# Constant Strength Str

# Sustainability Report

2018-2020

# Index

Introduction	
Who we are	
Characterisation of the Workforce	
No Poverty	
Good Health and Well Being	
Education	
Gender Equality	
Water and Sanitation	
Energy	
Decent Work and Economic Growth	
Industry, Innovation and Infrastructure	
Sustainable Cities and Communities	
Climate Action	
Life Below Water	
Life on Land	
Peace, Justice and Strong Institutions	
Partnerships for the Goals	

3
 4
 5
 6
 7 to 14
 15 to 19
 20
 21
 22 to 23
24
 25 to 27
 28
29 to 36
37
 37
38 to 41
 42
Simoldes Tools

2

# INTRODUCTION

In the world situation in which we find ourselves, the challenge is no longer just to survive and grow in the market, but to grow in a sustainable way, becoming aware of the impacts caused by the activity we develop, taking responsibility for the footprint we leave and using the resources we have to make an economic, social and environmental contribution to society and the world we live in.

In order to achieve the SDGs (Sustainable Development Goals) defined by the United Nations by 2030 it is imperative that Simoldes Tools integrates these goals in its decision making and that it contributes with its power of innovation towards a more sustainable and inclusive future. Our vision is "**to be the best and most sustainable mould manufacturer in the world**".

Simoldes Tools is committed to promoting the collective interest in order to achieve business stability and sustainability, success and satisfaction for all and to be a reference



# **CHARACTERISATION OF THE COMPANY**

Simoldes Tools is a 100% private group of companies dedicated to the manufacture of thermoplastic injection moulds and has been evolving its mouldmaking technique since 1959. Guided by the vision of Mr. António Rodrigues and the strength of our workforce, we strive to provide not only European quality moulds but also the best service and support to our customers from before the request for quotation to the serial life of the mould.

Integrating the latest technological innovations while developing our own know-how through our Research & Development team, we offer a wide variety of services and solutions that allow our customers to feel comfortable in trusting Simoldes Tools with small and large scale projects. More than 18,000 moulds manufactured for the automotive, packaging, household appliances, military and childcare industries.

Present in 11 countries on 3 continents.

From Portugal to the World.

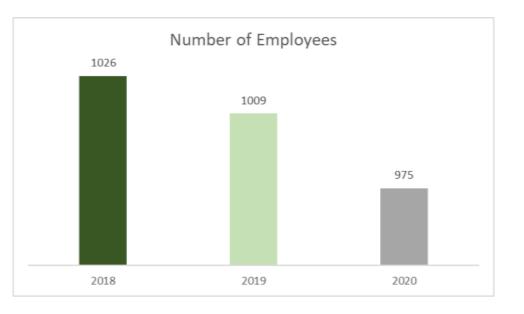


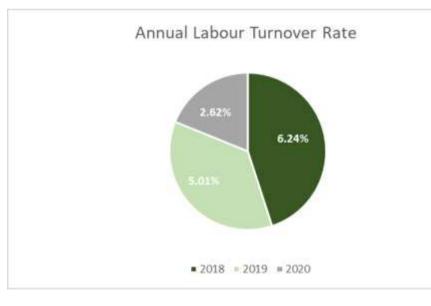


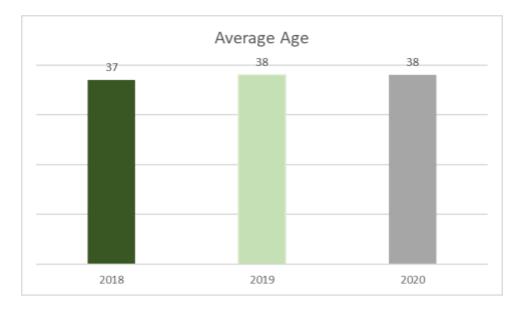
# **CHARACTERISATION OF THE WORKFORCE**

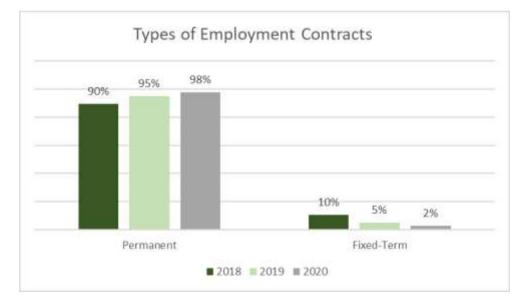
On December 31st 2020, Simoldes Tools had 1178 male and female workers distributed by its units around the world.

In terms of geographical distribution, 83% of the working population was located in Portugal. In the scope of this report, and of the companies covered by this report, in terms of age, the average age is 38 years, 98% have an open-ended contract and the turnover rate has reduced, relative to 2019 (5.01%), to 2.62%.













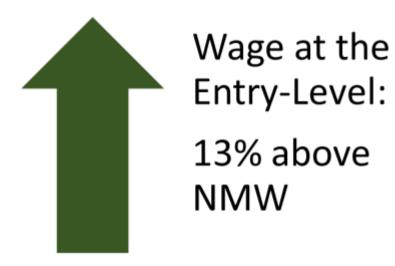
1 – NO POVERTY

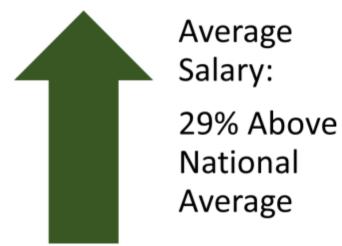
End poverty in all its forms everywhere

Simoldes Tools is committed to creating conditions for its male and female workers to have a stable professional, family and social life in all the locations in which it is present.

For this reason, it has always sought to give them access to the best conditions, offering above average salaries and being one of the first companies to provide its workers with a canteen, medical services (curative medicine/physiotherapy and nursing services at our facilities) and health insurance. In order to reinforce the support to the community in which it operates, it has collaborated with social solidarity institutions, fire brigades and social organizations through donations.

Simoldes Tools Wage in Portugal





NMW – National Minimum Wage



https://familiacomdireitos.pt/a-conciliacao-entre-a-vidaprofissional-e-familiar-dos-pais-e-dos-cuidadores-a-diretivaue-2019-1158-do-parlamento-europeu-e-do-conselho-de-20-6-2019/





Ensure healthy lives and promote well-being for all at all ages.

#### **Health Insurance**

Simoldes Tools offers health insurance to all its Collaborators that enables them to reimburse a percentage of their medical expenses, ensuring adequate medical care and assistance.

It is also possible to create a similar insurance policy for their families with advantageous conditions.







Ensure healthy lives and promote well-being for all at all ages.

#### **Occupational Health Services**

Simoldes Tools provides all its employees with occupational medicine, curative medicine, nursing services and physiotherapy services, in order to ensure that its employees have access to adequate health care.

These services work in articulation with the HR and SST departments and aim to ensure the monitoring of the employees' aptitude for the activities to be developed, possible impacts of work on their health, as well as providing medical care for health in general.





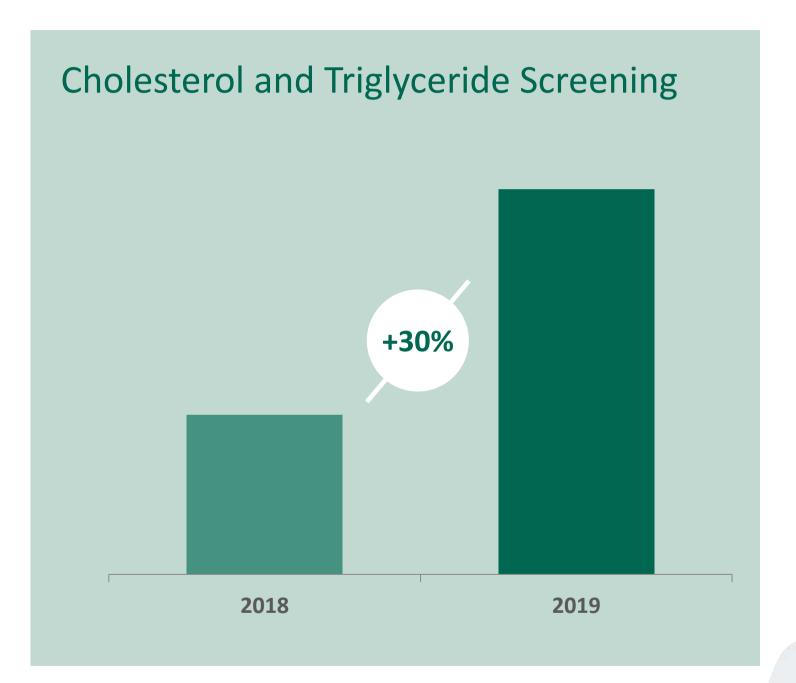


Ensure healthy lives and promote well-being for all at all ages.

#### Health Campaign "May, Month of the Heart"

In order to promote the health and well-being of the employees, annual awareness and involvement campaigns are promoted among the Employees, with health screenings, namely Cholesterol and Triglyceride levels.

In 2020 it was not possible to carry out the planned screenings due to the COVID-19 pandemic.



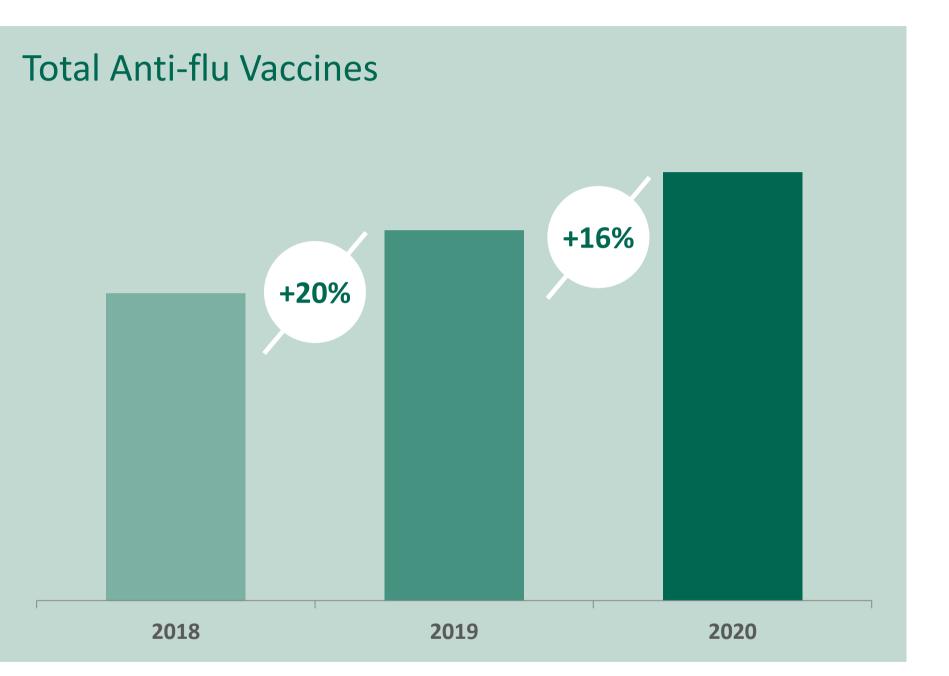




Ensure healthy lives and promote well-being for all at all ages.

#### **Flu Vaccination**

Every year, at the beginning of winter, the anti-flu vaccine is made available free of charge to all registered employees and good practices regarding its prevention are promoted.





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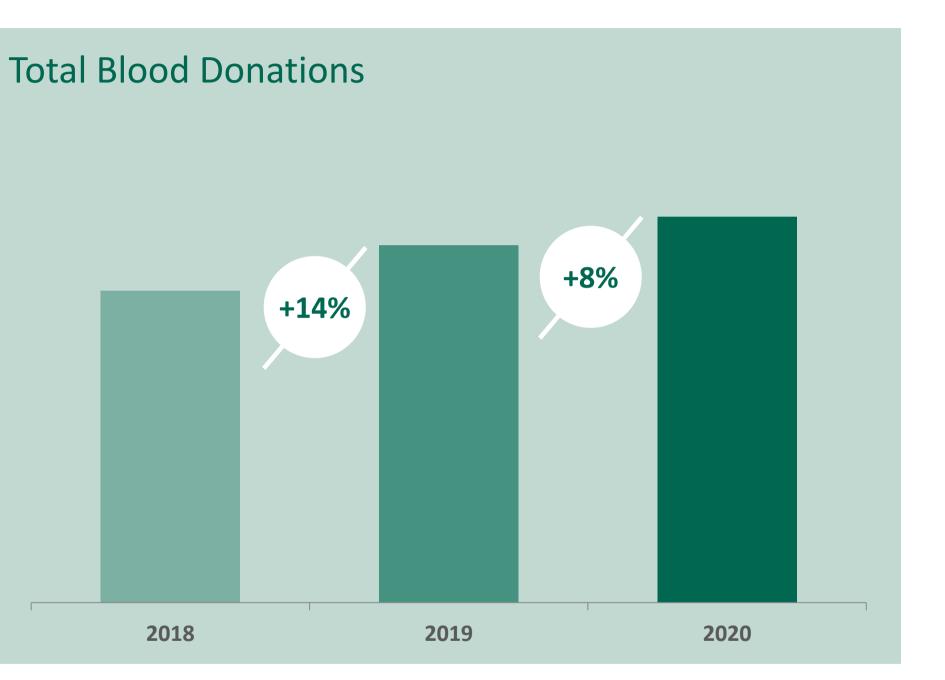


Ensure healthy lives and promote well-being for all at all ages.

#### **Blood Donations**

Within the scope of social responsibility, Simoldes Tools has promoted since 2011, in conjunction with the Portuguese Institute of Blood and Transplantation of Coimbra (ISPT), two annual campaign actions for blood donation, in its facilities in Portugal.

The campaign aims to raise awareness among employees about the importance of donating blood and increase the number of donors in Portugal. Each year it counts on the generous contribution of over 100 donors.





11



Ensure healthy lives and promote well-being for all at all ages.

#### Fight against COVID-19

Simoldes Tools has adopted a set of preventive measures in order to preserve the physical integrity of its employees in the face of the COVID-19 pandemic:

- Alteration of manufacturing facilities and offices, phasing of working hours, adjustment of the number of people per space and implementation of the remote working regime whenever possible;
- Availability of non-contact thermometers at entrances and installation of non-contact thermometers at the entrances to company premises;
- Distribution of individual protection equipment
  against COVID-19 to all employees (masks, visors, etc);

 Restriction of the number of people in the canteens, with installation of partitions and phasing of mealtimes, ensuring minimum distance between occupants;

• Performance of PCR tests and rapid tests at the medical station in one of the company's facilities;

• Minimization of face-to-face meetings, encouraging the use of videoconferences;

• Travelling limited to what is strictly necessary for maintaining business operations;

• Installation of air hygienization equipment in the rooms with the higher occupancy.





Ensure healthy lives and promote well-being for all at all ages.

#### Mitigation of illnesses caused by Hazardous Chemical Agents

Simoldes Tools complies with a set of measures that aim to control the risks to the health of its Collaborators caused by undue exposure to chemical products:

- Studies prior to the Acquisition of Chemical Products
- Training and information on the risks of exposure to chemical agents and the preventive and protective measures to adopt

- Definition of procedures for handling dangerous chemical products
- Provision and control of individual protection equipment use
- Separation and forwarding of hazardous waste



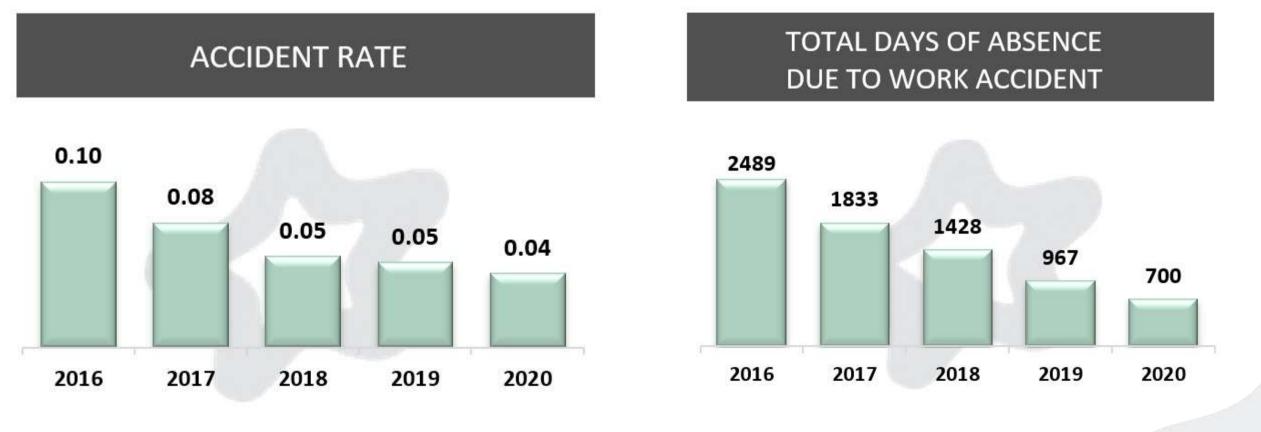


Ensure healthy lives and promote well-being for all at all ages.

#### **Workplace Accidents**

Simoldes Tools' main goals are to reduce the number of work accidents and to reinforce its management capacity, as well as to promote safe and protected work environments for all workers. As a result of the effort dedicated over recent years, there has been a very positive evolution in the values of indicators related to safety.

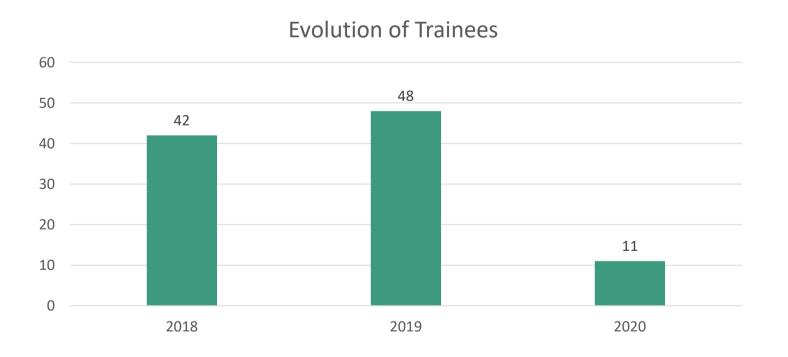








With the aim to promote the continuity of the studies of its workers, as a personal and professional enhancement, and at the same time supporting those who decide to specialize by attending courses directed towards the company's area of activity, Simoldes Tools has implemented a measure to co-participate in the payment of higher education course fees, namely TESP - Mould Design ESAN, ISVOUGA. In this context it also has partnerships with professional schools and universities for curricular internships, Soares de Basto High School, Ferreira de Castro High School, CENFIM, FEUP, ESAN, and the Univerisities of Aveiro, Coimbra, Minho and Porto.



Note: In 2020 there was a decrease in the total number of trainees as a result of the constraints associated with COVID-19.





#### **4 – EDUCATION**

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

The promotion of professional training has always been a strong commitment at Simoldes Tools, emerging as an effective response to the need to provide workers with adequate skills to perform their current and future duties, but also as a form of personal and professional enhancement. Continuous professional training is intended to increase the company's productivity and competitiveness and to develop the qualifications of male and female workers, thus increasing investment in human capital.

#### **Ongoing training is concerned with responding to :**

- the demands of the job to be performed by the workers, taking into consideration the qualifications that they hold;
- the development of male and female workers' qualifications, based on the need to increase the company's productivity and competitiveness;
- functional flexibility whenever the worker is assigned accessory functions that require special qualifications;







#### **4 – EDUCATION**

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- occupational safety and health, focusing on the risks and respective prevention measures inherent to the job or function to \_ be exercised, the measures and instructions to be adopted in the event of serious and imminent danger, the first aid measures, fire fighting and evacuation of workers in the event of accidents and, when the activities carried out may be considered as involving special risk;
- the competences considered transversal in the area of information and communication technologies, or foreign languages;
- the development of the technical and behavioural skills of male and female workers, in accordance with the functional profile;
- To provide male and female workers with the knowledge and skills necessary to promote sustainable development, sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity.



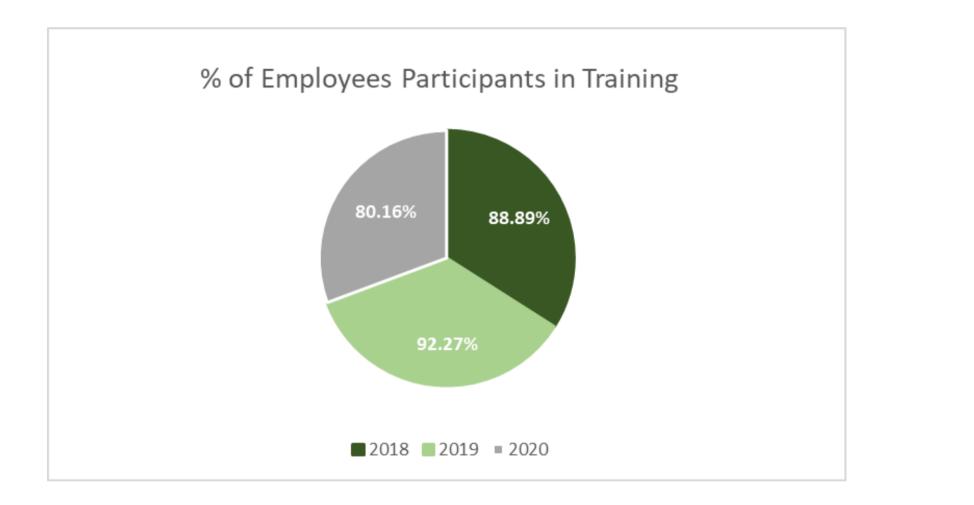


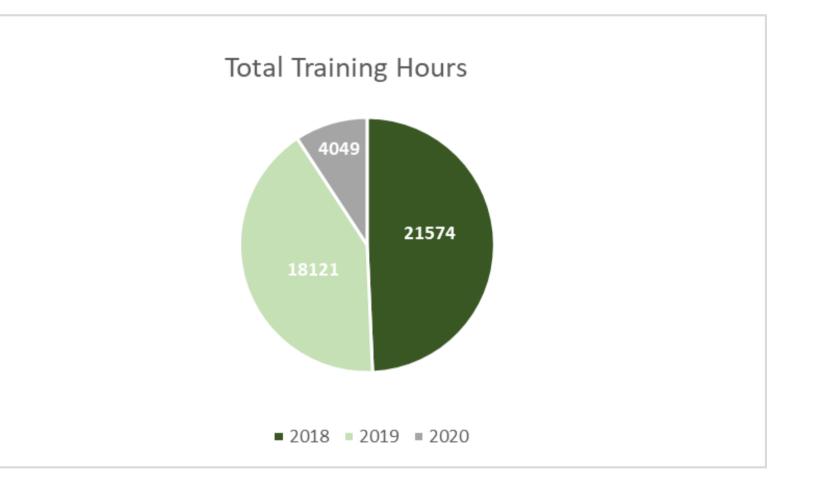






Simoldes Tools is always focused on assuring equal access for all its workers to quality technical, professional and higher education.





Note: In 2020 there was a decrease in the total number of training hours, as a result of the constraints associated with COVID-19.







Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

The future is shaped today by investing in education for a more sustainable future.

Sharing means and knowledge, participating in the development of courses in schools of the region, Simoldes Tools offered milling machines, electro erosion threedimensional measurement machines, injection machines as well as computers, tools and raw material that allowed creating the conditions for students of schools in the region.





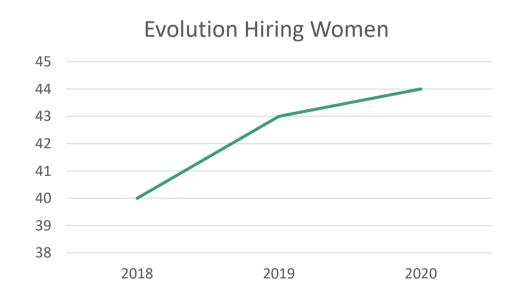


# **5 – GENDER EQUALITY**

Achieve gender equality and empower all women and girls

#### **Recruitment process:**

"HR shall ensure a non-discriminatory recruitment policy that promotes effective equality. Any discrimination based on factors that undermine human dignity, such as age, gender, race, nationality, physical or mental disability, sexual, political or religious orientation or trade union membership, is prohibited. "



Note: There has been a very positive evolution in the hiring of female employees, thus slightly contradicting the trend of mostly male employees in the metal-mechanics industry.





# **6 – WATER AND SANITATION**

Ensure availability and sustainable management of water and sanitation for all.

Simoldes Tools ensures free and safe access to drinking water for all its employees, through the distribution of more than 60 water dispensing machines throughout the various industrial units, complying with the respective hygiene plan for each machine.







#### 7 – ENERGY

Ensure access to affordable, reliable, sustainable and modern energy for all

#### **Renewable Energy**

Simoldes Tools invests in renewable energies, thus promoting investment in energy infrastructures and clean energy technologies.

Of the 6 companies of Simoldes Tools, 67% have photovoltaic panels installed.





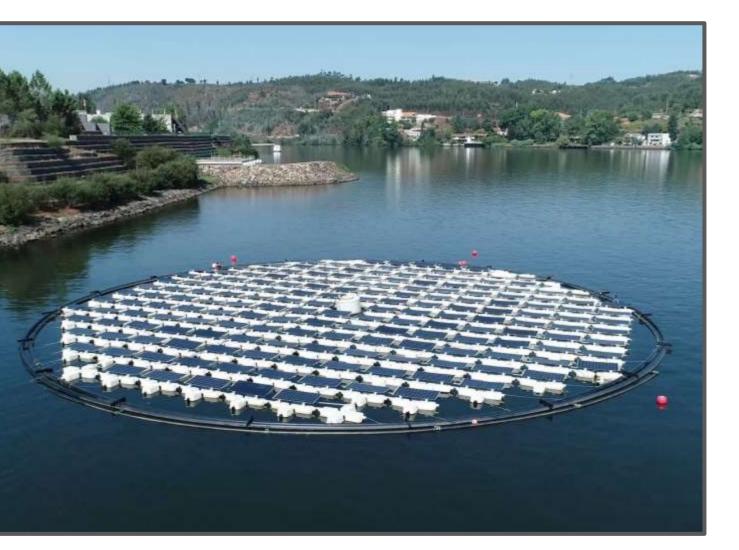




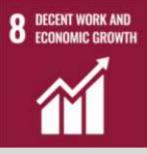
Ensure access to affordable, reliable, sustainable and modern energy for all

# Development projects for new forms of solar energy harvesting

In its continued effort to participate in projects that improve access to renewable energies, Simoldes Tools has participated in the development and manufacture of moulds for a floating solar panel solution.







### 8 – DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Since the foundation of the first company of the Simoldes Group our founder, Mr. António da Silva Rodrigues has always had a strong focus on sustainable growth, full employment and decent work for all. Throughout this document we identify various actions that Simoldes Tools has developed throughout this triennium (2018-2020) and which reflect this concern.

As Simoldes Tools is a business group with more than 60 years of existence, with a continuous increase in new companies over the last few years, it excels in providing decent work by offering social benefits and good employment conditions to its employees.

Currently made up of 13 100% private companies and in constant growth since 1959, Simoldes Tools has demonstrated continuous investment even in moments of crisis such as those we have been facing.





# **9 - INDUSTRY, INNOVATION AND INFRASTRUCTURE**

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

The world is evolving at an unprecedented speed. Simoldes Tools keeps up with this evolution::



R&D projects to develop new and more sustainable materials :



NanoSIM 3D – additive manufacturing of moulding compounds to reduce injection cycle time and improve plastic part injection quality

# VITOOL

I-Tool – development of mathematical algorithms and artificial intelligence tools to reduce mould weight, time to market, injection cycle time and waste





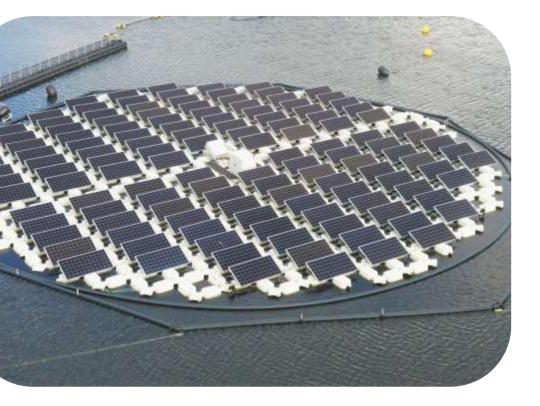
# **9 - INDUSTRY, INNOVATION AND INFRASTRUCTURE**

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

The world is evolving at an unprecedented speed. Simoldes Tools keeps up with this evolution:



Examples of partnerships with entities of the STS (Scientific and Technological System)



Renewable energy projects





# **9 - INDUSTRY, INNOVATION AND INFRASTRUCTURE**

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

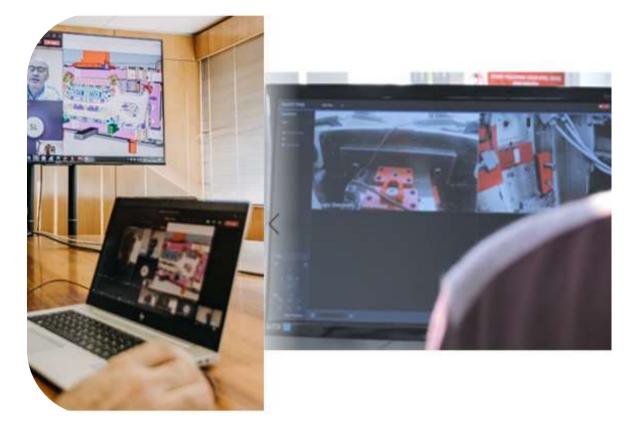
The world is evolving at an unprecedented speed. Simoldes Tools keeps up with this evolution:





Renewal of the machinery equipment with an investment of more than 35 million Euros in the three-year period 2016-2019

Construction of new infrastructures / application in progress and already concluded of solar panels in the various Group companies



Investment in audiovisual equipment and software for remote monitoring and followup of the tests



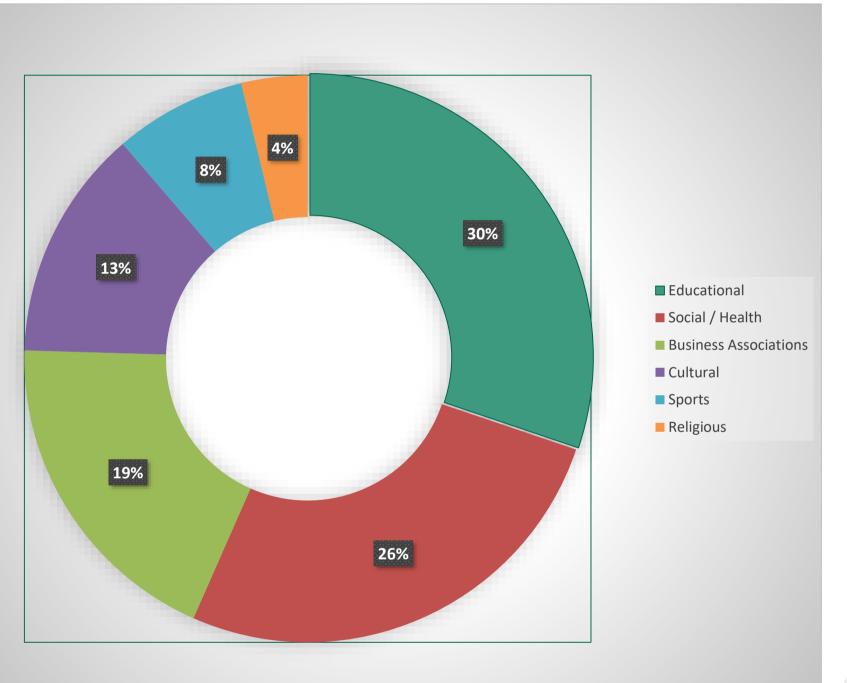


# **11 – SUSTAINABLE CITIES AND COMMUNITIES**

Make cities and human settlements inclusive, safe, resilient and sustainable

As an integral part of the community in which it operates, Simoldes Tools is committed to giving back, helping and supporting.

With a greater focus on educational entities and social support and health entities, but with transversal support to the entire community, Simoldes Tools gives back and creates conditions for the surrounding community to grow with it.







Take urgent action to combat climate change and its impacts

#### **CLIMATE ACTION**

Simoldes Tools adopts measures to combat climate change and its impacts, namely:



Training sessions are held periodically for employees with the aim of making them **TRAINING**: aware of good Environmental practices, as well as for them to comply with the internal rules defined within the scope of the Environmental Management System.

> LEGISLATION: Compliance with legislation associated with equipment cooling gases, namely through periodic inspections for gas leaks.

**Protection of the Environment** through the of pollution and minimization of environmental impacts resulting from activities within the perspective of the life cycle of manufactured products, with a view to continuously improving





#### **ENERGY AWARENESS CAMPAIGN**

We carry out Awareness Raising Actions with our employees!

In 2021 our suggestions are :

- > Make the most of sunlight
- Turn on the air conditioning only when necessary
- Always switch off lights in rooms that are not being used
- Avoid leaving too many appliances on when there is no need

#### **REDUZA O CONSUMO DE ENERGIA!**



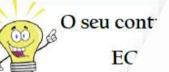
A alteração de comportamentos, assim como a implementação de medidas de eficiência energética, permite reduzir o consumo de energia sem que seja necessário comprometer as atividades diárias.

CONTRIBUA PARA A POUPANÇA DE ENERGIA



Para contribuirmos para a redução do con 🚽

- Aproveitar a luz solar.
- Ligar o ar condicionado só quanr
- Desligar sempre as luzes de lo
- Utilizar o ar comprimido d
- Evitar deixar muitos apar



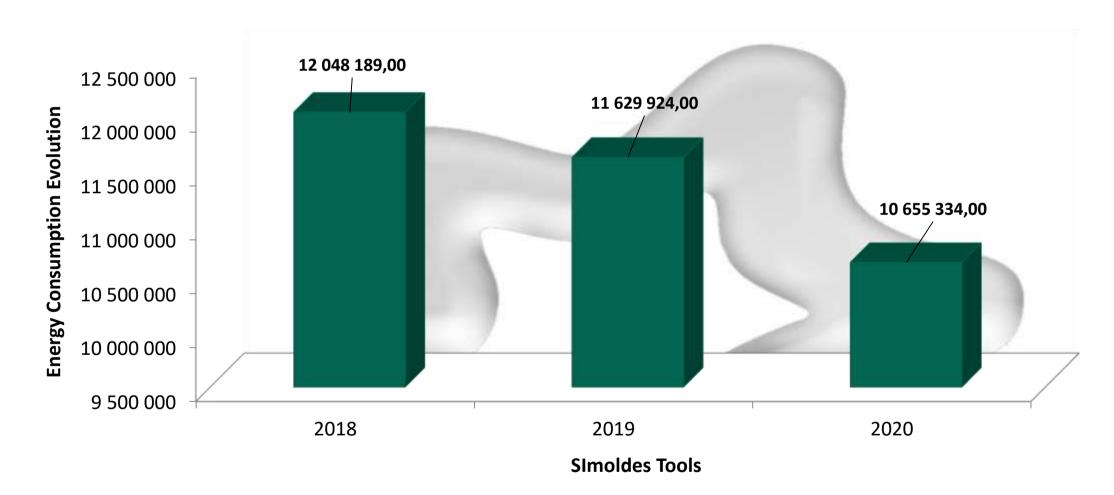
#### Simoldes Tools

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Take urgent action to combat climate change and its impacts

#### **ENERGY CONSUMPTION EVOLUTION** 2018-2020



#### TD | Eletric Energy Consumption (Kwh) 2018-2020





Take urgent action to combat climate change and its impacts

#### WATER AWARENESS CAMPAIGN

We carry out Awareness Raising Actions with our employees!

In 2021 our suggestions are :

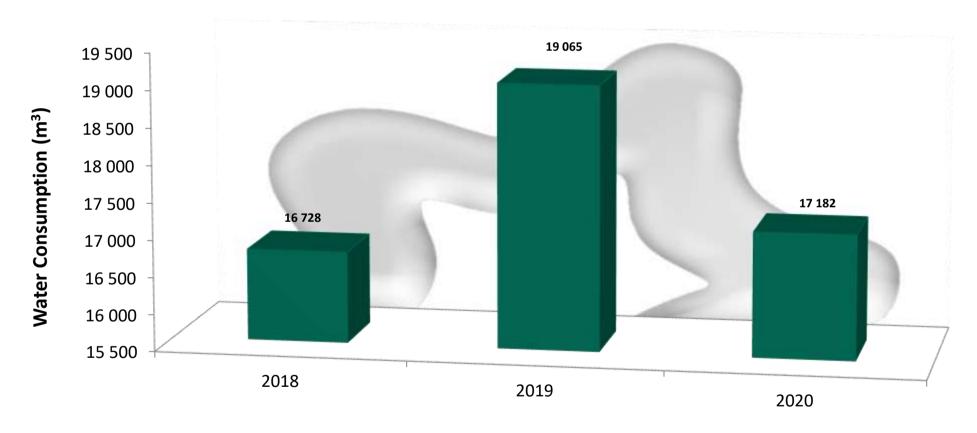
- Check that taps are properly closed after use
- Avoid long showers
- If you notice any anomaly in the operation of the toilet flushes or any water leakage, notify the Maintenance Team immediately





Take urgent action to combat climate change and its impacts

#### EVOLUTION OF WATER CONSUMPTION 2018-2020



TD | TOTAL ANNUAL CONSUMPTION (m<sup>3</sup>) 2018-2020

Anos





Take urgent action to combat climate change and its impacts

#### PAPER AWARENESS CAMPAIGN

We carry out Awareness Raising Actions with our employees!

In 2021 our suggestions are :

- Reduce sheet printing
- Decrease the amount of photocopying
- Print only what is necessary and use both sides of sheets
- Where possible, avoid computer printing and archiving

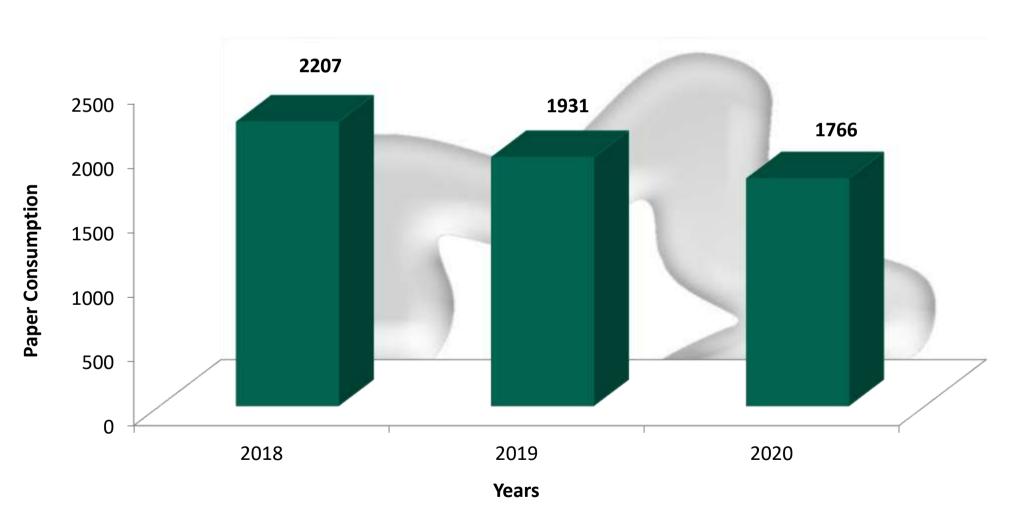


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Take urgent action to combat climate change and its impacts

#### **Evolution of Paper Consumption** 2018-2020



TD | ANNUAL CONSUPTIOM PAPER (ROLLS) 2018-2020

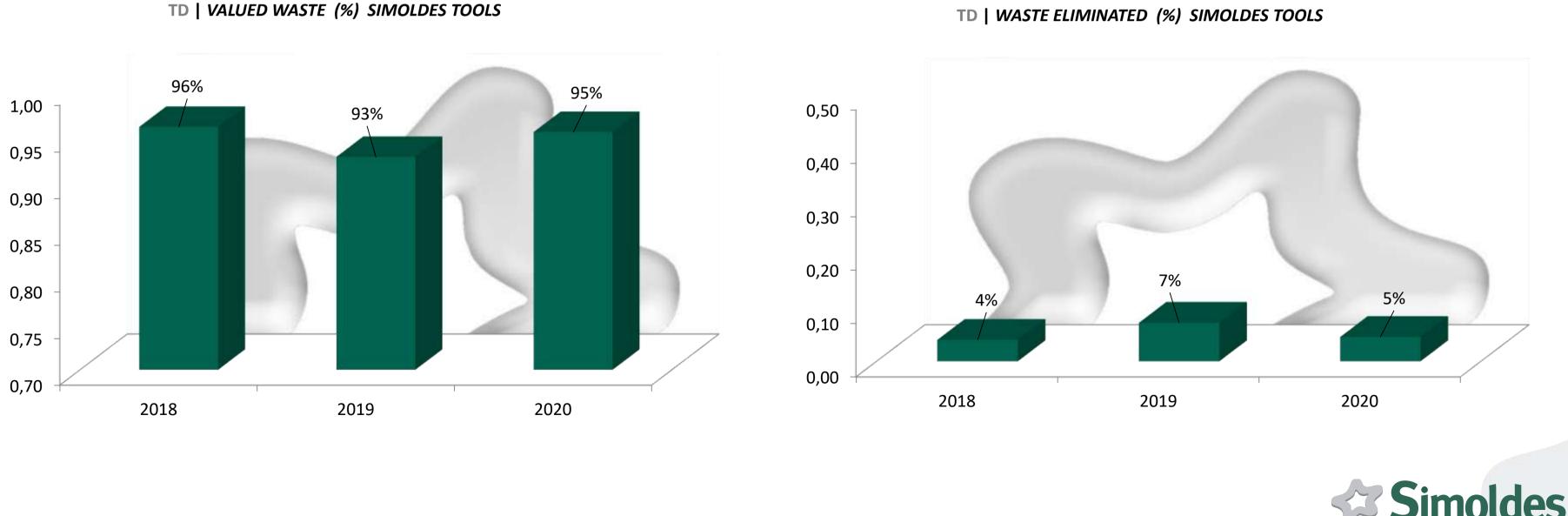


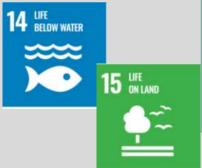




#### **WASTE MANAGEMENT**

The correct separation and recovery of waste is a daily concern for us. We strive to have an excellent environmental performance in terms of waste management, which is why we have very high recovery percentages for the waste we produce!





# **14 – LIFE BELOW WATER 15 – LIFE ON LAND**

#### **PROTECTING LAND AND SEA LIFE**

Simoldes Tools promotes measures to protect marine and land life, namely through:

TRAINING AND AWARENESS: all employees are informed of the importance of preventing the occurrence of oil/chemical product spills, as well as how to act in the event of an incident, so as to minimise its impact on soil contamination and possibly on water courses near the site of the incident.



Environmental Emergency Leaflet: Occurrence of Spills





Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Simoldes Tools is considered the largest manufacturer of moulds in Europe. Throughout half a century of existence it has contributed in a preponderant way to the current positioning of the sector, globalizing its market, strengthening and dignifying the image of Portuguese industry at an international level through technological development, correct production planning and quality control, investment in professional training and growing external demand.

In order to ensure long term existence and success, the efforts of Simoldes Tools aim for excellence, giving emphasis to the values and policy of the company, which are based on the strategic orientations of the Administration.

Simoldes Tools aims to establish itself as a socially responsible organization, guided by a strong ethical sense which should be reflected in a policy of sustainable growth and exemplary conduct by its managers, collaborators and, more ambitiously, clients, suppliers and the community in general.





The strategic orientations of Simoides Tools management are defined in the Policy and are based on the following principles

- Customer satisfaction, by ensuring the consistent supply of Goods and Services, in conformity with the agreed requirements, proposing product improvements, promoting a partnership relationship and making a world support network available
- Supplier involvement, by sharing resources, skills and value creation for both sides, developing solutions to reduce costs.
- Co-worker involvement and valuation, by promoting communication, participation and appropriate skills acquisition for the working function performance.
- Assure a healthy and safe working environment to all the co-workers, customers, suppliers and visitors and other interested parties, through the adoption of technics and working methods preventing working accidents and professional diseases.
- Updating the technological resources by continuously searching for the most recent trends.
- Environment protection by minimizing the environmental impact and preventing pollution caused by the activities in a life time perspective of the manufactures products, aiming the continuous improvement of the environmental performance
- Keeping an integrated management system, in a participated way, promoting its continuous improvement.
- Ensuring that the laws and regulations applicable to the company, mould making and implemented integrated system are fulfilled.
- Maximization of the productive profitability, by selling at the best price allowed by the market and producing at the lowest possible cost, supported by efficient and effective functioning of the production resources.
- Understand the Needs and Expectations from the Concerned Parties assuring their satisfaction.
- Solidarity image, by supporting social institutions, as well as public interest initiatives.

By Top Management | 02.06.2021

#### MISSION

romote a collaborative, integrative and guiding business environment that supports the development of current susinesses and the emergence of new ones, sustained by customer preference and continuous improvement resulting in maximized returns for our stakeholders.

#### VISION

We aim to be the key figure in shaping a more innovative. sustainable and well-being driven world.

#### VALUES

Dedication, commitment, integrity responsability, humbleness, solution driven, mutual trust and collaboration





Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

The Code of Ethics and Conduct of Simoldes Tools arises in this context with the need to give clear guidelines and provide the principles that should govern the day-to-day professional activity of all those involved.

In the situation in which we find ourselves, the challenge is no longer just to survive and grow in the market, but to grow in a sustainable manner, becoming aware of the impacts caused by the activity we develop, taking responsibility for the footprint we leave and using the resources we have to make an economic, social and environmental contribution to society and the world in which we live.

Simoldes Tools aspires for the Code of Ethics and Conduct to be the pillar of the attitudes of its companies and their workers with regard to internal and external relations so that we may be perceived as an ethical and responsible company; it establishes the company's commitments in the field of fair business practices, whereby it should be a referential document for internal use and in the relationship with Clients and Suppliers.







Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Simoldes Tools is committed to promoting collective interest, to directing workers towards a strategic and organizational objective and sharing successes, rewarding collective and individual results and empowering dedicated professionals in order to achieve business stability and sustainability, success and satisfaction for all and to be a reference at an international level.

Within the scope of its mission, Simoldes Tools and its male and female workers must be guided, amongst others, by the principles of rigour and transparency, legality, non-discrimination and good faith, so as to generate and maintain credibility and prestige, giving all workers an increased responsibility with regard to their conduct.

Simoldes Tools seeks to follow the principles patented in the United Nations Global Compact adapting to its production reality, "an initiative planned for companies committed to aligning their operations and strategies with the ten universally accepted principles in the areas of human rights, labour, environment and the fight against corruption".





Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

**Principle 1 -** Businesses should support and respect the protection of internationally proclaimed human rights.

**Principle 2 -** Make sure they are not complicit in human rights abuses.

**Principle 3** - Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

**Principle 4 -** The elimination of all forms of forced or compulsory labour.

**Principle 5 -** The effective eradication of child labour.

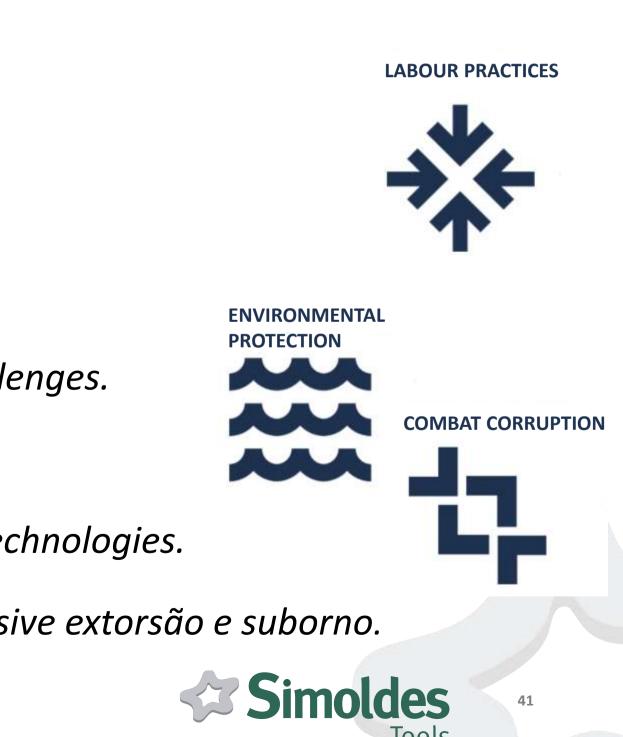
**Principle 6 -** The elimination of discrimination in employment and occupation.

**Principle 7** - Businesses should support a precautionary approach to environmental challenges.

**Principle 8** - Develop initiatives to promote greater environmental responsibility.

**Principle 9 -** Encourage the development and diffusion of environmentally sustainable technologies.

**Principle 10 -** As empresas devem combater a corrupção em todas as suas formas, inclusive extorsão e suborno.

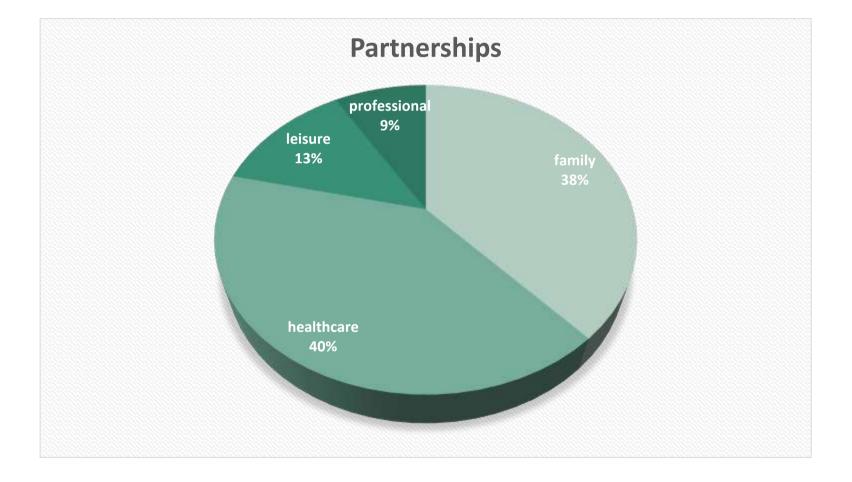


HUMAN RIGHTS



# **17 – PARTNERSHIP FOR THE GOALS**

Strengthen the means of implementation and revitalize the global partnership for sustainable development



Simoldes Tools has an increased concern for the social, promoting the day-to-day well-being of its employees, through the establishment of partnerships with the most diverse institutions in different areas of activity, namely in the promotion of health and physical and intellectual wellbeing.

The partnerships include in the healthcare health clinics, pharmacies, sector, opticians, gyms, in the family sector, hotels, inns, car dealerships and in the professional sector, language schools and universities.



# SIMOLDES TOOLS AND SUSTAINABILITY

At Simoldes Tools sustainability is lived daily and constitutes an exercise in transparency, continuous improvement and fundamental reflection for ourselves and our stakeholders. People are the most influential factor in sustainability, believing and valuing human capital guarantees sustainability for the future. We believe that Sustainability, competitiveness and innovation are strategic pillars to face future challenges, contributing to the improvement of social, ethical and environmental conditions throughout the supply chain.

