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introductory word
Dear friends,

you are opening the sixth report on social responsibility of Třinecké železárny. It is designed for you who are interested in the events in our company and our relationship to the environment.

The Corporate Social Responsibility Report (CSR) summarizes our key activities and activities in the region in the fields of economic management, social development and environmental care. We are aware of our commitment to behaving responsibly in each of these three areas. The goal of our business is to achieve profit, which is an inseparable part of ensuring long-term economic and social stability and helping to develop the region in which we operate.

So, we present you the results of our business in 2017 in three key areas – financial, social and economic. The report also sums up our other business plans and plans for future development.

We also strive to reduce the negative impacts of industrial activity on the environment and we continue to invest in the greening of production facilities. Evidence that our efforts are already producing positive fruit is achieving the historically lowest total amount of dust emissions into the air of 148 tonnes annually last year. It means that over the last four years we have managed to reduce dust emissions by more than two-thirds. Our technology today meets the strictest limits on dust and other substances emissions.

We hope that our communication through the CSR Report will be a useful source of information for you and we believe that we will continually apply the values and the corporate mission „Together for the Generations to Come“ through our activities. We want to continue to develop cooperation with all our partners, without which our business would not make sense. We intend to continue our long-standing tradition of social responsibility and we strive to improve the quality of life of the inhabitants of the region with which Třinecké železárny is firmly connected for almost 180 years.

Jan Czudek
Chairman of the Board of Directors

Česlav Marek
1st Vice-Chairman of the Board of Directors
main products of třinecké železáry

- continuously cast semis
- blooms
- slabs
- billets
- railway rails
- railway superstructure accessories
- seamless tubes
- hexagonal steel
- angles
- flat steel
- squares
- round steel in coils and bars
- wide steel
- spring steel
- steel bars
- drawn square steel
- artificial aggregate
- coke-chemical products
introduction of the company

TŘINECKÉ ŽELEZÁRNY (TŽ) is the largest Czech steelworks with the domestic capital having the greatest share of domestic steel production. Its sole owner is company MORAVIA STEEL (MS) that ranks to top ten of the most significant companies in the Central Europe. The tradition of steel production dates back to 1839.

The strategy of Třinecké železárny is a dynamic increase in the growth of the share of long products with higher added value and its control within the up- and downstream product chains. To date, Třinecké železárny has produced more than 180 million tonnes of steel. Our products have been placed on the domestic market as well as bought by customers all over the world. More than half of the annual production of high-quality steel products bearing the trademark of three hammers in a circle has been directed to customers in more than 60 countries worldwide.

Our production plants comprise the comprehensive cycle from coke production to the final hot rolled steel product. The coke-chemical production plant includes two coke-oven batteries. A part of the blast furnace coke consumption has been substituted by the pulverized coal injection (PCI) into the blast furnace hearth. Produced coke is used in the own blast furnaces together with the sinter charge prepared in two sinter plants. More than 98% of Třinec steel is produced in the BOF converter plant, on the basis of oxygen refining of iron. Produced pig iron is further processed in the BOF converter plant, which is equipped with complete ladle metallurgy and two machines for the continuous casting of blooms and billets. Steel is also produced in the EAF steel plant. Blooms, billets and ingots from steel plants form a charge for the rolling mill plants in Třinec – a rolling mill of blooms and heavy profiles, medium section mill, rolling mill of wire rod and light sections – as well as for the tube mill in Ostrava, billet mill in Kladno, and for the universal strip rolling mill in Bohumín. The main product portfolio comprises wire rod, SBQ, profiles, drawn steel, rails and railway superstructure accessories, wide steel, seamless tubes, and semis. The accompanying products resulting from metallurgical production, particularly blast furnace slag, are processed into artificial normal weight aggregate and further construction material at the secondary raw material plant. Metallurgical aggregates are recycled in the steelmaking process. The Třinec rolled products are further finalised within the product chains.

To the significant subsidiaries of Třinecké železárny that are a part of our product chain belong particularly STROJÍRNY A STAVBY TŘINEC, a.s., SLÉVÁRNY TŘINEC, a.s., ENERGETIKA TŘINEC, a.s., Řetězárně a.s., REFRA-SIL, s.r.o., VÚHŽ a.s., MATERIÁLOVÝ A METALURGICKÝ VÝZKUM s.r.o., Šroubárna Kyjov, spol. s r.o., HŽP, a.s., METALURGIA S.A., D&D Drótáru zrt., ŽDB Drátovna, a.s., IMOPRA, s.r.o.
our products in the world

1/ the cable railway, High Tatras, Slovakia
2/ the construction of the shelter of the railway station, Frankfurt am Main, Germany
3/ the construction of the exhibition hall, Hamburg, Germany
4/ the construction of the extension of the railway station, Ostrava, Czech Republic
The key business activity of our company and our mother company Moravia Steel is steel production and sales of rolled goods. Our effort is to continuously increase added value and added value of our products while reducing costs and environmental burden. Furthermore, we are interested in maintaining healthy staff. An integral part of our policy is sustainable development of our company together with the responsibility towards stakeholders, i.e. customers, suppliers and citizens in the surrounding region. We exert the principles of socially responsible behaviour in three areas – economic, social, and environmental.
Thanks to extensive modernisation and reconstruction in recent years, Třinecké železárny maintains the position of a leading European producer of long products, mainly in the field of SBQ steel production, wire rod and drawn steel. The high quality of our products is well-established in the European market, mainly in the automotive, engineering, railway and construction industries.
investment
The business plan is enclosed to technical development projects plan for 2017. Our investment projects were aimed at modernising, through environmental projects resulting from the conclusions of integrated permits, projects to cut costs as well as renew current facilities.

**Třinecké železárny invested CZK 2 679 million.**

**The most significant of them in 2017 are:**

- Modernisation and reconstruction of blooming mill
- Reconstruction of a gas cleaning facility of converter K1 a K2
- New cleaning billet mill construction
- Annealing rods furnaces construction
- New billet line
- Modernisation and reconstruction of continuous casting facility No. 1
The main role of technology is the further management and total stabilisation of the production process with an emphasis put on production efficiency which represents, for example, the reduction of costs of production together with the improvement of qualitative parameters of the manufactured semis, which is essential for strengthening our competitiveness. The implemented “Quality Plans” and “Programme of Continual Improvement” as a part of the “Quality Objectives” are tools for a guarantee of the most significant customers, eventually for the implementation of new technologies or new product. These activities are aimed at lowering or eliminating non-conformity of production and achieving maximum satisfaction in the midst of the still growing number of quality demands of customers. Close cooperation with the key customers is professionally controlled by technical “Quality Services”. 

The objective of the technological activities is to achieve the strategic aims of the company and the fullfill satisfaction of customers.
the management obligation

Within his competence, each manager is:

• ensuring sufficient human, material, and financial resources together with the possibilities of European structural funds efficiency for meeting the objectives, reviews their availability and adequacy, guarantee their effective utilisation
• adopting resolutions purely in accord with the legislation and standards in the area of quality, environmental protection, and preventing the serious accidents together with suppression of any symptoms of corruption behaviour
• ensuring that work activities are running according to safe labour principles
• leading and motivating employees to safe work

The company management expects the employees to flawlessly performance of labour and technological procedures with an active approach to continuous improvement of individuals and teamwork leading up to the fulfilment of all objectives and cost reduction at all working places.

Company management expects from leading management to:

• adherence to the Company’s Code of Conduct, prevention of corruption and respect for human rights above all
• that work activities will be carried out by safe working practices
• Developing this Policy into measurable goals

Company management expects from leading management to:

• adherence to work and technology practices with active access to continuous improvement of individual and team work, leading to goals and cost reduction at all workplaces
• Gentle handling and management of electricity, water, gas and other types of energy in all workplaces

Development of our production base, technological and the research activities are aimed at the improvement of products quality, an introduction of new products and production technologies in order to:

• fulfil current as well as future quality of delivery requirements of the customers
• reach effective utilization of raw materials, materials and energies, and reduction of their consumption
• reduce the quantity of wastes produced and increase their recycling rate
• reduce precautionarily the total production of environmental impacts to health and lives of people, environment and the property
• minimise the impacts of the serious accidents to health and lives of people, environment and the property
economic governance

Sustainability of effective management and compliance with strategic goals is very important in the area of corporate social responsible behaviour.

<table>
<thead>
<tr>
<th>Year</th>
<th>CZK mil.</th>
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<tbody>
<tr>
<td>2013</td>
<td>1 653*</td>
</tr>
<tr>
<td>2014</td>
<td>2 007*</td>
</tr>
<tr>
<td>2015</td>
<td>1 518*</td>
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<tr>
<td>2016</td>
<td>2 038*</td>
</tr>
<tr>
<td>2017</td>
<td>2 679*</td>
</tr>
</tbody>
</table>

* without subsidies
We inform regularly our customers and stakeholders via our website or annual reports about achieving the strategic purposes which encourage us to make all efforts clearly visible and verifiable moreover exemplary for other companies across various industry fields. In order to maintain the competitiveness of the steel sector, it will be necessary to push further production towards the final product and a high degree of finalisation, while reducing costs and improving product quality. It will be crucial to deliberately distribute funds between renewal and modernisation projects, technology development and environmental protection.

The steel industry is a production activity that is very demanding in terms of energy, technology and investment. In our production activity, having been very energy-intensive, technologically and cost-intensive, we have to take into account a large investment, while reducing the environmental burden. Whilst such investments do not increase labour productivity but it makes a significant contribution to improving the environment. Anyway, in spite of all obtained subsidies, we could not afford such extensive investment activity without a strong economic position as in two previous years. Although we operate our business in a very complicated business environment, as evidenced by the overcapacity on global as well as European level as well as the very strict environmental legislation of European Union that negatively affects the competitiveness of steelmakers in comparison with other world regions, we have succeeded to connect to successful financial highlights from the previous cycle. This is crucial not only for the future development of the company but also for staff satisfaction and for future partnership relations.

The favourable financial highlights achieved enable us to support pro bono activities. These are long-term and integral part of our corporate culture. The volume of funds is stated according to the previous year but is revised by the decision of the board of directors during the year. Our donation is focused mainly on education, culture, sport, healthcare, social care, and charity. With regard to education, we put great emphasis on support of technical education from pre-school education beginning. We co-operate with many non-profit organisations on the principle of mutual benefit. The example is the sheltered workshops of non-profit organisation TRIANON in Český Těšín that manufactures our disabled electronic equipment. This co-operation helps to create new employment places for handicapped citizens in our region.

<table>
<thead>
<tr>
<th>TŽ Financial Gifts</th>
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<tbody>
<tr>
<td><strong>Year</strong></td>
</tr>
<tr>
<td>2011</td>
</tr>
<tr>
<td>2012</td>
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<tr>
<td>2013</td>
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<td>2014</td>
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<td>2015</td>
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<tr>
<td>2016</td>
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<tr>
<td>2017</td>
</tr>
</tbody>
</table>

In 2017, we have organised the sixth year of the Volunteer Day, where our employees can help with charitable work in select non-profit organisations in the region.

Participation in the Volunteer Day was also attended by drawing mill in Staré Město close to Uherské Hradiště and Billet Mill in Kladno.
Our company TŘINECKÉ ŽELEZÁRNY, a. s. has a long tradition of steel-making; its basic values have been shaped and kept since its founding in 1839. Further development is associated with responsibility towards our employees, business partners, society, the regions in which our company operates, and the people who live there.
The code of conduct reflects the principles that are the foundation of our business, our activities, and the use of management tools.

we follow ethical principles and adhere to legal regulations

Ethical principles and respect for the law are the fundamental principles of our code of conduct and corporate culture.

Our company is established and exists under the laws applicable in the Czech Republic; the laws governing our activities and relations are systematically followed, recognized, respected and adhered to unconditionally and consistently.

We act and make our decisions in accordance with the principles of corporate culture, social responsibility, employee collegiality and fair trade, and also in accordance with the laws and obligations ensuing from legal regulations, decisions of public authorities and the contractual relations in which we participate.

Business partners’ conduct in accordance with the law and ethical principles is considered an unavoidable condition for our cooperation.

The compliance program, including management of business and procedural risks according to International Organization for Standardization (ISO) standards, international standards for Quality Management Systems (QMS) including IATF 16949 standard, principles of Corporate Social Responsibility (CSR) international standard SA8000 Social responsibility, is consistently enforced, its effectiveness is continuously evaluated and measures are taken to improve it.

we are a socially responsible company

We fulfil our corporate mission „Together for the Generations to Come.“

In our visions, plans and decisions, we always take into account the interests of our business partners and employees, the impact on the regions in which we operate, and the impact on their inhabitants and on the environment.

We strive to make our relations with business partners, public authorities, our employees, trade unions and the public long-established, stable and based on mutual respect and rightful trust in honest conduct.

We support the regions in which we operate and we strive to contribute to further improving the quality of life of their inhabitants.

Every year we issue a Corporate social responsibility report, which is published on our website www.trz.cz.

we respect our corporate culture

We are proud of our history which we build on through further development of company as a place with lasting values, traditions and customs.

The basic principles of our corporate culture are:

• focus on the customers, forthcoming and complete satisfaction of their needs with the highest quality products and services
• consistent fulfillment of the obligations
• good interpersonal relations based on cooperation and mutual respect
• satisfaction and motivation of employees,
• development and use of knowledge, abilities, skills and experience of employees,
• teamwork
• a high level of work ethics
• entrepreneurial spirit of good economists – technological advancement based on systematic innovation
• continuous improvement
TOGETHER FOR THE GENERATIONS TO COME

MISSION

VISION

STRATEGY

SUSTAINABLE DEVELOPMENT OF PRODUCTS AND SERVICES WHILE APPLYING THE SOCIAL RESPONSIBLE PRINCIPLES

PROGRESSIVE COMPANY BASED ON THE STEELMAKING TRADITION

Quality Through the Ages

MANAGEMENT

Partnership

Technology

Staff

Communication, sharing knowledge and experience
“Every idea we keep for ourselves is useless”
Awareness of common responsibility for the company success
“There is no whole without parts”

Client orientation
“Our customer is our partner”

Alliance mind-set based on mutual trust
“Create partner relations inside as well as outside our company”

Anticipation, innovation
“Think in advance, search and use new solutions”

Continuous improvement of processes and performance
“Always and everywhere, there is something to improve”
we respect our employees

Observance of human rights is commonplace in our company. We do not incite nor tolerate any acts of discrimination. We respect employees’ privacy rights. We condemn any form of forced or involuntary labour.

We condemn the abuse of child labour. We only employ persons who meet the conditions provided by legal regulations.
We provide specialized training for pupils of secondary vocational schools and university students at our workplaces; we do so under the contracts with these schools under special circumstances meeting the requirements of pupils and students’ age, knowledge and experience.
We do not tolerate any form of illegal work, not even with our business partners.
Procedures and conditions provided by legal regulations have always been the minimum standard in our relations with employees. This also applies to the conclusion and content of employment contracts or other labour-law contracts and agreements, length of working hours, work rest periods including breaks, setting overtime, remuneration, making wage deductions, and termination of labour-law relations.
Our employees are properly remunerated for their work, including providing extra pay for work in the afternoons, at night, on weekends and public holidays, overtime, and other bonuses. Beyond the law we provide our employees with social and other benefits.
In relation to our employees, but also in relation to public authorities, we fulfil all our statutory disclosure obligations.

We respect our employees’ rights, including the right to form unions and negotiate collectively. We respect the position of trade unions as representatives of our employees and consider them our partners in social dialogue.
We consistently communicate with our employees, including having meetings and consultations with TOP management and other senior supervisors, and informing our employees about current issues via effective means of communication.
We regularly conduct surveys of employee satisfaction and motivation.
We regularly evaluate our employees every year.

we apply a whistle-blowing policy

We enable our employees and other persons to practise whistle-blowing, make queries and complaints.
All whistle-blowing reports, queries and complaints are consistently addressed, solved and used for further improvement.
We guarantee all employees protection against any disciplinary action on account of bona fide practising whistle-blowing, making queries and complaints.
we deal with all of our business partners honestly and transparently, with respect and fairness; we expect such conduct from them. We respect the interests and needs of our business partners, unless it is contrary to legal regulations and does not cause excessive risk or harm. We are committed to create value for our business partners. With regard to our products, we implement the principle of constant improvement, increasing their added value, while reducing the burden on the environment. We practise the strategy of zero errors. We choose our suppliers with thorough care in order to maintain the quality of our products. We negotiate agreements with our suppliers regarding product quality and evaluate the fulfilment of their obligations. We ensure adequate supervision of compliance with labour and technological procedures and of solutions to potential complaints from business partners. We evaluate the satisfaction of our business partners. We want our business partners to work with us continuously or to come back to us for business. The success of our business partners is also our success. We recognize the unity of words and actions; we keep our promises. We support ethical business culture; we fulfil our duties thoroughly, fairly and honestly. We are ready to arrange an audit with our business partners in our company.
we condemn any manifestations of corruption

We adhere to zero tolerance towards offering or accepting bribes.
Our employees are strictly guided to refrain from any act of corruption; in connection with the performance of work for our company, acting on our behalf or with reference to us, no one may solicit or accept any services in exchange for granting or promising to grant any privileges, nor offer or provide such services.

we respect economic competition and intellectual property and also protect personal data

We advocate a free, honest and fair competition; we do not engage in any acts that would undermine such competition.
We avoid any conflicts of interest and situations that may cause suspicion of such conflicts.
We respect intellectual property rights and interest to protect the confidentiality of trade secrets and other confidential information, and we protect these rights and such information within the scope of legal regulations, contracts with business partners, data subjects’ consents and business ethics.

we protect the environment

Environmental protection is a fundamental part of our policy. The standard is no less than fulfilling all legislation and authorization requirements granted to us thereunder by public authorities.
In the long term and conceptually, we strive to continually reduce the impact of our activity on the environment. Old environmental burdens are removed.
To meet environmental protection principles we have set up and implement waste management systems preferring recycling, closed water systems and industrial wastewater treatment plants, chemical treatment and energy management; The priority is to gradually reduce air pollutant emissions.

we apply the code of conduct to all activities

The Code of Conduct is the fundamental basis of our company’s internal regulations, including:
• conditions of employment
• social code
• technical and organizational regulations (TOP) and related internal standards that are specified in such a way as to ensure their consistent application.

The Code of Conduct is respected and its compliance in our company is monitored and enforced.
staff satisfaction

The direct measurement of employees' satisfaction, ie the survey of employees' opinions through a questionnaire survey, is provided every two years in Třinecké železárny. The last measurement took place in October 2016, we are planning a further questionnaire survey focusing on employee engagement in the autumn of 2018.

education

The system of education has been set in the way to provide required qualification level of the employees across the whole range of professions. Education of employees is one of the factors increasing our efficiency and competitiveness of the company. The employees are educated via the external suppliers of educational services or by internal lecturers and providers of periodic training. In order to enable the wider involvement of employees as the internal lecturers, the application of the Corporate Academy, which is a technical instrument and software platform to organise and manage the internal educational activities. The Corporate Academy also serves as a platform for mutual discussion and sharing remarkable findings and experience.

In 2017, TŽ participated in the project Support of Specialist Education of Employees II, which was organized by the Czech Job Office and co-financed by ESF and the Czech state budget. Within the project, three specialized IT courses took place.

<table>
<thead>
<tr>
<th>Year</th>
<th>TŽ employees</th>
<th>Agency workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>6,145</td>
<td>431</td>
</tr>
<tr>
<td>2014</td>
<td>7,000</td>
<td>461</td>
</tr>
<tr>
<td>2015</td>
<td>7,031</td>
<td>478</td>
</tr>
<tr>
<td>2016</td>
<td>7,035</td>
<td>387</td>
</tr>
<tr>
<td>2017</td>
<td>7,155</td>
<td>206</td>
</tr>
</tbody>
</table>

The number of TŽ employees together with agency workers of the last day of the referred year
motivational programs

Motivational programs encourage employees to better performance not only in form of income but also in other ways and benefits that encourage them to better work performance together with the compensation of the negative influence of work environment. The benefits are provided above the legislative frame. Towards it, we want to motivate our employees to support our aims and objectives with the highest possible level. Following motivational elements and benefits were used in 2017.

remuneration

- bonuses – regular and extraordinary bonuses
- managers’ and foremans’ funds
- higher rates of premium pay for work in the afternoon, at night, on weekends, holidays, overtime
- rewards based on financial results achieved
- continuity bonuses

human resources development

- trainee program for university graduates
- creating conditions for professional development of selected groups of employees and career progress
- providing scholarships for students of selected study courses
- evaluation of the secondary school graduates; their meetings with the managers within the adaptation process

evaluation of employees

- awarding with the title “Employee of the Year” together with financial bonus and the prestigious award “Queen of Steel” for the best projects, significant events and representation of the company
- ceremonial act of “Farewell to Employees” who retire
- rewarding for work and life anniversaries and retirement
- rewarding the best innovators
health support

• covering the costs of medical examinations prior to employment
• covering the costs of preventive breast cancer screening and colorectal cancer check-ups
• organising of rehabilitation stays, ambulant rehabilitation care and additional rehabilitation care
• providing employees with non-alcoholic drinks in the period of extremely hot days
• providing employees with contribution catering in the amount of 55 % to one main meal plus contribution of CZK 6.3 to one hot meal
• ensuring other activities to support health (Days of Health, influenza vaccination, providing with vitamins)

other benefits

• vacation extended by 1 week
• extended range of days off with remuneration in case of personal impediment
• providing social assistance and social credits in case of very serious life situations
• providing interest-free housing promotion loans
• providing contribution for supplementary pension provision and additional pension savings
• providing contribution for private life insurance
• providing contribution for social welfare
• providing contribution for children recreation
• providing optional staff benefits
• providing curative stays for children in cooperation with the labour union
• support for kindergarten with prolonged service for employee’s children

benefits

Optional benefits are provided for all employees according to the stated rules. In 2015, the highest level of benefit provided per one employee reached CZK 3,700. Not all the employees are taking the advantage of the benefits offered.

Number of employees using Benefits

The most received benefits (% in 2017)
• Staff recreation (36%)
• Sports facilities (26%)
• Vitamin preparations (16%)
• Ice hockey season tickets (14%)

Recruitment of new employees
We have implemented many measures in this field. We mention them in this report below.
regional talent

With the aim to motivate youth for taking studies in technical courses we organise an annual social event “Regional Talent”. We reward pupils and students from regional schools for top ranking in knowledge Olympic games and for their secondary school professional activities. The main conception of the event is very simple – to capture the interest in technical courses and natural sciences, i.e. maths, physics, chemistry that not always belong to favourite subjects.

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<tbody>
<tr>
<td>School Olympic games</td>
<td>28</td>
<td>43</td>
<td>45</td>
<td>33</td>
<td>38</td>
<td>45</td>
<td>49</td>
</tr>
<tr>
<td>Secondary school professional activities</td>
<td>12</td>
<td>15</td>
<td>14</td>
<td>16</td>
<td>18</td>
<td>15</td>
<td>10</td>
</tr>
<tr>
<td>Regional talent in total</td>
<td>40</td>
<td>58</td>
<td>59</td>
<td>49</td>
<td>56</td>
<td>60</td>
<td>59</td>
</tr>
</tbody>
</table>
Handset

My mum worked in Třinecké železárny as an assistant and she can still remember one educational moment from that time.

One day she needed to arrange her own personal matter on the phone. In this moment her boss entered the office with some task “You are on the phone... I will come later...” he grunted. He was not excited that she was doing her errands during working hours. After few minutes he came back but the phone seemed to be glued to her ear. He threatened her, muttered a few words and left. Mum did not fly off the handle.

The third time the boss opened the door of the office. It was like a scene from a movie. A few steps, scissors in hands and... click!

The boss turned and left. Mum was looking, eyes glued, jaw dropped. The rest of the phone wire was swinging near the handset.

The whole department had a great fun and from that time this office was called “At Mach and Šebestová”. They had cut hand set but no fulfilled wish.

Adam Straka, 7. B, Primary School Slezská Třinec
The winner of the literary part of the competition Můj werk 2016/2017

recruitment methods at primary schools

• participation in the organization of the “Open Days” in the Secondary Technical School of Třinecké železárny and rewarding regional primary schools that have obtained the most of pupils for taking study in technical courses
• “Open Day in TŽ” for students of ninth grade and their parents
• participation in career days organised by the Labour Offices
• participation in discussions with the students of ninth grades organised by the Labour Offices
• close cooperation with the schools in border region of Slovakia (Čierne, Skalité, Svrčinovec)
• cooperation with career advisors of primary schools within the WERKTOUR project – getting acquainted with the company
• project “Můj Werk”

recruitment methods at secondary schools

• financial contribution for school supplies, sport and social activities for students in first grade of the study courses steemaker and electrician power lines in the Secondary Technical School of Třinecké železárny
• excursions and technical trainee programs with technical lectures in particular production plants (for students of secondary technical schools)
the youth and preventing discrimination

We recorded no discrimination situation during last year. In 2017 our employees had no requirements to solve discrimination issues and all the obligations complied with the Corporate Collective Agreement. There were no infringements and discrimination issues recorded by the State Authority and Regional Labour Inspectorate during their audits in the period of 2013-2017.

TŽ employs only persons over the age of 18 – there were no younger employees in TŽ during last three years. This is a prevention of child labour and hazardous employment of young people.

special preparation of secondary school students

TŽ ensures professional training at its own production plants particularly for the students of the Secondary Technical School of Třinecké řezbářy. Professional training of these young people is provided with the supervision of the authorised employees of the Secondary Technical School of Třinecké řezbářy and coaches at every production plant in TŽ and runs in a special mode in accordance with TŽ contracts with particular secondary schools, especially with the Secondary Technical School of Třinecké řezbářy.

recruitment methods at universities

- preparation and participation of TŽ in “Carreer Days” of selected Universities in the Czech Republic
- excursions for the students of the second grade and presentations of the companies in the TŽ-MS Group for easier decision making regarding study course choice
- two weeks trainee program for the students of the second grade of technical courses
- selection of scholars based on study results achieved, discussions and their financial support during the studies
- proposal of suitable topics of theses (bachelor, master, and post gradual) together with professional coaching of students during elaboration
- reward of the best thesis in co-operation with the Czech Metallurgical Society
- selection of graduates based on their evaluation and interviews for the Trainee Program for university graduates

- technical trainee programs for students of the Secondary Technical School of Třinecké řezbářy in production plants
- presentation of the companies in the TŽ-MS Group for students of selected secondary schools in the region with the aim to attract future employees or to begin the study in technical courses at universities
Třinecké železárny and region

Třinecké železárny has supported retraining in long-term too. Kvalifikační a personální agentura, o.p.s. (KaPA) is one of the organisations that we have cooperated with. Its aim is to increase the employment of the citizens in the micro region of Třinec, Český Těšín, and Jablunkov as well as knowledge and skill broadening together with retraining. The KaPA Company has organised educational training focused on financial literacy for new recruits for five years. 1554 employees have been trained in total.

The curative stays in High Tatras are organised by Třinecké železárny since 2014. Already about 750 pupils from elementary schools participated in these stays from 2014 to present. The amount of money reached CZK 4.5 million.

To support the publicly beneficial activities in non-profit organizations in the region, the company’s „Volunteer Day“ is organized since 2012; the total of 262 TŽ employees participated in helping the non-profit organizations.

Every year, Třinecké železárny organizes a popularization knowledge contest “Můj Werk” for pupils of the seventh classes of elementary schools from Mosty u Jablunkova to Hnojník. In the school year 2016/2017, the event was attended by 750 children.

During the entertaining lessons they learned a lot of interesting things about production, products, people and environmental care in Třinecké železárny. Their knowledge was then examined in the contest where they had to list, for example, which raw materials were important for the production of the metallurgy or how many employees are currently working in the factory. Additionally, pupils could get a literary job – their job was to talk to grandparents or relatives and write a story about what happened to them.

The winning class enjoyed a three-day trip to Žiar in the Tatras. (page 30,31)

všudybyl (1)

From input material to Blast Furnace to expedition at rolling mill, this is the desk and outdoor game Všudybyl. It was custom-made for Třinecké železárny and dedicated for young children in primary schools.

fire-fighters and children (2)

Our fire-fighters decided to participate in the Project „Fire-fighter CZ“ and visited several primary schools in 2017. They explained the pupils in first and second classes how to behave in case of fire or other danger.

volunteer day (3)

Thirty two employees of Třinecké železárny helped non-profit organizations in the region with cleaning, painting or gardening.

new workshop of robotics (4)

The Secondary Technical School of Třinecké železárny has opened a new workshop of robotics and automation with the support of supplier ABB. The students will have the opportunity to learn the automation procedures that are implemented in industrial companies.

chess support (5)

Last year Třinecké železárny supported chess trainings at primary schools in the region by purchasing 110 chess sets.

green spaces (6)

Třinecké železárny gave a financial donation for green spaces near astronomical observatory of Nicholas Kopernik in Třinec.
TŽ regularly monitors and evaluates human health risk and adopts measures to eliminate it. Positive results in the field of labour safety and health protection achieved in long-term, high-quality preventive care, implemented and efficient management system were rewarded by the State Authority of Labour Safety in the Czech Republic that gave us the prize Safe Company again in 2016. (valid for the next three years)
Monitoring of the situation of labour safety and health protection is an integral part of management and evaluation of labour safety and health. These activities are provided with narrow cooperation with the service supplier in the field of labour safety and health protection, the company Enviform in Třinec.

The participation of employees in solving issues regarding labour safety and health protection is carried out with the Labour Union as well. There are following Joint Supervisory Commissions:

• investigation commission for resolving and compensation of work accidents
• audit commissions for internal audits in the field of labour safety and health protection at particular workplaces
• joint evaluation meetings with the representatives of employer (representative of labour safety and health protection), staff (representative of Labour Union), and service supplier in the field of labour safety and health protection (Enviform)

With regard to labour safety and health protection we carried out following trainings:

• induction courses for new recruits in the field of labour safety and health protection
• induction courses for new recruits at workplace by supervisor

• trainings under the supervision and further testing
• regular educational trainings according to codes approved by supervisors and particular safety technician
• “Labour Safety and Health Protection Days” – consultancy and advisory events at particular production plants
• extraordinary educational trainings – based on current needs – analysis of work accidents and measures to correct the non-conformity

In 2017, a total of 22 work accidents were recorded in Třinecké železárny with lost time accident longer than 3 days related to 7 029 TŽ employees. The level of the accident rate is 0.31 per 100 employees of TŽ and year.

Work accidents solving together with non-lost time accidents is always carried out with adopted measure to prevent any recurrence of such an accident. We have implemented Corporate Investigation of non-lost time accidents with potential of serious injury together with adopting of measures in whole company.

Regarding the new activities to protect the health of employees in 2016, we can introduce the next phase of the OSH campaign to raise awareness of work safety and motivation for safe behaviour (posters, information brochures, articles in corporate newspapers).
environmental protection
Compared to 2016, there was another significant year-on-year reduction in solid pollutant emissions to the new historical low. This drop results from yearlong operation of new investments for dust catching with no restriction. Regrading sulphur dioxide, oxides of nitrogen, carbon monoxide, there was a slight increase corresponding to higher output of the sinter plant comparing to 2016 after starting the operation of the modernised and reconstructed coke-oven battery No. 11.

**Pollutants in 2017 compared to 2016**

<table>
<thead>
<tr>
<th>Year</th>
<th>Solid pollutants (t/year)</th>
<th>Sulphur dioxide (t/year)</th>
<th>Nitrogen oxides (t/year)</th>
<th>Carbon monoxide (t/year)</th>
<th>Carbon dioxide (t/year)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>185</td>
<td>2 514</td>
<td>1 596</td>
<td>65 903</td>
<td>2 586 537</td>
</tr>
<tr>
<td>2017</td>
<td>148</td>
<td>2 753</td>
<td>1 726</td>
<td>69 032</td>
<td>2 694 711</td>
</tr>
</tbody>
</table>

GHG emissions in the year 2017 amounted to 2 629 576 tonnes of carbon dioxide for TŽ in Třinec, 14 013 tonnes of carbon dioxide for operation of Tube Mill in Ostrava and 51 122 tonnes of carbon dioxide for plant Billet Mill in Kladno. The total greenhouse gas emissions from TŽ for 2017 are 2 694 711 tonnes of carbon dioxide, which represents a slight year-on-year increase due to higher production of sinter in 2017.

**Emissions per unit of production in 2017 compared to 2016**

<table>
<thead>
<tr>
<th>Year</th>
<th>Solid pollutants (kg/t of steel/year)</th>
<th>Sulphur dioxide (kg/t of steel/year)</th>
<th>Nitrogen oxides (kg/t of steel/year)</th>
<th>Carbon monoxide (kg/t of steel/year)</th>
<th>Carbon dioxide (kg/t of steel/year)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>0.07</td>
<td>0.97</td>
<td>0.61</td>
<td>25.30</td>
<td>0.99</td>
</tr>
<tr>
<td>2017</td>
<td>0.06</td>
<td>1.09</td>
<td>0.68</td>
<td>27.25</td>
<td>1.06</td>
</tr>
</tbody>
</table>
The amount of discharged industrial waste water into the Olše water course and the level of pollution of water does not show significant deviations for 2017 compared to 2016 and corresponds to long-term stabilized state of water management of TŽ. The degree of pollution of waste water reaches sustainable levels with respect to compliance with the specified limits of permitted pollution.

In the conversion of waste water production per ton of steel produced, the situation is stable compared to 2016, when the waste water production was 1.67 m³/t; in 2017, the waste water production was 1.65 m³/t.

During 2017, TŽ did not cause any emergency situation, which would result in deterioration or threat to the quality of underground or surface water.

### Pollution discharged into water flows from 2016 to 2017

<table>
<thead>
<tr>
<th>Year</th>
<th>Volume of wastewater [m³/year]</th>
<th>Undissolved substance [t/year]</th>
<th>C_{19} - C_{40} hydrocarbons [t/year]</th>
<th>Dissolved inorganic salts [t/year]</th>
<th>Chemical oxygen consumption using dichromatic method [t/year]</th>
<th>Total iron [t/year]</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>4 350 240</td>
<td>34.6</td>
<td>0.57</td>
<td>2 083</td>
<td>78.3</td>
<td>3.9</td>
</tr>
<tr>
<td>2017</td>
<td>4 171 138</td>
<td>32</td>
<td>0.66</td>
<td>2 115</td>
<td>83.1</td>
<td>3.5</td>
</tr>
</tbody>
</table>

Note: TŽ premises in Třinec

### Volume of wastewater on unit of production from 2015 to 2016

<table>
<thead>
<tr>
<th>Year</th>
<th>Volume of wastewater (m³/produced steel/year)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>1.67</td>
</tr>
<tr>
<td>2017</td>
<td>1.65</td>
</tr>
</tbody>
</table>

### WATER PROTECTION – long term development

- **Consumption of surface water (m³/year)**
- **Wastewater discharge to water flows (m³/year)**
- **Steel production (t/year)**

### Diagram

- Steel production (t/year)
- *Consumption of surface water (m³/year)*
- *Wastewater discharge to water flows (m³/year)*
In the year 2017, however, as compared to 2016, waste production increased, but in terms of longer year-to-year comparisons, 2017 may be considered as the average of the year. On the basis of the figures, the year 2017 represents a total of 132,535 t of waste, an increase of about 20% compared to 2016 (110,219 t). For waste of the category other (104,666 t) this increase is 17%, for hazardous waste (27,869 t) it is an increase of 32%.

The indicator of the amount of waste per ton of steel was 2016 - 42.3 kg / t of steel, 2017 - 52.4 kg / t of steel (an increase of 24%) in 2016.

The main reason for the year-on-year increase in the amount of „Other“ waste is the higher incidence of unprocessed slag, linings and refractory materials. Greater production of hazardous waste was caused by a further increase in the captured dust from the cleaning of the gas. A significant share of the overall increase in the amount of waste in 2017 had the construction of a new blockade. During this construction investment project approximately 8 kt of other and about 8.5 kt of hazardous waste were generated.

### Table: Waste production from 2016 to 2017

<table>
<thead>
<tr>
<th>Year</th>
<th>Steel production [kt/Year]</th>
<th>Production of waste category &quot;Other&quot; [kt/year]</th>
<th>Production of waste category &quot;Hazardous&quot; [kt/year]</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>2,605</td>
<td>89</td>
<td>21</td>
</tr>
<tr>
<td>2017</td>
<td>2,528</td>
<td>105</td>
<td>28</td>
</tr>
</tbody>
</table>

### Table: Waste production per unit of production from 2015 to 2016

<table>
<thead>
<tr>
<th>Year</th>
<th>Steel production [kt/Year]</th>
<th>Waste production per ton of produced steel category &quot;Other&quot; [t/year]</th>
<th>Waste production per ton of produced steel category &quot;Hazardous&quot; [t/year]</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>2,605</td>
<td>0.034</td>
<td>0.008</td>
</tr>
<tr>
<td>2017</td>
<td>2,528</td>
<td>0.041</td>
<td>0.011</td>
</tr>
</tbody>
</table>
packaging

Production of packaging in TŽ is due to the necessity of packing its products before their dispatch. For this reason, TŽ falls under the scope of the Packaging Act and must ensure the recovery and recovery of packaging waste. The fulfilment of this obligation is ensured by participation in the system of joint fulfilment of the obligations for the collection and recovery of packaging waste, which is ensured by the authorized packaging company EKO-KOM.

The quantity of packaging that TŽ uses to package its products is dependent on both the size of the sales and the customer’s packaging requirements.

### Packaging put on the market in 2017 compared to 2016

<table>
<thead>
<tr>
<th>Year</th>
<th>Metal Fe (t/year)</th>
<th>Plastic (t/year)</th>
<th>Wood (t/year)</th>
<th>Other (t/year)</th>
<th>Total (t/year)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>3 229</td>
<td>29</td>
<td>8 100</td>
<td>159</td>
<td>11 517</td>
</tr>
<tr>
<td>2017</td>
<td>3 223</td>
<td>39</td>
<td>7 903</td>
<td>173</td>
<td>11 339</td>
</tr>
</tbody>
</table>

#### care for nature and landscape

In 2017, we invested more than CZK 4.5 million into new planting and maintenance of existing greenery. New plantings were carried out on the premises of the coking plant at Závodní Street, at the CNG gas station and at the entrance gate of the Secondary raw material on Frýdecká Street. Attention has also been paid to plantations previously carried out. The dry trees have been replaced by new vital ones, for example in the area of the multipurpose ecological area, or at the TŽ North Gate.

Long-term activity of TŽ is to support the development of biodiversity in the area of the company and its surroundings. In 2017, nesting booths were installed on the bank of the River Olše for a heavily endangered kingfisher. The children from the Kindergarten in Třinec were also involved in the event. The regular cleaning and maintenance of nest boxes located in the TŽ area in the past also continues to contribute to the breeding of wild birds in the following period. These are booths for the critically endangered merganser or other species of birds such as white-throated dipper, peregrine falcon or great tit.

Within the Earth Day in April 2017, the company provides cleaning of the river bed and banks of the Olše watercourse and their inflows from the wastes. The event is regularly attended by students of SOŠ TŽ. In 2017, 820 kilograms of wastes were taken from the watercourse.
old environmental burdens

The redevelopment work at contaminated locations in the TŽ premises started in 2003. Out of total 24 redevelopment projects 3 objects are going to be finished. In accordance with so called environmental contract No. 185/97 concluded with the Czech Ministry of Finance and according to the Třinec-TŽ-Sanitation Project, the contractor – company UNIGEO, a. s., Ostrava – expended about 99.66% of resources from the project budget by the end of 2017. During the implementation of the redevelopment works new facts were figured out concerning the old environmental burdens beyond the subject range specification of the public tender intended for the implementation of remedial measures in the area of TŽ. The contractor, the company UNIGEO, a. s. Ostrava, worked out the realization project of the additional works in relation to the decision of the Czech Environmental Inspectorate, occurs an implementation of remedial measures in the event of the „Třinec-TŽ-Sanitation-DSP“ for the redevelopment solution of 3 localities. Towards the end of 2017, it was effectively spent almost 96.9% of the budget cost of this implementation project. Beyond the implementation of two redevelopment projects and additional construction works, the project “Třinec – TŽ – Research of the Olšše river bed and risk analysis of this new fact“ has been completed.

management of chemical substances and mixtures, REACH

The handling of chemical substances and mixtures in TŽ operations is monitored and evaluated in the framework of regular internal controls, which again proved compliance with the relevant legislation in 2017.


energy management

An effort to continually reduce energy consumption is a significant part of our policy. In practice, these principles are manifested by gradually replacing obsolete production facilities by modern facilities with a lower energy exigency and with maximum usage of the energy of steelworks by-products.

In Třinecké železárny, we have implemented an energy management system according to EN ISO 50001, which was a subject of this certification in 2016. A control audit in 2018 will not take place at the Třinec site only, but also on remote workplaces (Tube Mill in Ostrava, Steel Drawing Mill in Staré město, Billet Mill in Kladno) that were extended in 2017. As a result, the consumption of these remote workplaces was incorporated into the total specific consumption, therefore these values increased.

Gases arising in the process of coke production, hot metal and steel were energetically used in an average level of 91.4% in 2017.

Specific electricity consumption in 2017 amounted to 285.9 kWh per tonne of produced steel.

The actual energy intensity in 2017 was 20 104.6 MJ per tonne of produced steel.
environmental projects
In 2017, following environmental projects were implemented and put into operation:

- **Construction of the Hot Blas Stove #64 (iron and steel production)**
  Total costs: CZK 207.5 million
  Environmental benefits: drop of the CO emissions, more effective heating

- **Central coke transport vacuuming (iron and steel production)**
  Total costs: CZK 3.7 million
  Environmental benefits: decreasing the dust fugitive emissions

Investment costs for finished as well as ongoing environmental investment projects in 2017 amounted to CZK 189.087 million.

Other actions with a positive contribution to the environment:

**Air protection**

**Production of Iron and Steel**

Replacement of filter dusting hoses on individual sources as needed (nodes on Sinter Plant No. 1, Ladle Furnaces No. 1 and No. 2, skip pits, internal and external transport of additives, etc.).

Exchange of filter hoses at particular emission sources was done in following way:

- Sintering belt #1 and sintering belt #2 – exchange of 21 hoses in amount of CZK 7.7 thousand
- De-dusting of scraps and sinter treatment of Sinter Plant #1 – exchange of 870 sleeves in amount of CZK 563 thousand
- Sintering belt #3 and sintering belt #4 – exchange of 72 hoses in amount of CZK 27.8 thousand
- De-dusting of scraps and sinter treatment of Sinter Plant #2 – exchange of 1172 sleeves in amount of CZK 663 thousand
- Internal transport of fluxes – exchange of 24 sleeves in amount of CZK 8.824 thousand
- Skip pits and charge transport – exchange of 144 sleeves in amount of CZK 53.84 thousand

- Teeming hall of the BF #6 – exchange of 24 sleeves in amount of CZK 8.828 thousand
- Ladle furnace LF #1 – exchange of 218 sleeves in amount of CZK 132.667 thousand
- Ladle furnace LF #2 – exchange of 69 sleeves in amount of CZK 65.508 thousand
- Converter steel production – exchange of 186 sleeves in amount of CZK 44.268 thousand
- Hot metal de-sulphuring (filters at CaO silo) – exchange of 40 sleeves in amount of CZK 60.28 thousand

**Transport and Shipment**

Modernization of the locomotive Class 740.729 to Class 723.705
Savings of fuels, less emissions into the air
Costs: CZK 21.8 million (investment project)

**Heavy Section Rolling Mill**

Repair of soaking pit 24 – lining
The lining has been repaired
Costs: CZK 1.2 million

Repair of the thermal box of the new soaking pit 28.
Repaired
Costs: CZK 320 thousand

**Light Section and Wire Rod Rolling Mill**

Repair of vacuuming and exchange of filtering pockets and bag at Banfi jet
Decrease of the emission of solid particles
Costs: CZK 50 thousand

Repair of vacuuming and exchange of filtering pockets at Schlick jet
Decrease of the emissions of solid particles into the air
Costs: CZK 40 thousand

Repair of vacuuming at UCT jet line
Decrease of the emissions of solid particles into the air
Costs: CZK 30 thousand

Repair of vacuuming at CDS jet line
Decrease of the emissions of solid particles into the air
Costs: CZK 40 thousand
**protection of water**

**Light Section and Wire Rod Rolling Mill**

Repair of the floor in the workshop section of the continuous light section mill.

Tightness and avoiding the leak of the chemical matters

Costs: CZK 160 thousand

**Tube Mill**

Pickling line repair, replacement of tank No. 1 for acid, complete replacement of piping, valves and pumps.

Tightness and avoiding the leak of the chemical matters and substantial drop of the risk of accident

Costs: CZK 600 thousand

**energy savings**

**Production of Iron and Steel**

- Savings of electrical energy in amount of 952 MWh/year within the project “Modernization of marking at the CCM #1”
- Savings of electrical energy in amount of 4043 MWh/year within the project “Running control of exhaustor of the K1 gas cleaning station by the inverter”
- Savings of fuel in amount of 27 100 GJ/year within the project “Reconstruction of the gas pre-heating section for the BF #6”
- Savings of the solid fuel in amount of 70 640 GJ/year within the project “Increase of temperature of BF #6 hot blast and decrease of solid fuel consumption”
- Savings of heat and de-mineralized water in amounts of 23 556 GJ and 26 826 t/year within the project “Decrease of deluge of boiler water of the BOF boilers”

**Billet Mill**

- Savings of electrical energy in amount of 22.23 MWh/year within the project “Decrease of electrical energy consumption at illumination of the stack building #3”
- Savings of the electrical energy in amount of 43.5 MWh/year within the project “Shut down of benzene washing machines 123 A, B, C, D at pre-cleaning of fennyl ammonia waters”

**Coke-Chemical Production**

- Savings of electrical energy in amount of 20 MWh/year within the project “Installation of the recuperation unit for the inverters of drives by common circuit”
- Savings of the electrical energy in amount of 91.5 MWh/year within the project “Installation of inverter for VTO pumps at the Universal Mill Bohumín”

**Heavy Section Rolling Mill**

- Savings of electrical energy in amount of 328.95 MWh/year within the project “Adjustment of the carbon steel cooling technology by fans at the Stelmor conveyers at the Wire Rod Mill”
- Savings of the electrical energy in amount of 101.5 GJ/year within the project “Automation of switching the hydraulic of the SUND presses at the Wire Rod Mill”

**Within the investment projects in 2018, there should be implemented following projects:**

- **De-sulphuring of the Sintering Plant #1 (Production of Iron and Steel)**
  Planned costs: CZK 79.9 million
- **De-dusting of the tundish tilting station at CCM #1 (Production of Iron and Steel)**
  Planned costs: CZK 5.4 million
- **Dust catching equipment at Secondary Materials Production (Secondary Materials Production)**
  Planned costs: CZK 28.2 million
- **Filtering station at slag mill (Secondary Materials Production)**
  Planned costs: CZK 34.3 million
• Dust catching equipment (Billet Mill Kladno)
  Planned costs: CZK 12.7 million
• Re-construction and modernization of small volume waste store (Secondary Materials Production)
  Planned costs: CZK 7.0 million
• Construction of 5th section at Multipurpose Environmental Area (Secondary Materials Production)
  Planned costs: CZK 10.0 million
• Central vacuuming of Sinter Plant #1 and filling station #2 (Production of Iron and Steel)
  Planned costs: CZK 3.7 million
  Environmental benefits: decrease of the dust fugitive emissions
• Central vacuuming of Sinter Plant #2 and filling station #1, iron ore sorting station (Production of Iron and Steel)
  Planned costs: CZK 8.1 million
  Environmental benefits: decrease of the dust fugitive emissions

Other planned projects with positive influence to the environment for 2018 within particular plants:

**air protection**

**Coke Chemical Production**
Exchange of cloth filters at the PCI de-dusting station
Planned costs: as required

**Heavy Section Rolling Mill**
Repair of smokestacks #10 to 14
Planned costs: CZK 2 million
Major overhaul of soaking pit #11, repair of smokestacks and lining
Planned costs: CZK 4.5 million
Revision of filtering inserts of the jet station
Planned costs: CZK 25 thousand

**Billet Mill in Kladno**
Robotizing the hand grinding the blocks – pruning with suction and filtering equipment
Planned costs: CZK 23.1 million

**water and soil protection**

**Light Section and Wire Rod Rolling Mill**
Repair of floor in the furnace section workshop of Continuous Light Section Mill
Planned costs: CZK 160 thousand. Sealing the floor against leak of chemical matters.

**waste management**

**Secondary Materials Production**
Extension and modernization of the TŽ small volume waste store
Planned costs: CZK 7.0 million
Extension and reinforcement of free area of multipurpose environmental area for handling the secondary products
Planned costs: CZK 10.0 million

**energy savings**

**Transport and Shipment**
Modernization of the locomotive Class 740.755 to 723.708
Planned costs: CZK 21.8 million.
Decrease of fuel consumption.
concluding word

Dear friends,

the report you hold is full of examples of what the social responsibility means for Třinecké železárny. Our commitment to sustainable development is reflected in the social, economic and environmental responsibilities of society and is an integral part of our corporate culture and strategy.

I hope that this report will provide you with a comprehensive picture of our projects and activities for 2017 along with the 2018 outlook. I firmly believe that our CSR initiatives are an investment for the future of all of us.

Finally, I would like to thank all of my colleagues, customers and other partners. Thanks to you, we take care of the environment and improve the quality of life of the population in our immediate vicinity.