CORPORATE RESPONSIBILITY REPORT

	YEAR 2022	YEAR 2023
SCORE FOR SAHER AS AN EMPLOYER	9,3 /10	9,2 /10
OOO EMPLOYMENT RELATIONSHIPS	Permanent Fidex-term 95% 5%	Permanent Fidex-term 100% 0%
AVERAGE DURATION OF EMPLOYMENT	10,7 Years	10,5 _{Years}
	2 Accident in 2022	Accidents in 2023
NET SALES	EUR 4,9 mil.	EUR 4,5 mil.
AGE DISTRIBUTION	Under 30 yrs. 30–50 yrs. Over 50 yrs. 33% 50% 17%	Under 30 yrs. 30-50 yrs. Over 50 yrs. 35% 53% 12%
GENDER DISTRIBUTION	Company overall Management Men Women Men Women 78% 22% 2 1	Company overall Management Men Women Men Women 76% 24% 2 1
ACTION IN 2022–2023 TOWARDS A CARBON-NEUTRAL CIRCULAR ECONOMY	Ensuring job satisfaction among employees	An equal working community
Co.) Calculate the carbon footprint	lots of permanent CONTENT	HY AND PERSONNEL MMUNITY Community
Reduce the carbon footprint by using recycled raw materials in product manufacturing	Accident-free work community SAFE WORKING ENVIRONMENT AND	Calculating and reducing the carbon footprint PROMOTING
The factory uses 100% renewable energy	RALA compliance	A CARBON-NEUTRAL CIRCULAR ECONOMY products
☑ Considering circular ☑ economy criteria in ☑ procurement	CE-marked products	Recycled raw materials

SAHER-AIDAT^{or}