insulation fillers. This turns by-products into valuable materials and minimizes landfill waste.

ENVIRONMENTAL PROJECTS

Efficient Heating: Our boiler room uses condensing gas boilers with heat recovery from flue gases. This technology captures exhaust heat to warm buildings, boosting energy efficiency and lowering fuel consumption.

Waste Management: We participate in Poland's BDO waste database, ensuring all waste streams are tracked and reported. Full waste transparency helps us identify reduction opportunities and comply with environmental regulations.





ECO BALANCE

Since the beginning of our activity (1991), we have been working in accordance with the principles of sustainable development, from the design and effective use of energy and material resources.

We are not indifferent to the surrounding nature, taking care of our private forest. The forest is not used for production purposes but it allows us to improve the condition of the ecosystem, at least to a small extent.

ECO BALANCE

We design so that the product can be dismantled and packed as small as possible. We dedicate renewable, biodegradable and recyclable raw materials to the implementation. We pack in gray cardboard boxes and protect the product with perforated recycled cardboard. Thoughtful packaging, proximity to companies cooperating and supplying Neo Spiro minimize the need for transport services, and thus the carbon footprint.

We have a 50 kW photovoltaic installation powering everything from computers to hydraulic presses for gluing wood and veneering, a dust extraction system for carpentry and welding shops. Painters use water paints in closed space equipped with effective wall filter for dust reduction. We supply some devices with compressed air from an energy-saving screw compressor.





CIRCULAR ECONOMY CONTRIBUTIONS

Closed-Loop Materials: We recycle 100% of PET waste (scraps and felt). All leftover PET is cleaned and used for insulation products, closing the material loop and reducing raw material needs.

Recyclable Inputs: Products are designed for end-of-life recycling. We use PET (a recyclable polymer) and non-toxic water-based coatings so that components can be efficiently recycled or biodegraded.

CIRCULAR ECONOMY CONTRIBUTIONS

Circular Design: Our processes and product designs minimize waste. We favor modular assemblies and standard parts that can be disassembled and reused, embodying circular-economy principles to extend product lifecycles.

Data Tracking: Through BDO participation and internal monitoring, we measure our material reuse and recycling rates. These key performance indicators help us continuously improve resource efficiency and strive for zero waste.





SUSTAINABLE MATERIALS AND DESIGN

Recycled PET Felt Panels: We use 100%-recycled PET felt (made from post-consumer bottles). PET felt is durable, non-toxic and VOC-free, with excellent acoustic/thermal properties. It gives plastic waste a second life without harmful binders.

Water-based Finishes: All lacquers and paints are 100% waterborne, dramatically reducing VOC emissions (environmentally preferable to solvent-based coatings).

Recycled Aluminium: We use recycled aluminium wherever possible. Recycling aluminium saves ~95% of the energy needed for primary production, cutting our carbon footprint.

Eco-Design: Products are built for longevity and easy disassembly. Everything we make can be taken apart so materials (metals, plastics, wood) are fully recyclable at end-of-life.

PRODUCTION MODEL AND WASTE MANAGEMENT

Made-to-Order Production: We manufacture only on demand – no mass stockpiles. This model “avoids overproduction, reducing the risk of excess unwanted stock” and eliminates finished-goods waste.

Waste Traceability (BDO): Neo Spiro is registered in Poland’s official BDO waste database, ensuring every waste stream is recorded and compliant. All hazardous and non-hazardous wastes are segregated and tracked per legal requirements.

On-site Recycling: Production scraps (wood, metal, PET) are separated and sent to certified recyclers. Even offcuts of PET are reused as acoustic insulation.

Process Efficiency: We minimize material waste through optimized cutting and process controls. Compressed-air systems are leak-checked and boiler condensate is reused.





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FINAŁ
PODZIĘKOWANIA

NEO SPIRO

W imieniu Fundacji Wielka Orkiestra Świątecznej Pomocy serdecznie dziękuję za udział w 33. Finale WOŚP. Dzięki tej pomocy będziemy mogli kupić najnowocześniejszy sprzęt dla onkologii i hematologii dziecięcej. Będziemy mogli wesprzeć wszystkie dziecięce hospicja, zapewnić wyposażenie oddziałów chirurgii i neurochirurgii onkologicznej, a na końcu kupić najnowocześniejszy sprzęt dla zakładów patomorfologii. Proszę pamiętać, że WOŚP gra i jednoczy nas nie tylko w Polsce, ale i na całym świecie pokazując, że potrafimy być solidarni i w sposób niezwykły, bo magicznie kolorowy, ratować zdrowie i życie ludzkie. Bądźmy z tego dumni i dzielimy się tą naszą radością, a także wspaniałym doświadczeniem ze wszystkimi na całym świecie. Bądźmy przykładem solidnej, rzetelnej i wspaniałej pracy na rzecz potrzebujących. I z dumą jeszcze raz powiedzmy głośno – Wielka Orkiestra Świątecznej Pomocy to „made in Poland”. Jedyna taka Orkiestra na świecie!

THANK YOU

On behalf of the Great Orchestra of Christmas Charity and myself, I extend my heartfelt thanks for your participation in the 33rd Grand Finale fundraiser. Your support will enable us to procure cutting-edge medical equipment for children's oncology and haematology. We will be able to provide support to all children's hospices, equip surgical and neurosurgical oncology wards, and, importantly, purchase state-of-the-art devices for pathomorphology units. Remember, WOŚP resonates across the globe, bringing people together in solidarity to save health and lives in a magical and colourful way. Let's take pride in this and share our joy with people worldwide. Let's stand as an example of the impactful and extraordinary work we do for those in need. The Great Orchestra of Christmas Charity – “made in Poland” – is a reason to be proud. It's a one-of-a-kind Orchestra, unique in the world!

BEZPIECZEŃSTWO I ZDROWIE DZIECI
 gramy dla onkologii i hematologii dziecięcej

2025 33 FINAŁ

*Heute
Frank Osmek*

Fundacja WOŚP: 02-738 Warszawa, ul. Dominikańska 19c; wosp@wosp.org.pl

SOCIAL AND ETHICAL IMPACT

Charitable Engagement: We support major charity initiatives such as the Great Orchestra of Christmas Charity (WOŚP) and the “Pomóżmy Dzieciom Poznać Świat” foundation. Contributions include financial donations, equipment gifts, and employee volunteer hours to benefit children’s health and education.

Education Support: We partner with local schools and kindergartens, offering factory visits, hands-on workshops, and internships for students. We also donate furniture and learning materials to enrich educational environments in the community.

SOCIAL AND ETHICAL IMPACT

Fair Labor Practices: Neo Spiro enforces strict labor standards: no child or forced labor is tolerated, and all employees receive fair wages, safe working conditions, and full social benefits. We comply fully with labor laws and industry ethical codes.

Diversity & Inclusion: We promote equal opportunity across our workforce. Currently, our office team has a balanced gender mix (6 women, 5 men). We ensure equal pay and career advancement for all employees, and we cultivate an inclusive culture free of discrimination.

Ethical Governance: We have a formal code of ethics and provide regular training on responsible business conduct. Our supplier selection criteria include social and environmental performance, ensuring that ethical practices extend throughout our supply chain.



INNOVATION AND RECOGNITION

Continuous Improvement: We continuously refine our designs for lower CO₂ and waste. By optimizing processes (lean manufacturing, energy audits), we keep pushing the sustainability frontier. On-demand production inherently prevents waste.

Standards & Awards: We adhere to Nowy Styl's Supplier Code of Conduct. We have been awarded the ISO 9001:2000 certification, recognizing our commitment to quality management and continuous improvement in our processes. Our practices reflect eco-design guidelines for product environmental performance. Participation in the SSA contest itself demonstrates our CSR engagement.

Future R&D: We are exploring bio-based composites and advanced recycling methods. Product design reviews ensure future collections exceed current eco-standards.



KPI'S AND RESULTS

Energy & Emissions: Solar panels produce ~24.7 MWh/year (~55% of our electricity), exceeding our renewable energy target. This offset saves an estimated 6–12 tonnes of CO₂ annually, meeting our climate-change mitigation goals.

Material Reuse: We achieve a 100% recycling rate for PET waste – all production scrap is reused.

VOC Elimination: The switch to water-based lacquers has reduced solvent VOC emissions by ~100% compared to our prior process, effectively eliminating this source of air pollution.

Local Sourcing: All key materials come from verified European suppliers, reducing transport emissions and supporting local economies. This ensures traceability and high environmental/social standards.





KPI'S AND RESULTS

Social Contributions: Since 2021 we have participated in multiple community and charity events each year. We've donated furniture and funds to local causes (including WOŚP and "Pomóżmy Dzieciom Poznać Świat") and logged dozens of employee volunteer hours in educational and health projects.

Workforce Metrics: Our office workforce is 54% female, 46% male, reflecting our diversity goals. Employee satisfaction is high (as measured by internal surveys), and we have recorded zero incidents of labor non-compliance, underscoring our ethical practices.

Reporting & Compliance: All key sustainability metrics (energy use, recycling rates, emissions, community engagement) are tracked and reported. Participation in the BDO system and internal audits ensures transparency and continuous improvement of our environmental and social performance.

CONCLUSION – OUR SUSTAINABLE EDGE



Neo Spiro exemplifies sustainability in the supply chain. We deliver innovative, circular furniture solutions while strengthening our local community. Our energy and resource savings directly support climate goals, and our ethics and social programs mirror Nowy Styl's values. We look forward to advancing even further, contributing to a greener supply chain together.

By continuously refining our processes and embracing responsible innovation, we set new benchmarks for environmental stewardship in our industry. Together with our partners and stakeholders, we are committed to shaping a future where sustainability is at the heart of every decision.



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