

SEA
Reel Good



Sustainability Report

Together, Today, Tomorrow,
we can build a better world

2023



Statutory Declaration

About this Report

To the best of our knowledge, this sustainability report presents an accurate overview of the company sustainability results for 2023.

Emissions Accreditation

All SEA Enterprises a.s. emissions data was assessed by our third-party assessors Carbon Footprint Ltd., Belvedere House, Basingstoke, Hampshire, UK, RG21 4HG. The emissions data contained here-in was verified as compliant to ISO 14064-3:2019 and using the methodology of the GHG Protocol Corporate and Value Chain Standard.

Health and Safety Reporting

All health and safety data was reported in accordance with the Czech Labor Code No. 262/2006.

GRI Standards

SEA Enterprises a.s. has reported in accordance with GRI Standards for the period 1 January 2023 to 31 December 2023. Our GRI Index can be found in the Appendix of this report.

Financial Reporting

Financial data was reported in accordance with the Czech Accounting Act No. 563/1991 Coll

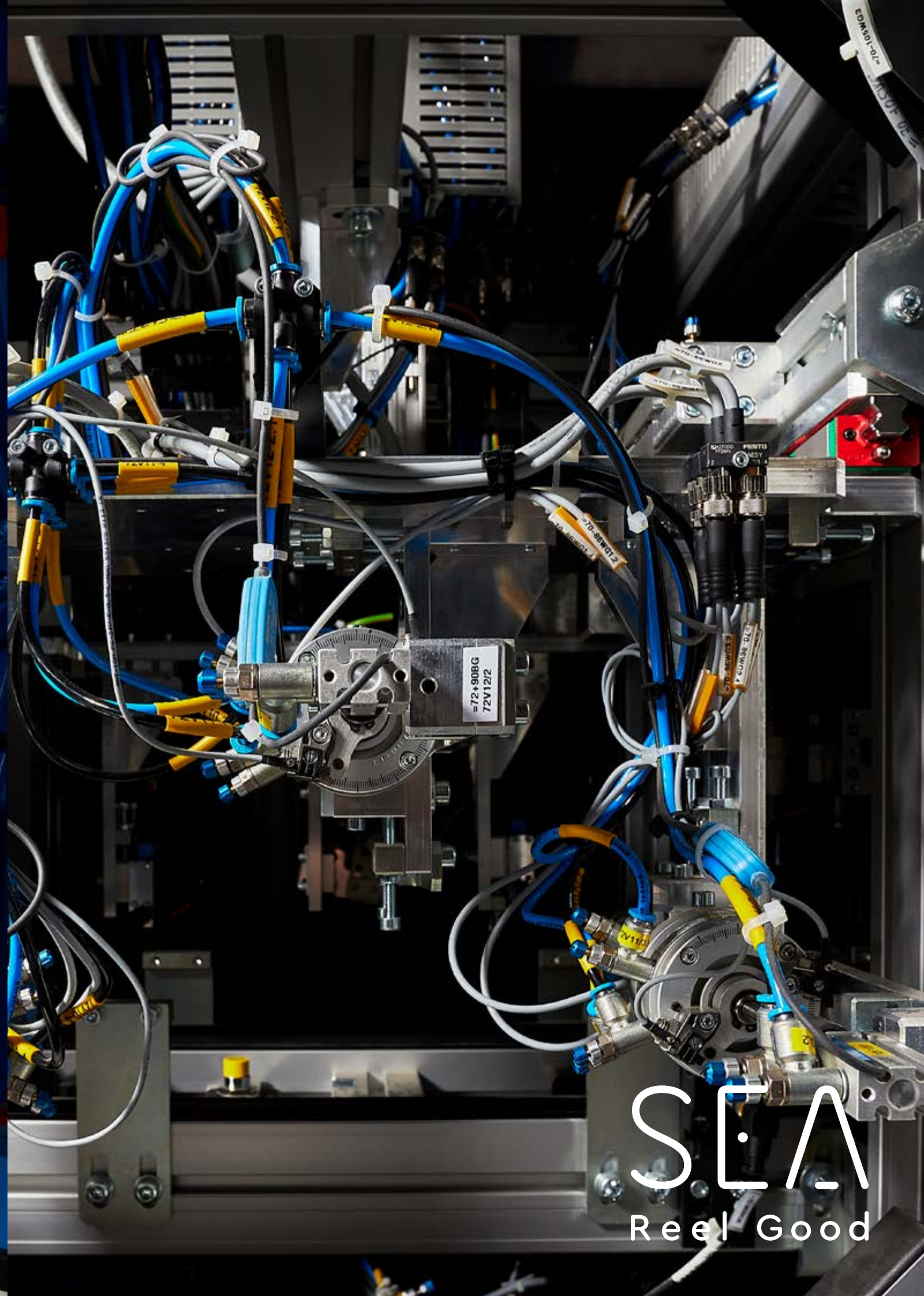


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Premium reels, hi-tech machines,
and integrated solutions.



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1 Statement from the CEO

Dear Stakeholders,

I am pleased to present to you the 2023 Sustainability Report of SEA Enterprises a.s.

This sustainability report represents a significant milestone in the development of our company SEA Enterprises a.s. being the first year a sustainability report was published by our company. The report was prepared using data assured by our third-party auditors.

Working with the support of the United Nations Global Compact using their Sustainable Development Goals (SDG), we developed a new Corporate Social Responsibility management system which includes, our new Human Rights Policy developed to clearly state the objectives applicable to our company and throughout our value chain.

We also plan to publicly disclose our emissions data on the CDP to demonstrate our commitment to transparency.

During the year SEA Enterprises a.s. has continued to expand. There have been many changes and exciting developments, not least of which was the development of a new corporate identity. During this period, to keep staff informed of developments, we have held consultation

sessions to gather feedback. We have reached out to explore cooperation with international vendors and to expand and solidify relationships with major customers, both of which have helped and encouraged us to develop our new sustainability goals and objectives. During 2024, we will follow the COP 28 statement to commit to a rapid decarbonization of our energy system to keep the 2015 Paris agreement goal of a global 1.5 °C temperature rise above pre-industrial levels within reach. This requires an acceleration of clean energy transition both from the demand and supply side, while such transformation should be orderly, just and equitable and also account for energy security.

As a company, SEA Enterprises a.s. commits to a year on year reduction of our company carbon footprint through the quantifiable monitoring and reduction of Scope 1, 2, and 3 emissions and committing to third party verification of our emission values.

Working together, we can all make a difference.



Martin Micek
Director, CEO



The background of the entire image is a close-up, underwater shot of several jellyfish. The water is a deep, clear blue, and the jellyfish are translucent with visible internal structures and fine tentacles. The lighting is soft, creating a serene and slightly ethereal atmosphere. The jellyfish are scattered throughout the frame, with some in sharp focus and others blurred in the background.

SEA is committed
to sustainability
and supports the
Net Zero initiative

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Introduction

About us

Sea is located in Chomutov, Czech Republic. We have been charting a course in the cabling industry since 1999. Our journey began with hi-tech automated machines, and by 2003, we set sail on reel production, building over 5,300 reels delivered to clients worldwide.

Innovation has always been our compass. In 2007, we launched our burst test laboratory, followed by technical inspection services in 2010. The milestones continued with the first welding/respooling line in 2012, a new administrative building and manufacturing halls in 2013 and 2014, and we added our own fleet of trucks in 2015.

SEA was a family company in 2023 a private equity fund began negotiation to buy a majority stake in the company.

At SEA, our business model is defined by our Ecosystem covering eight key elements where SEA can help optimize your value

chain. We're here to make waves in the industry, delivering unparalleled value at every step.

Our Ecosystem offers a pro-active one-stop shop of integrated services including cable handling management, state-of-the-art machines and automated systems, and first class inspections and tube testing. We are involved in all stages of manufacturing from the design and engineering of your products, through to their final delivery to your facility.

By optimising our own supply chain, we're able to bring you a premium value package bringing tangible savings to your value chain. So, whether you're looking for industrial creativity, REEL expertise like no other, or simply want to explore possibilities at SEA, our mission is to help you navigate with confidence through the waves in the industry.

Core values

Creativity

- Promote curiosity and new ideas to develop new solutions.
- Think out of the box to find effective solutions to complex issues.
- Invest in our knowledge to become experts in our field.

Collaboration

- Work in partnership with the agility to develop new ideas and rapidly solve problems.
- Listen to each other and inspire each other.
- Team is better than self; work as a team to resolve any challenges.

Responsibility

- Behave responsibly and with respect to our colleagues, clients, vendors, the community, and environment.
- Care for each other's safety every day.
- Always do the right thing in a professional and honest way.

Performance

- Deliver the best result every time.
- Always focus on quality and deliver the best products and services to clients.
- Stand out, exceed expectations.

Highlights 2023

752.48

Scope 1
2022 723.15

275.28

Emissions per
million USD

89

employees

9%

Female leaders

189.20

Scope 2
2022 201.04

53.79

Emissions per
employee

TBD

CDP score

2.68

Emissions per
Kg steel

3738.04

Scope 3

All scopes and emissions intensity KPI in tCO₂e

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Emissions targets

42% reduction in Scope 1 and 2 by 2030 and Net Zero by 2050

Net zero by 2050.

The SBTi reduction goals for an SME only include scope 1, 2 emissions. The SEA baseline year is 2023.

Scope 3 emissions from steel accounted for 3129.85 tCO₂e or 66.88% of SEA's total emissions in 2023. With the expected rise in manufacturing our orders for steel can be expected to increase.

To reduce steel emissions SEA has worked with our steel wholesalers and steel mills to define emissions coefficients to help accurately calculate steel emissions.

Understanding the type of foundry used in each steel mill is critical for SEA to try to reduce steel emissions. With this knowledge we can preferentially purchase steel from lower emissions sources using Electric Arc Furnaces (EAF) that use >75% recycled steel.

By efficiently managing our steel supply chain we will be able to bring tangible emissions reductions to our client's value chain

100% Renewable electricity by 2027

Our second highest source of emissions is Scope 1 diesel fuel used by our long-haul truck fleet accounting for 685.08 tCO₂e in 2023 equating to 14.64%. There is currently no viable alternative to using diesel for long haul transportation, however we have begun researching the potential use of alternative types of biofuel.

As a small medium enterprise (SME) our SEA SBTi targets include Scope 1 and 2 emissions. During the collection of emissions data for our 2023 baseline year, we made an inventory of our emissions and also collected detailed Scope 3 data. We purchased a license from Carbon Footprint Ltd., to use Sustrax MX software that allows us to record our scope emissions on-line and to consistently track the progress of emissions reductions. Our goal is to formally join the CDP and SBTi during 2024.



3 Sustainability

At SEA we believe that running a sustainable business is key to our future success. We are committed to continuously reduce our carbon footprint to abide by the Paris Agreement to do our part to limit a world temperature increase to 1.5°C above pre-industrial levels.

We have applied to join the United Nations Global Compact (UNGC), the world's largest sustainability initiative. We plan to commit to do business responsibly and to align our strategies and operations with the 10 principles on human rights, labour, the environment and anti-corruption.

In SEA we believe that our sustainability data must have credibility, to this end SEA is planning to join the SBTi during 2024 and to set our reduction strategy through 2030 to achieve net zero by 2050 at the latest.

SEA also believes in full disclosure of our sustainability and environmental, social, and governance (ESG) impacts. We now publish an annual sustainability report on our website. We also believe that a wider disclosure of sustainability and ESG data is good for society, and we have applied to join the CDP.

Environmental, Social, and Governance

The three pillars of ESG provide SEA with a framework to help our stakeholders understand how we manage our risks and opportunities related to ESG criteria. The CEO is ultimately responsible for ESG issues supported by the Business Development Manager/CSO, and the CFO. SEA have carried out an ESG risk assessment that also forms a part of the CDP disclosure and is publicly available.

At SEA, the ESG framework is based on a materiality matrix based on the standard GRI 3 (2021) where we mapped the 17 UNSDG based on their impacts to a) society, on the vertical axis and b) to SEA, on the horizontal axis.

4 Environmental

In this first pillar and SEA reports our environmental impacts and related risk management practices in the CDP. Reporting of our greenhouse gas emissions follows the GHG protocol and GRI framework. As mentioned above, our greenhouse gas emissions targets are in line with a science-based approach. Using these standard methods will enable SEA to bench-mark progress with our clients and other manufacturing small and medium enterprises (SME). SEA is also accredited to ISO 14001.

Environmental topics include:

- Greenhouse gas emissions
- Energy management
- Waste and spill management
- Biodiversity

Greenhouse gas emissions

GHG Scope	Emissions	Impact	Comments
Scope 1	752.48 tCO ₂ e	16.1%	Company vehicles
Scope 2	189.20 tCO ₂ e	4.0%	Purchased electricity & power
Scope 3	3738.04 tCO ₂ e	79.9%	Value chain upstream & downstream

Approach

Following the SBTi SEA commits to reduce our Scope 1 & 2 emissions by 42% by 2030 and to reach Net Zero by 2050 at the latest. We follow the GHG protocol and GRI frameworks. SEA plans to conduct an annual third-party assurance process on our emissions, this will be completed by Carbon Footprint Ltd.

Our Sustainability Policy covers the key points that make up our sustainability

strategy to meet our UN commitments to reduce emissions.

We have incorporated lifecycle assessments (LCA) from our supply chain to help us better understand and manage our Scope 3 GHG 3.1 emissions.

See the Appendix for the complete emissions inventory.

Emissions reduction

Scope 1 emissions

Light Vehicles – SEA has already begun a program to replace diesel and petrol company vehicles with fully electric vehicles. SEA has begun installing electric car charging stations in our facility.

Heavy Good Vehicles – SEA regularly modernises our truck fleet to take advantage of advances in a) fuel efficiency b) aerodynamics c) improved ergonomics and driver comfort.

Green Fuel – Long-haul truck fleets still use diesel fuel diesel. We have begun exploring alternative energy sources, and we plan to test our trucks using biofuel fuel that we hope could significantly cut our Scope 1 CO₂ emissions.

Scope 2 emissions

Electricity – We are exploring the opportunities to purchase all of our electricity supply from renewable energy sources and our goal is to source at least 20% renewable energy per year until we achieve 100% green electricity in five years.

Scope 3 emissions

Steel – SEA has mapped all the steel mills where our wholesalers buy our steel. Our supply chain has worked with our suppliers to find out verifiable emissions coefficients for each steel mill and in many cases for the individual type of steel we purchase. This has enabled SEA to produce a database allowing us to calculate the carbon footprint of each product we manufacture. The database also allows SEA to preferentially select steel from the lowest emissions suppliers who use a circular economy and use recycled steel thus cutting our product emissions and our clients emissions.

GHG Categories

3.1 Purchased goods and services

This category includes embodied emissions derived from carbon steel, stainless steel, and wire rope plus a small element of purchased water. This category is by far the largest contributor to company emissions: 3129.98 tCO₂e

3.2 Supply Chain

Our supply chain department begun researching all the steel mills that SEA use to make a list of relevant European Product Directive (EPD) for each steel product purchased. It is hoped that this list will mean that SEA is able to preferentially select steel supply and where possible from sources using recycled steel.

3.3 Fuel and energy related activities (not included in scope 1 or scope 2)

This includes all the well to tank (WTT) calculations associated with company vehicles, electricity, heat, and steam. It also includes T&D energy losses (27.79 tCO₂e). In total GHG 3.3, accounted for: 248.85 tCO₂e.

3.4 Upstream transportation and distribution

Contractor trucks are used for delivery of SEA products when all of our owned (Scope 1) trucks are delivering products. Upstream transportation and WTT accounted for 328.81 tCO₂e.

3.5 Waste generated in operation

Waste data is included in section Waste and Spill Management. Waste generated in our operations accounted for 24.92 tCO₂e.

3.6 Business travel (not included in scope 1 or scope 2)

Accounted for: 4.66 tCO₂e.

3.7 Employee commuting

This includes contractor and worker commuting and homeworking. This accounted for 0.68 tCO₂e.

3.8 External assurance

The data disclosed in this report has been assured by third party experts. Carbon Footprint Ltd., Belvedere House Basing View, Basingstoke RG21 4HG, UK. The assurance statement can be found in the Appendix.

Supply Chain

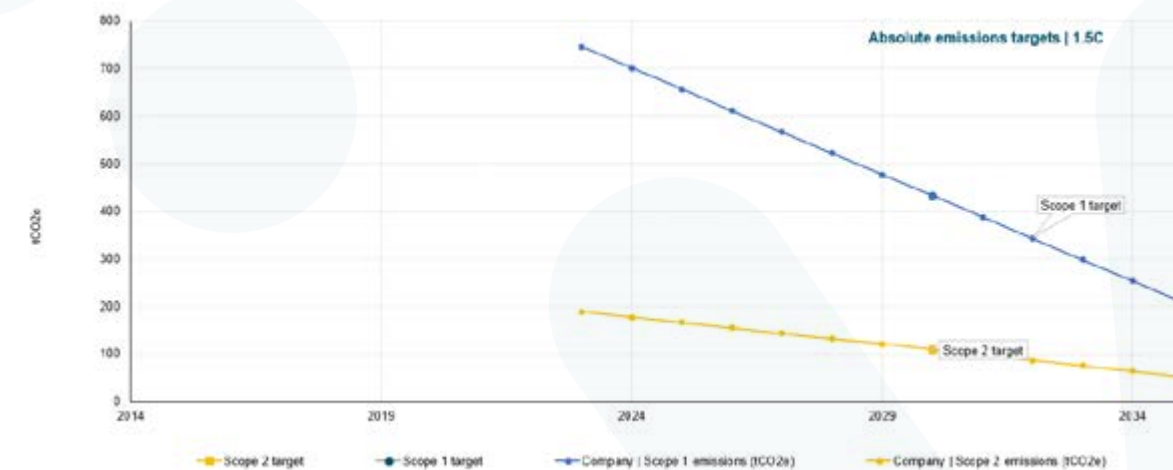
Our supply chain department are researching the steel mills that SEA use to make a list of relevant European Product Directive (EPD) for each steel mill and type of steel product purchased. This list means that SEA will be able to preferentially select steel supply in GHG category 3.1 and where possible from sources using recycled steel.

Energy management

The Scope 2 energy emissions include electricity, heat, and steam used by our facilities. Halls A, B, and Administration are co-located, Hall C is the steel fabrication facility, and it generates electricity for lighting from solar panels on the roof. Hall D is located in the nearby city of Most.

Scope 2	Emissions	% impact	Comments
Electricity	122.59 tCO ₂ e	64.8	Halls A-D
Heat & Steam	66.60 tCO ₂ e	35.2	Halls A-D

Projected emissions reduction Scope 1 and 2 (SBTi)



Waste and spill management

There were no spills of any kind at SEA facilities or those of our contractors during 2023. The chemical store has a built in bund capable of holding 125% of the volume of chemicals stored. The waste generated during 2023 can be seen in the table below.

Scope 3	% impact	% impact	Comments
Waste	24.92 tCO ₂ e	100	
Bricks	<0.01	0.47	Reused
Aggregates	<0.01	0.47	Landfill
Metal (steel)	10.55	42.3	Recycled
Metal (other)	<0.01	0.47	Recycled
Batteries	<0.01	0.47	Landfill
Glass	<0.01	0.47	Recycled
Paper	0.11	0.44	Recycled
Plastic	0.04	0.16	Recycled
Refuse (industry)	10.29	41.3	Landfill
Refuse (domestic)	3.13	12.6	Landfill
Mineral Oil	0.22	0.88	Combustion

Biodiversity

There was no construction or environmental impacts that affected biodiversity during 2023.



Running a sustainable
business is key to our
future success

5 Social

The second ESG pillar relates to SEA's relationships with our stakeholders especially our staff and their wellbeing. The core of the social pillar is health, safety, and environment (HSE). Our SEA Quality Manual provides clarity how Q and HSE are managed in our company and our HSE Policy defines how everyone in our company shall focus on their own and their co-workers health, safety and wellbeing. To this end, with staff input SEA developed our Life-Saving Rules which are made up of the ways that people are seriously injured in the manufacturing industry and potentially in SEA.

Our social discloses include metrics on topics such as:

- Health and safety
- Human rights
- Staff wellbeing
- Gender equality and equal opportunities
- Support of local community

Health & Safety

At SEA we believe in two key safety principles, do it safely or don't do it; and never short-cut, there is always time to work safely.

First and foremost, SEA is committed to providing a safe and healthy workplace for all our employees and contractors.

We strive to continually reduce workplace risk and ensure the safety of everyone working for us by leading from the top, implementing our policies and standards, investing in training, raising safety awareness, and sharing lessons learned.

Our HSE Policy states our clear position

on health and safety. SEA is accredited to ISO 45001 Occupational Health and Safety. Our HS management system states the requirements for employees, contractors, and suppliers.

KPI	Result	Comments
LTIF	5.24	per 200,000* work hours
LTI	4	152,676 work hours
AARm	0	1,165,635 Km driven

*SEA reports annual LTIF per 100 employees. The average LTI for fabricated structural metal manufacturing is 4.3 (USD L 2022) A full inventory of HSE data can be found in the Appendix.

Human rights

SEA as a member of the UN Global Compact is a signatory to the 10 guiding principles. SEA conducts business practices that are not complicit in human rights abuses and our Human Rights Policy clearly states our company position on human rights, compulsory labor, and child labor.

Staff wellbeing

As a SME SEA sponsors numerous events annually to nurture our staff and family wellbeing. Regular events include, the annual family day and BBQ, bowling, and sports events.

Gender equality and equal opportunities

SEA is an equal opportunities employer. In 2023 14% of the total workforce was female. The most balanced product line is Inspections & Testing were 44% of the workforce are female.

Support of local community

SEA is a proud corporate sponsor of our local ice hockey team Pirati Chomutov and our local basketball team BK Levharti Chomutov



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We are REEL GOOD
in meeting up

6 Governance

In the third ESG pillar we focus on how SEA is led and managed. In governance, we disclose how our stakeholders rights are viewed and respected, and what types of internal controls exist to promote transparency and accountability on the part of our leadership team. SEA has adopted a Corporate Social Responsibility (CSR) management system that provides the foundation for our business and incorporates the ten principals of the UNGC.

Key topics include:

- Responsible financial management
- Contractor and supplier management
- Anti-corruption and bribery
- Whistleblowing procedure

Responsible financial management

Income Statement

Indicators	2023	2022	2021	2020
Production	378,139	228,293	124,584	257,264
Other income	18,055	6,313	10,255	5,039
Total income	396,194	234,606	134,839	262,303
Materials, energy, services	203,616	177,889	70,611	100,092
Personnel costs	77,223	66,002	57,425	59,775
Other expenses	24,468	1,675	6,069	10,666
Change to WIP, capitalization	7,419	-50,632	-5,917	36,115
Income tax	17,363	4,090	5	8,472
Total expenses	330,089	199,024	128,193	215,120
EAT	66,105	35,582	6,646	47,183

Balance Sheet

Indicators	2023	2022	2021	2020
Assets				
Fixed assets	248,058	57,758	36,572	31,391
Inventory	145,928	65,917	13,864	9,588
Long-term receivables				
Short-term receivables	75,689	56,045	38,389	34,909
Short-term financial assets	87,214	75,514	95,627	91,031
Other assets - accruals	4,299	1,100	938	1,107
Total assets	561,188	256,334	185,390	168,026
Liabilities				
Equity	193,256	160,448	131,159	29,912
Reserves	4,941	4,947	4,877	4,877
Long-term liabilities	3,647	1,755	806	198
Short-term liabilities	354,424	74,046	34,751	17,457
Other liabilities	850	70	21	704
Minority equity	4,070	15,068	13 776	14,878
Total assets	561,188	256,334	185,390	168,026

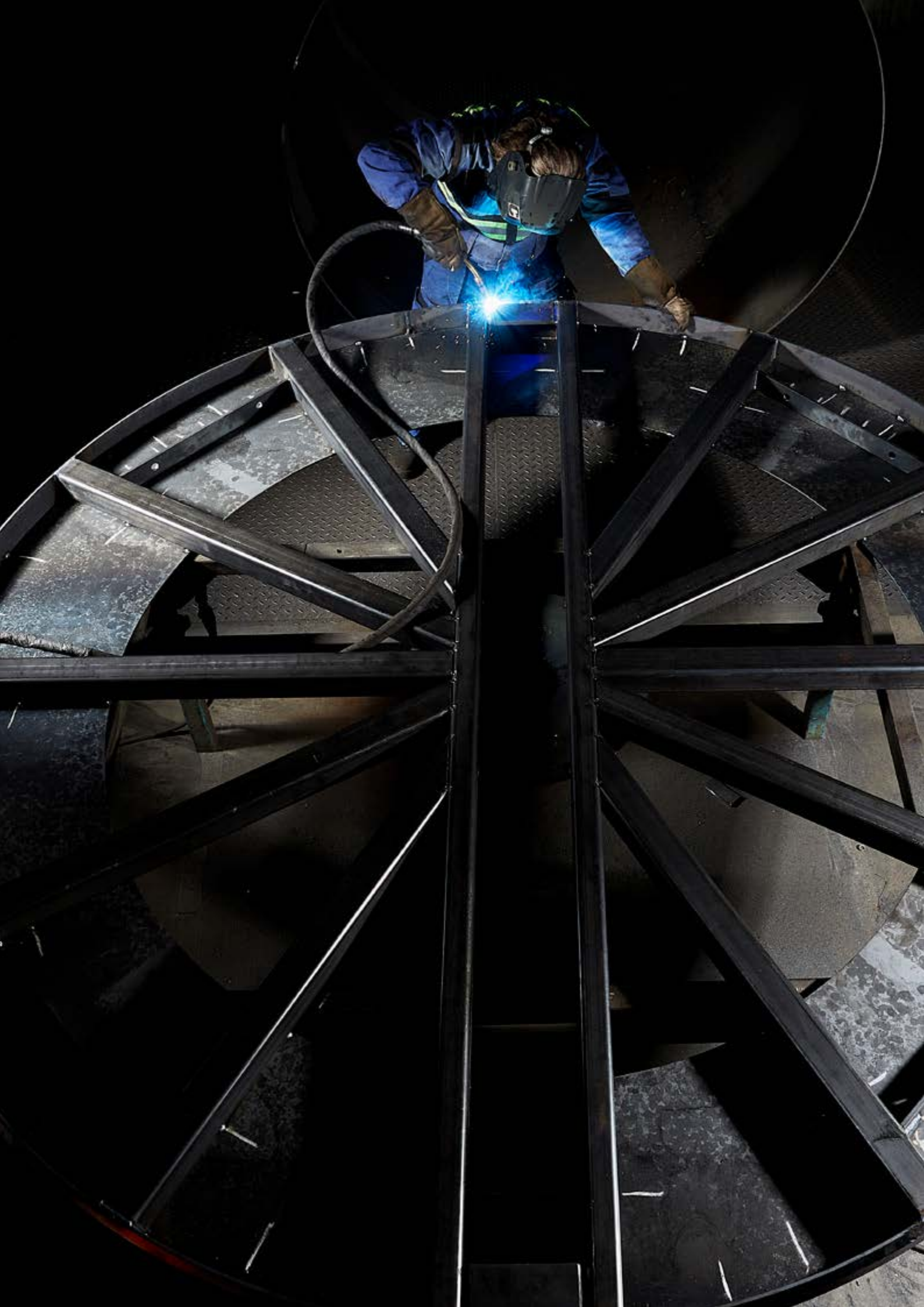
Contractor and supplier management

The SEA Contractor Management Standard determines how we manage our contractors. The standard includes a risk management matrix that among other details determines how often clients will be audited. The standard also includes a clause that sets certain minimum reporting KPI.

Anti-corruption and bribery

The SEA corporate CSR management system states our position on anti-corruption and bribery and can be found on our website.

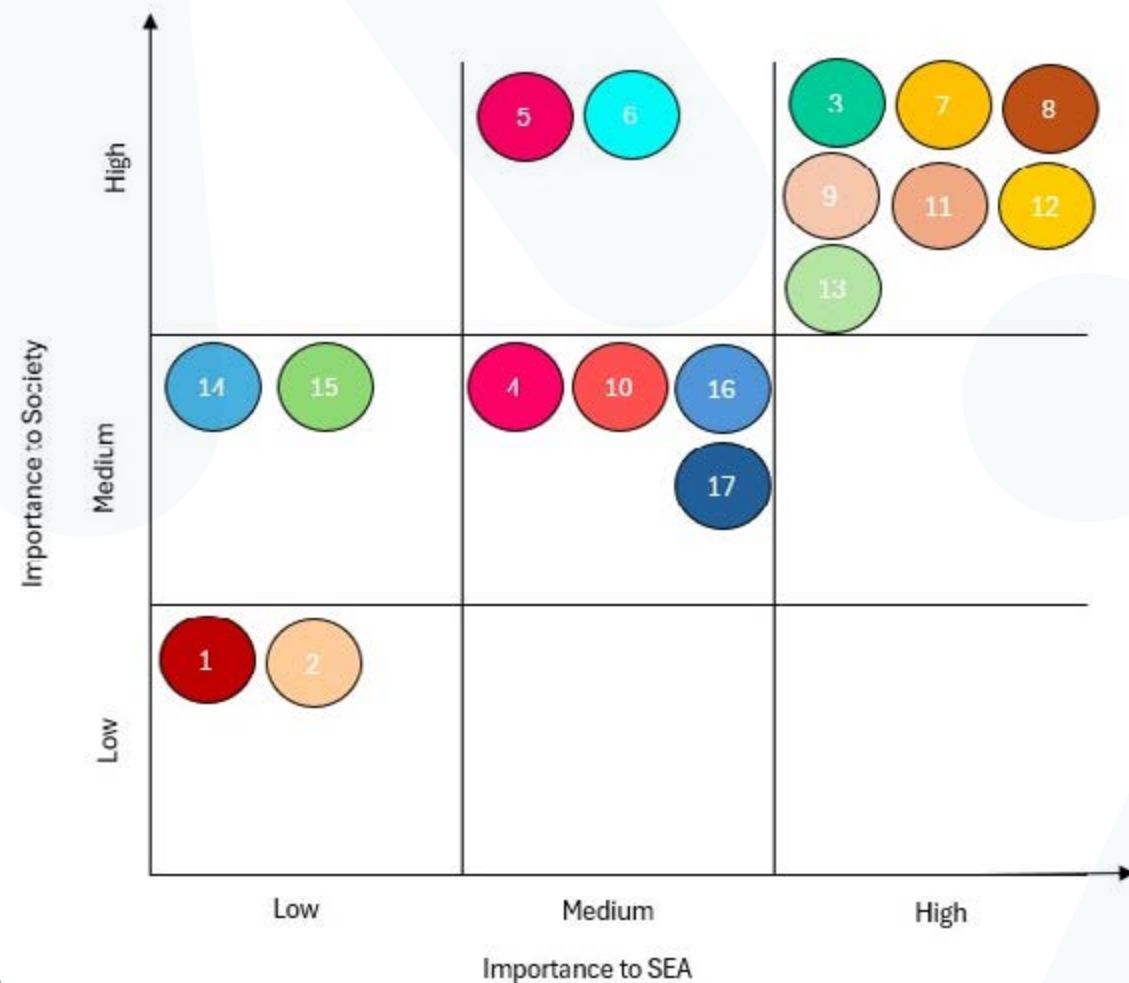
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7 Materiality

UN Sustainability Goals

SEA undergoes consultation with management and staff to develop a materiality matrix. The 2023 matrix below displays the 17 UN sustainability goal with their importance to our a) company on the horizontal axis and b) society on the vertical axis.



SEA materiality matrix 2023

UN Sustainability Goals selected as most relevant to SEA

Environment

7 AFFORDABLE AND CLEAN ENERGY



UNSDG

Renewable energy
Use of more efficient technology

SEA

We commit to sourcing electricity from renewable sources and not to invest in fossil fuel expansion. SEA uses photovoltaic cells to power lighting in Hall C manufacturing hall.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



UNSDG

Energy efficiency

SEA

We commit to sourcing electricity from renewable sources and when possible, to power our sites with self-generated electricity

11 SUSTAINABLE CITIES AND COMMUNITIES



UNSDG

Sustainable development
Sustainable transport

SEA

SEA plans to find an alternative bio-fuel. SEA is also planning to purchase electricity from renewable sources

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



UNSDG

Efficient resource management.
Waste management / reduction.
Recycling

SEA

Were possible we try to source material from sustainable sources. We are actively working with our steel suppliers to work to source as much steel as possible from recycled electric arc foundries that are significantly more environmentally efficient than traditional foundries. We continuously strive to test construction designs in such a way as to minimize the production of steel waste.

13 CLIMATE ACTION



UNSDG

Sustainable resource management
Limiting increase in global temperature

SEA

SEA commits to use SBTi targets to reduce our impact on the atmosphere by reducing the output of greenhouse gas emissions. Our goal is to reduce our CO₂e output from our benchmark results in 2023 by 42% by 2030 and to be net zero by 2050.

Governance

8 DECENT WORK AND ECONOMIC GROWTH



UNSDG

Prevention of slavery
Job creation
Ethical economic growth
Improved productivity

SEA

Development of the company will be carried out in a sustainable way. Future expansion of the business will take place in full consulting with experts to harness the green economy from design, construction, and operation. The social status and employment of staff shall conform to Czech national legislation protecting workers equally with fare and commensurate remuneration above national minimum wage requirements

Social

3 GOOD HEALTH AND WELL-BEING



UNSDG

Health and safety at work
Prevention of car crashes
Provision of health care
Reduction in smoking
Prevention of substance abuse

SEA

In 2023 SEA rolled out the Golden Rules to help workers understand the work situations where they are most at risk of being injured.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



UNSDG

Innovation
Research and development

SEA

In 2023 SEA Enterprises a.s. begin replacing some of our fleet of HGVs with more fuel efficient types. We plan to ensure that road transport journeys are conducted as efficiently as possible so that the number of vehicles that return empty is minimized.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



UNSDG

Interaction with communities and stakeholders

SEA

We have installed solar panels on the roof of Hall C manufacturing hall to provide a sustainable power supply for lights. We are actively looking at ways that we can improve insulation and sustainable power supplies to minimise the use and waste of energy. We have committed to the incorporation of sustainable power and water supply in any future capital building expansion.

11 SUSTAINABLE CITIES AND COMMUNITIES



UNSDG

Emergency response

SEA

SEA has a fully developed ERP. The chemical storage facility has a built in bunding over the site capable of holding 125% volume of storage capacity

Emissions mitigation

The company has adopted the emissions mitigation hierarchy described by the SBTi. Accordingly, SEA has set science-based emissions targets for both near and long term reductions from within our value chain. In a commitment to the UNSDG and to positively impact society beyond our value chain and add to our chances of keeping the Paris accord target of 1.5°C within reach, SEA recognises that it should also look beyond our own value chain emissions to help developing world countries mitigate carbon emissions. SEA has committed to purchase carbon credits from the Gold Standard organisation the same amount as our annual Scope 1 and 2 emissions. We also commit to not claim

emissions reductions for purchased carbon credits and to take accountability for the emissions SEA generates.

Poverty reduction
Private sector SMEs have a major role to play in determining whether the growth they create is inclusive and contributes to poverty reduction. SEA believes we can promote economic opportunities in some developing countries. We are currently in discussion with our stakeholders about the most appropriate way to reduce poverty and positively impact emissions in a developing world country.

8

Sustainable Procurement

SEA has begun to develop a Sustainable Procurement policy with key performance indicators. The policy will set out internal and external targets to help develop a sustainable supply chain and procurement.

Stakeholder Management

The approach used by the company to communicate with stakeholders has evolved steadily over time, involving various initiatives intended to make best use of the multiple channels available, such as:

- Obtain suggestions from stakeholders that might improve products and processes;
- Improving the management of reputational risk;
- Inform, educate and involve stakeholders in a manner that enables them to improve their decision making and actions, with consequent benefits for the company;
- Contribute to the development of relations with stakeholders based on trust and transparency.

Our main stakeholders include, employees, customers, society and local communities, suppliers and subcontractors, and shareholders and financial institutions. SEA

provides stakeholders with a confidential mechanism to report concerns or issues via our whistleblowing procedure.



9

Appendix

Energy Management

Energy usage is measured by location from the following sources:

- Administration, Hall A (Technical machines), and Hall B (paint shop). These are all co-located in one building.
- Hall C, reel production hall
- Hall D, wire, steel rod, and carbon fiber spooling. Located in Most.

Administration, Hall A, and Hall B, Chomutov

- Electricity and power for lighting is provided by Actherm, Tovární 5533, Chomutov
- Fresh water is provided by JSF.
- Natural gas is provided by Valcovny Tovární 629, 430 01 Chomutov 1.

Hall C, Chomutov

- Electricity is provided by Actherm.
- Power for lighting is from roof mounted solar panels.
- Fresh water is provided by JSF.

Hall D, Most

- Electricity is provided by Pražská energetika, a.s. Na Hroudě 1492/4, 100 00 Praha 10.
- Heating is provided by Severočeská teplárenská, a.s., Teplárenská 2, Most Komořany, 434 03.
- Fresh water is provided by Severočeské vodovody a kanalizace, a.s., Přítkovská 1689/14, Trnovany, 415 50 Teplice.

	2023	2022	2021
Fatalities	0	0	0
LTI	4	0	0
LWD	59	0	0
RWDC	0	0	0
MTC	0	0	0
FAC	10	2	6
LTIF ³	5,24	0,00	0,00
TRIF ^{2, 3}	5,24	0,00	0,00
Person hours	152 0676	137 529	127 200
AARm	0	0	0
Km Driven	1 165 635		

1) Includes all recordable injuries F, LTI, MTC, RWDC

2) Data is equalized by 200 000

This is representative for a company with 100 employees

Waste Management

Waste disposal is split into the following categories:

- Hazardous waste – third party company, Recovera (see below)
- Communal waste
- Paper and cardboard – recycled (open-loop)
- Plastic
- Glass
- Bulk material
- Others (sorted)
- Metal (scrap) – recycledwhistleblowing procedure

Hazardous waste is handled by Recovera Utilization of Resources a.s., Španělská 1073/10, Vinohrady, 120 00, Prague 2. Recovera is a subsidiary of Veolia.

For SEA, Recovera dispose of: paint, varnish, organic solvents, adhesives, sealants, sand blasting material, non-chlorinated mineral engine oil, gear and lubricating oil, emulsions, absorbents, filters, and oily cloths.

SEA has a composer located at Hall C used to breakdown grass and weeds from site maintenance.

Memberships and Associations

SEA is a member of the following associations:

At the end of 2023 SEA applied to join the UNGC, CDP and SBTi

For additional details see the Sustainability section of our website.

Accreditations

SEA ISO certifications are accredited by

ISO 9001:2105 TÜV SÜD Czech s.r.o.

ISO 14001:2015 TÜV SÜD Czech s.r.o.

ISO 45001:2018 TÜV SÜD Czech s.r.o.

ISO 17020:2012 Český institut pro akreditaci, o.p.s

ISO 17025:2017 Český institut pro akreditaci, o.p.s

ISO 3842-2:2005 TÜV SÜD Czech s.r.o.

Visit the Resources section of our website to view the accreditation certificates.

Contacts

Questions about this report should be addressed to:

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Business Development Manager/CSO

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GRI Document	Page	Comment
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1-3 Reporting in accordance with the GRI Standards	3	
General Disclosures GRI 2		
2-1 Name of the organisation	12	SEA Enterprises a.s.
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2-1 Location of headquarters	12	Chomutov, Czech Republic
2-1 Location of operations	12	Chomutov and Most
2-5 External assurance	46-47	
2-1 Markets served	12	
2-1 Scale of the organisation	14	
2-7 Employees	14	
2-6 Supply chain	22, 38	
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2-22 Statement on sustainability strategy	18	
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2-9 Governance structure	30-31	
2-13 Delegating authority	30	CSR Management System
2-11 Executive-level responsibility for ESG topics	18	
2-16 Consulting stakeholders ESG topics	30, 34-38	
Stakeholder engagement		
2-29 List of stakeholder groups	38	
Boundaries		
2-3 Reporting period		Calendar year 2023
2-3 Reporting cycle		Annual
2-3 Contact point regarding the report	42	
Material Topics		
3-1 Process to determine material topics	34-36	
3-2 List of material topics	34	
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GRI 205: Anti-corruption		
205-1 Operations assessed for risks related to corruption	30-31	CSR Management System
205-2 Communication and training regarding anti-corruption policies and procedures	30-31	CSR Management System
GRI 206: Anti-competitive behaviour		
206-1 Number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust		
GRI Document	Page	Comment

and monopoly legislation in which the organisation has been identified as a participant.

No legal actions

Climate change

GRI 302: Energy		
302-3 Energy intensity	14-15	
GRI 304: Biodiversity		
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	23	None
304-2 Significant impacts of activities, products and services on biodiversity	23	None
GRI 305: Emissions		
305-1 Direct (Scope 1) GHG emissions	15, 20-23	
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305-5 Reduction of GMG emissions	16	
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Carbon Footprint Verification Report For SEA Enterprises a.s.

1 January 2023 – 31 December 2023

Verifiers:

Stuart Fowler, Senior Environmental Consultant, Carbon Footprint Ltd

Report reviewed by:

Finlay Dyche-Brookes, Senior Environmental Consultant, Carbon Footprint Ltd

Authorised by:

John Buckley, Managing Director / Co-Founder Carbon Footprint Ltd

Inventory period verified:

1st January 2023 – 31st December 2023

Level of assurance:

Limited

Verification Standard:

ISO 14064-3: 2019

Methodology used for the calculation:

GHG Protocol Corporate and Value Chain Standard

Assurance being given to:

Duncan Lloyd
SEA Enterprises a.s.
Tovární 5534 430
01 Chomutov Czech Republic

Statement of verification

SEA Enterprises a.s. - Tovární 5534 - 430 01 Chomutov - Czech Republic

26 September 2024

Scope

SEA Enterprises a.s. (SEA) engaged Carbon Footprint Ltd to verify its carbon footprint assessment and supporting evidence for the period 1st January 2023 – 31st December 2023. SEA is responsible for the activity data input into the Sustrax MX software. The responsibility of Carbon Footprint Ltd is to provide a conclusion as to whether the statements made are in accordance with the Defra reporting guidelines.

Methodology

The verification was led by Stuart Fowler, Senior Environmental Consultant, Carbon Footprint Ltd. SEA used the Sustrax MX software to calculate its footprint. Carbon Footprint Ltd completed the review in accordance with the 'ISO 14064 Part 3 (2019): Greenhouse Gases: Specification with guidance for the verification and validation of greenhouse gas statements'. The work provides a limited level of assurance with respect to the GHG statements made. Carbon Footprint Ltd believes that the review of the assessment and associated evidence, coupled with this subsequent report, provides a reasonable and fair basis for our conclusion.

Scope 1

Activity	Location-based tCO ₂ e	Market-based tCO ₂ e
Fuel Use	686.05	686.05
Company owned vehicles	66.43	66.43
Scope 1 Sub Total	752.48	752.48

Scope 2

Activity	Location-based tCO ₂ e	Market-based tCO ₂ e
Consumption of purchased electricity, heat steam and cooling	189.20	166.99
Scope 2 Sub Total	231.94	189.2

Scope 3

Activity	Location-based tCO ₂ e	Market-based tCO ₂ e
3.1 Purchased goods and services	3,129.85	3129.85
3.3 Fuel and energy related activities (not included in Scope 1 or Scope 2)	248.86	248.86
3.4 Upstream transportation and distribution	328.81	328.81
3.5 Waste generated in operation	25.19	25.19
3.6 Business travel (not included in Scope 1 or Scope 2)	4.66	4.66
3.7 Employee commuting	0.68	0.68
Scope 3 Sub Total	3738.04	3738.04

Total tonnes of CO₂e

4,679.72


4,650.19

Assurance opinion

Based on the results of our verification process, Carbon Footprint Ltd provides limited assurance of the GHG emissions statement, and found no evidence that the GHG emissions statement:

- is not materially correct and is not a fair representation of the GHG emissions data and information;
- has not been prepared in accordance with the Defra reporting guidelines.

It is our opinion that SEA has established appropriate systems for the collection of quantitative data for determination of GHG emissions, assessed using the Sustrax MX carbon reporting platform and for the stated period and boundaries.


Stuart Fowler, BSc (Hons)
Senior Environmental Consultant







SEA

Reel Good

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