

# WOŹNIAK GROUP



# Wozniak Group Sustainability Report



Companies and brands belonging to the Woźniak Group



[www.fdw.pl](http://www.fdw.pl)



[www.ovotek.pl](http://www.ovotek.pl)



[www.eggsproduct.pl](http://www.eggsproduct.pl)



[www.zdrovo.pl](http://www.zdrovo.pl)



[www.zkurnika.pl](http://www.zkurnika.pl)

Data for period: 2018-2020

# TABLE OF CONTENTS

Introduction / 4

## About the Woźniak Group / 6

- 1 Who we are? / 7
- 2 What we are most proud of? / 14
- 3 Relationships with our partners / 18
- 4 Principles of responsible business in the Woźniak Group / 20

## Environment and agriculture / 22

- 1 Protection of natural resources in the supply chain / 23
- 2 Animal Welfare / 31

## Microbiological safety of egg / 40

- 1 Certificates / 42
- 2 Biosecurity / 46
- 3 Nutritional value of egg / 49

## Processing and logistics / 52

- 1 Packaging / 53
- 2 Digital transformation / 56
- 3 Logistics / 59
- 4 Sorting / 61

## Team and cooperation / 64

- 1 Working conditions / 65
- 2 Health and safety / 73

## Local communities and activities on a larger scale / 76

- 1 Industry organizations / 78
- 2 Organizations for the community / 80
- 3 Prizes and awards / 87

# Ladies and gentlemen,

From year to year, we as a society become more and more aware of the impact our food choices have on the surroundings and the environment. It is not only what we eat - whether we limit meat, eat more vegetables and fruits, but also where it comes from. Do we choose seasonal products from local producers, or is their production modern and sustainable, thanks to which they reduce the consumption of raw materials. Our choices have consequences that we, as consumers, must be aware of.

## At the Woźniak Group, we use an integrated production process.

On the one hand, it affects the maintenance of high quality, and on the other hand, each stage is supervised, thanks to which we reduce losses in both products and energy. We want production that is not indifferent to the environment, to be sustainable and carried out in accordance with the latest guidelines, while maintaining harmony and respect in our organization and communities that are close to us. That is why we focus on the most modern machinery and a fully automated production line, where the entire process takes place with respect to natural resources and prevents their waste.

## Egg is the most sustainable source of animal-based protein.

In terms of the use of natural resources, eggs and fish do not have as much carbon footprint as other components of an animal-based diet. Eggs and fish are listed by the World Resources Institute in a group of proteins with a low environmental impact along with vegetable proteins such as lentils and nuts. However, this is largely due to the entrepreneurs involved in the production of eggs. According to the International Egg Commission, the industry has reduced resource use by about 70 percent over the past 30 years. Water and energy consumption has decreased, and the quality of feed, which also comes from sustainable production, has improved. A large proportion of production waste, such as broken shells or manure, is used by other industries or farmers. Of course, there is still a lot to do in this area as well. Work is underway on the production of biogas and bio-fertilizers, the use of mulch and other agricultural waste, which, when subjected to appropriate processes, will allow the introduction of cyclicity to production and a certain closed circuit.

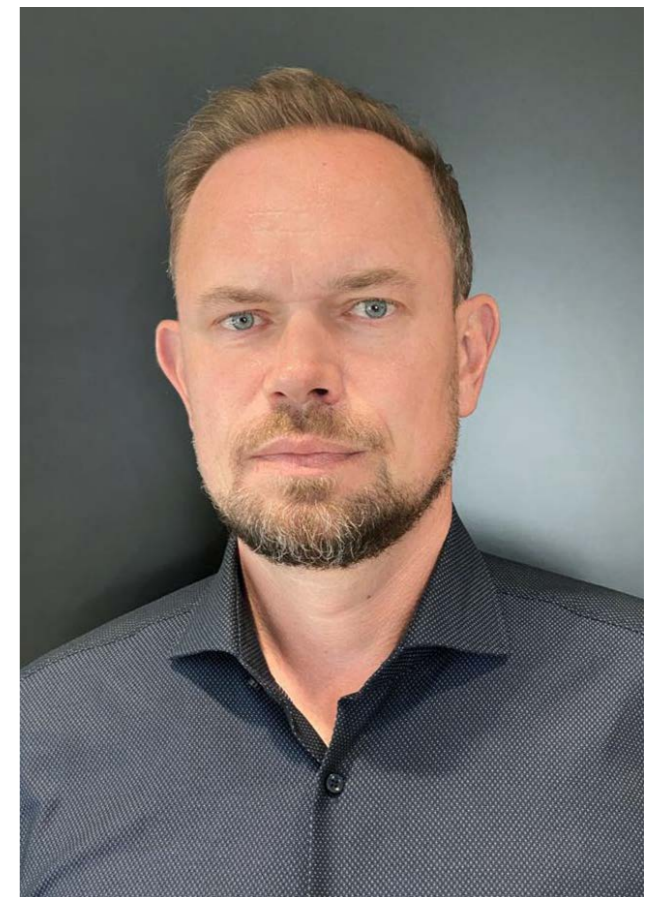
## Thanks to such solutions, eggs may in the near future reach a stage where they will positively affect the environmental balance.

Egg producers have one more important mission that they should carry on constantly. It is consumer education about the value of eggs. At the Woźniak Group, we conduct educational activities, cooperate with the media and organizations to spread knowledge about the egg, because it is a vitamin and mineral bomb. Studies have shown that protein helps lower blood pressure. In one egg we find vitamins A, E, D and K, B vitamins, especially B12, the lack of which in the human body can contribute to many neurodegenerative diseases. The egg also contains a wealth of minerals: phosphorus, potassium, sodium, calcium, iron, magnesium, copper, zinc and selenium. What's more, part of the lecithin contained in the egg is choline, which is essential in the regeneration of the liver and stimulates brain development. Eating just two eggs a day completely covers the need for this substance.

## Jedzmy jaja!

Yours faithfully

**Adam Woźniak**  
President of the Woźniak Group



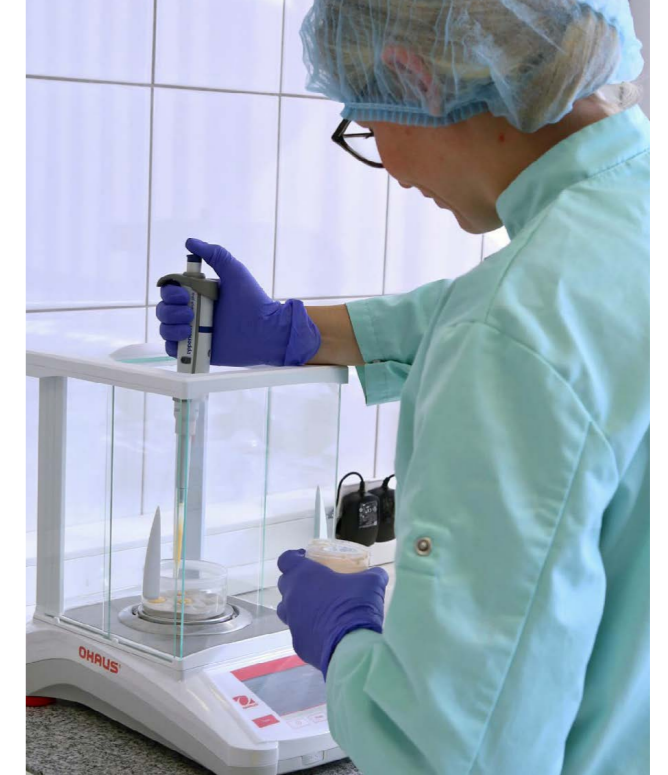
# About the Woźniak Group



Who we are?



**We are one of the largest producers of table eggs and egg products in Europe, operating for over 30 years.**



High production potential, stable market position and reliable deliveries are the nature of our brand. This wide range of integrated activities makes us a reliable business partner.

Our market is focused on consumers and their needs, they inspire us and set the

directions of our activities. Modern business should be organic, open and remember that ultimately it is people who decide. Therefore, our priority is to provide high-quality products and to optimize the manufacturing process while respecting natural resources. We strive for perfection and continuous development, constantly introducing innovative solutions so that cooperation with our clients is effective.

Since 1986, we have been working to support the Polish economy and contribute to its growth. As a producer of table eggs with thirty years of experience and developed know-how, we are experts in our field. Our knowledge and experience position us as a reliable business partner on the Polish and foreign market.





# Woźniak Group in numbers



**10 000 000**  
is the volume of eggs that we are able to produce per day



**>30**  
is the number of countries we cooperate with globally



**36 000**  
eggs per hour are wrapped in packets thanks to our automated system



**250 000**  
tons of feed are eaten by our laying hens each year

**115**  
The number of production halls (henhouses) located in western and central Poland



**2 000**  
the number of employees employed in the Woźniak Group



**400**  
ciężarówek dziennie dostarcza nasze produkty do klientów

# Brands of the Woźniak Group



Production and distribution of table and industrial eggs.

[www.fdw.pl](http://www.fdw.pl)



The brand of table eggs from Fermy Woźniak is available in large retail chains.

[www.zdrovo.pl](http://www.zdrovo.pl)



Production and distribution of table eggs.

[www.ovotek.pl](http://www.ovotek.pl)



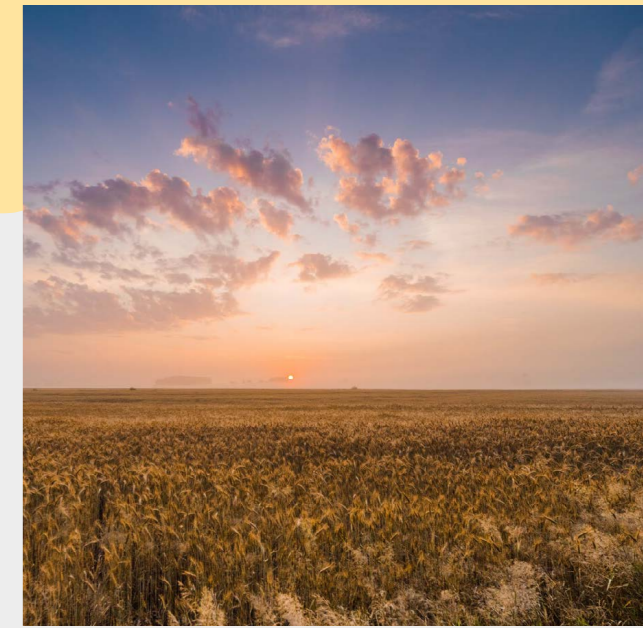
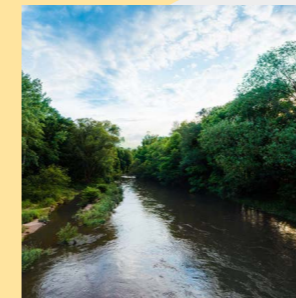
The brand of table eggs from Ovotek is available in large retail chains.

[www.zkurnika.pl](http://www.zkurnika.pl)



Processed egg products: powders and liquids.

[www.eggproduct.pl](http://www.eggproduct.pl)



## Were to find us?

- |                   |                      |               |                 |
|-------------------|----------------------|---------------|-----------------|
| 1. Żylice         | 7. Ząbkowice Śląskie | 13. Barłóżnia | 19. Bałdrzychów |
| 2. Wąsosz         | 8. Lasocice          | 14. Ruchocice | 20. Chropy      |
| 3. Rogów Sobócki  | 9. Wołów             | 15. Wioska    | 21. Bielany     |
| 4. Kleczew        | 10. Bobrzany         | 16. Jabłonna  | 22. Gądków      |
| 5. Wrocław        | 11. Miedzichowo      | 17. Kąkolewo  |                 |
| 6. Rogów Legnicki | 12. Duszniki         | 18. Adamowo   |                 |

# What we are most proud of



## Integrated process

We believe that only an integrated production process can allow us to offer the highest quality of our products to consumers and business partners. That is why we supervise each stage.



### 1. PURCHASE OF GRAIN

We pay a lot of attention to the type and species of grain purchased. It is the most valuable ingredient that has a significant impact on the diet of our hens and the excellent taste of eggs. Our feed is characterized by the high quality of raw

materials that we use for their production, which translates into the excellent taste of our eggs.



## 2. GRAIN STORAGE (ELEVATORS)

We control the storage of grains and the mixing of feed, because it is an important link that brings us closer to obtaining the perfect taste of egg.

## 3. FEED MIXING ROOM

Our feed factory is one of the most modern in Poland. A fully automated production line with a capacity of 72 tons of feed per hour gives us the status of one of the largest operators in the country. The mixing plant operates on the basis of a quality management system based on the principles of GHP / GMP and the HACCP system. The feed mixing center is equipped with two laboratories where the purchased grains are regularly inspected.

## 4. PARENT FLOCKS

We have our own parent flocks.

## 5. HATCHERIES

Our integrated production process also includes hatcheries.

## 6. GROWING HOUSES

Thanks to a professional zoo-technical service, a full cycle of vaccinations, constant control and the care of veterinarians, we guarantee high health status and productivity of herds.

## 7. POULTRY FARMS

Our farms are equipped with top-class

equipment from companies such as BIG DUTCHMAN and SPECHT. The production halls have an automatic system for transferring eggs by anacondas to central tanks, where MOBA devices pack them into reusable plastic transport cartridges.

## 8. PAKING ROOMS

Efficient sorting of eggs according to size and quality takes place in the sorting plant, using fully automatic OMNIA sorting machines. Damaged eggs are mechanically trapped and removed. The whole process, from the moment the hen lays the eggs, until it is packed, takes place without human hands.

## 9. TABLE EGGS AND INDUSTRIAL EGGS

The entire process ends with the receipt of an egg for consumption or industry, which will be used to make dry or liquid egg products



# EGGIDA

It is a unique, proprietary system created and implemented only as part of the business activities of Fermy Drobiu Woźniak and entities associated with us.



EGGiDA is a guarantee of the highest quality and the safety of our product offer, ensuring above-standard protection of the company in the field of microbiological protection of table eggs.

This system is based on the performance of additional preventive and control measures not required by regulatory bodies (including laboratory tests) to ensure maximum product safety.

The main assumption of the EGGiDA system is to operate in accordance with the internal quality management structure developed individually for each participant of the EGGiDA system. This ensures internal control over key processes and the highest quality of table eggs. The solution is to meet the requirements of the EGGiDA system, which imposes above-standard conditions in the supervision of the implemented processes (from feed production, through hatchery,

poultry rearing, egg sorting and transport). In addition, eggs are subject to systematic and independent tests in accordance with precisely developed schedules of laboratory tests developed by specialists in the field of quality management, based on the latest knowledge and many years of experience.



# Relationships with our partners



**We believe in partnership, which is why as our partners we count:**



**Employees**



**Suppliers**



**Local communities and social organizations**



**Certification control organizations**



**External laboratories**



**Industry organizations**



**Authorities**



**B2B buyers and retail chains**



**Retail customers**



**Cooperating entities**

# Principles of responsible business in the Woźniak Group



## Every day we take care of:



### 1. Natural resources and agriculture

We take of the fruit and fat of the land which is why we do everything to ensure that our production has as little impact on it as possible:

- We manufacture according to the highest standards confirmed by certificates.
- From year to year, we reduce the use of energy and prevent waste of natural resources.
- We improve our logistics and transport process to make it as less harmful to the environment as possible.



### 3. Integrated process of the Woźniak Group

We are particularly proud of the unique, integrated production process developed over the years. It is based on a closed cycle, thanks to which we control every stage of production:

- od stad rodzicielskich, wylęgarnię i odchów niosek,
- through manufacturing high-quality feed,
- to packing and transporting eggs.

Thanks to this, our products are of the highest quality.



### 2. Processing and supply chain

We counteract the unjustified use of natural resources, both in production and in transport:

- Our production is carried out in such a way as to recover, process and reuse where possible.
- The production and packaging process of products is automated, thanks to the use of the latest technologies.
- We constantly optimize and improve the supply chain so that the goods are delivered in the shortest possible time and fully loaded.
- Packaging used in transport is reduced to collective form and used several times.



### 4. Local communities and activities on a larger scale

We are aware of our scale and the responsibility it entails, which is why we have been operating in the social sphere for many years. Thanks to our commitment and educational mission, we can contribute to raising awareness of healthy and conscious nutrition.

- We are willing to undertake various social activities
- We work with entities whose goal is to consciously improve the quality of life
- We engage in local, national and international activities.



# Environment and agriculture

## Protection of natural resources in the supply chain



# Natural resources

Climate change is happening before our very eyes. Strong winds and storms, temperature differences, floods, droughts, increasingly warmer winters, lack of snow are all caused by processes that we must stop as soon as possible. For over 50 years, scientists have been warning against excessive carbon dioxide emissions, the production of plastics, the exploitation of natural resources and water. All this translates into the image of the world in which we live today and in which we will be forced to function in a dozen or several dozen years.

Of course, this requires system regulations, but as producers, as well as consumers, we can make our everyday choices and actions more environmentally friendly.

Poland is the third largest emitter of carbon dioxide in Europe after Germany and Great Britain. These data are frightening, but should also motivate to action.

At the Woźniak Group, we have been modernizing our production for many years in such a way as to make it as sustainable as possible. From year to year, we have been reducing the amount of energy used, waste paper and plastics and, above all, waste of water, because the increasingly longer droughts cause that its resources in Poland are shrinking at an alarming rate.

**70%**

of the world's annual water consumption is consumed in the agricultural sector.

**Therefore, as the largest producer of table eggs in Poland, we have implemented a series of policies limiting the use of natural resources within our organization. In addition, we only work with trusted contractors and pay special attention to the impact of their activities on the environment.**

# Water

90% of water in the Woźniak Group comes from our own intakes - deep wells. It is mainly used for watering hens, and secondly in the egg processing plant.

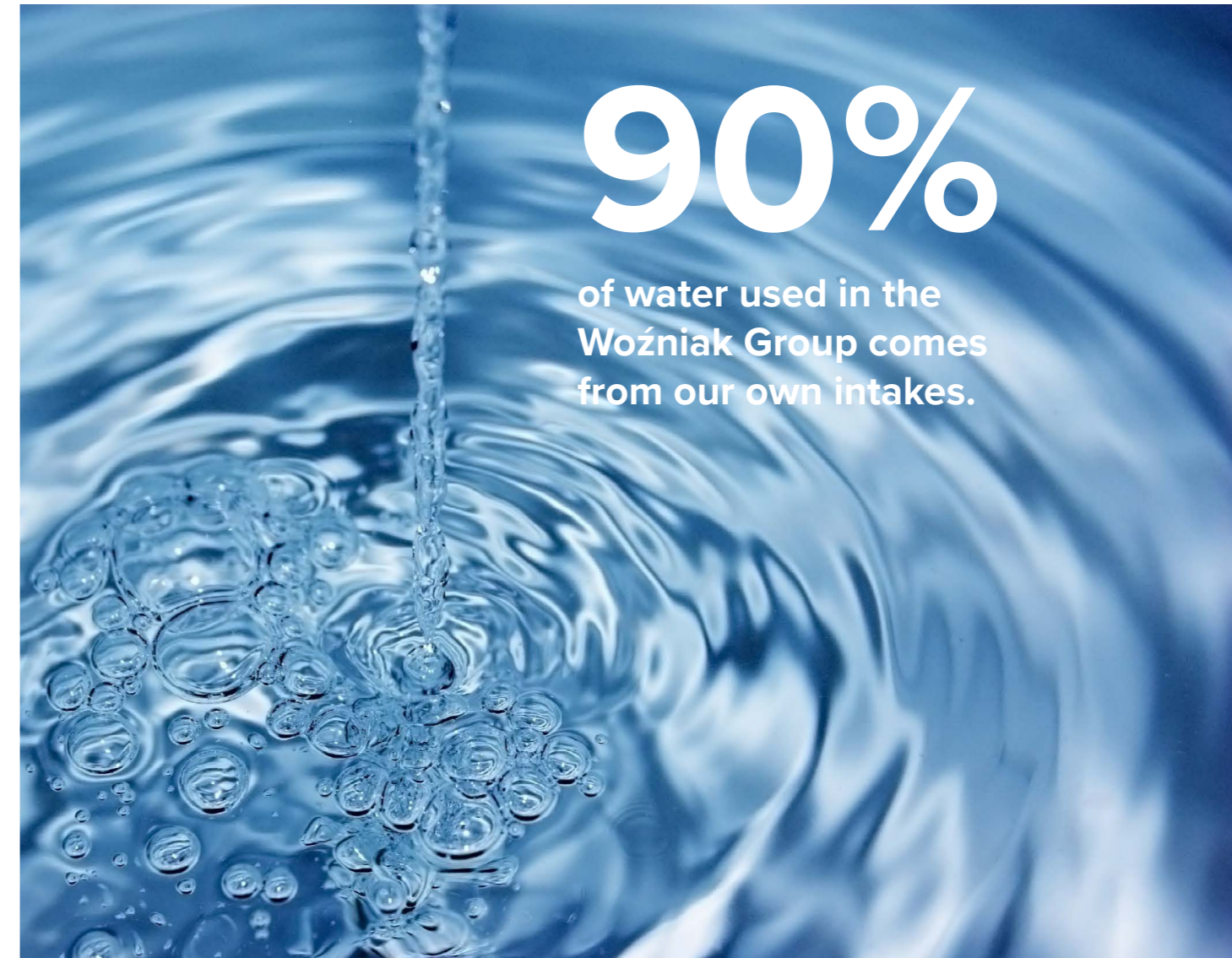
In order to reduce water consumption, daily, quantitative monitoring is carried out, and the measurements are recorded in the register. In addition, in accordance with the IPPC Directive, the Woźniak Group uses the best available techniques (BAT-Best available technology) by e.g. installing drip drinkers in poultry houses or using the

CIP (Cleaning in Place) method in cleaning production installations (e.g. egg processing plants). This is the way in which devices are completely cleaned without having to disassemble them. CIP cleaning takes place in a closed system, in which a recirculated cleaning solution is used, which also rinses and disinfects the installation.

As our measurements show, from year to year, we manage to reduce the level of water used, despite the constantly increasing production.

**90%**

of water used in the Woźniak Group comes from our own intakes.



# Wayter at Eggs Product

In the Eggs Product company, which deals with the processing of eggs, a number of changes have been made to reduce water consumption, including:

- Cleaning of devices in the plant applies the CIP system according to the program. It is a method of automatically cleaning the inner surfaces of pipes, process equipment and other components without having to disassemble them. This system saves time, water and reduces the use of chemicals. The dosing of cleaning agents is done automatically, in accordance with the recommendations of the manufacturer of the devices. The rinsing water is recovered and used twice.
- Washbasin faucets are equipped with aerators that aerate the water, reducing its consumption and saving electricity. The smaller amount of water to be heated, the lower the cost of using the gas furnace, it also reduces the amount of waste water. Moreover, washbasin faucets in production halls are touchless. In addition to convenient use and hygienic cleanliness, their use allows you to reduce water flow by up to 50% compared to traditional faucets.
- The lances for surface washing and rinsing are equipped with nozzles that allow the water stream to be condensed in an appropriate manner, which facilitates the cleaning process. As a result, it allows for significant water savings. In this way, we optimize the costs of chemicals, water and labor.



## Energy

At the Woźniak Group, we attach great importance to energy efficiency. Wherever possible, we modernize and replace energy sources that consume less power. We carry out frequent technical inspections of devices and constantly monitor the level of energy used.

We have introduced a reduction in energy consumption by optimizing the ventilation system of facilities intended for hen breeding. When designing new installations or modernizing existing ones, the company places great emphasis on the best available techniques. Bearing in mind that every kW saved equals a cleaner environment. Since 2020, we have been using energy-saving light bulbs - this is a huge investment that has further improved the quality of lighting.



**4,5%**

the percent by which we have reduced our energy consumption over the last year (2018-2019)

## Energy at Eggs Product

In order to save energy, Eggs Product has modernized and restructured the solutions so that they are as energy-efficient as possible, e.g.:

- LED lighting has been installed throughout the plant, which allows for savings in energy consumption. It is safe lighting with a long guarantee of trouble-free operation. LED lamps retain unchanged parameters for a long period of use.
  - Roof skylights were installed in the production halls. They allow to bring more natural light into the interior, thus ensuring optimal lighting conditions.
  - Energy-saving machines have been installed in the production halls. These devices are equipped with IE3 motors that operate at the highest level of efficiency. The parameters are described in the standard IEC 60034-30-1: 2014. The use of these devices complies with the legal regulations introduced by the European Union.
  - As part of the project, which aims to save electricity, monitoring of its consumption was introduced throughout the plant, which allows:
    - analysis of the costs of electricity consumption by individual devices in the network and detection of the most energy-consuming devices, which can be quickly eliminated and consequently reduce energy costs, control of the actual power demand
    - control of energy parameters supplied by the supplier,
    - monitoring the quality of electricity
- in the plant network,
    - determination of the causes of faults and failures,
    - indication of the device causing the disturbance to the network,
    - recording of network frequency deviation,
    - determination of the power factor and the possibility of its compensation,
    - motion sensor switches have been installed in the main production corridors to control the operation of lighting systems,
    - air conditioners are used only as needed.

## Waste paper and plastic



57%

so much decreased the amount of waste paper (2015-2020)

75%

so much decreased the amount of waste plastic (2015-2020)

In the Woźniak Group, in the last five years (2015-2020), despite the growing production, we have significantly reduced the amount of generated waste by changing single-use packaging to reusable packaging, which we use when transporting eggs inside the Woźniak Group and to the processing plant. We also purchased raw materials for the production of packaging in bulk or collectively, so as not to generate unnecessary waste. Over the last 5 years, the amount of generated paper and cardboard waste has decreased by 57%, while the amount of plastics by as much as 75%.

## Egg shells

**As part of our production, we try to reuse as much waste as possible in the spirit of zero waste.**

Broken eggs produced during the sorting or packaging process are directed to the industry dealing with the production of cat and dog food, because they are a natural source of easily digestible calcium.

## Manure

Poultry manure is a very valuable organic fertilizer. It can be used to fertilize farmland or used by a special department of agricultural production to produce mulch for mushroom cultivation. It is also used in such areas as biogas production, composting, thermal transformation.

The manure from the poultry house is removed on an ongoing basis with a belt system, thanks to which we obtain the so-called fresh manure. A big advantage of using such a method is a significant reduction in

ammonia emissions throughout the house, which also solves the problem of mite accumulation. Lowering the level of ammonia reduces the negative impact on the natural environment and improves the living conditions of birds. Poultry manure removed regularly does not cause odor nuisance, as there are no decay processes responsible for the characteristic smell.



**The manure produced on the farms is transferred for agricultural use in accordance with the provisions of the Act on fertilizers and fertilization.**

# Animal welfare





# Only a happy hen lays egg!

Fermy Drobiu Woźniak have been producing eggs for 30 years, maintaining the leading position in this area. It wouldn't be possible without appropriate rearing of laying hens with respect for their welfare.

We are obliged to the market, stakeholders and society to conduct our business at the highest possible level, in accordance with the adopted regulations, and even influencing the positive changes that are taking place in our industry. We believe that ethics and humanity should stand at the core of all activities. Animals are living creatures that are reached by external stimuli, feel emotions and, most of all, need to feel safe. Every day we observe the behavior of hens, meet their needs and provide the best living conditions. Healthy hens in a healthy house lay more eggs, which translates into production. It is also a safety pillar for: company, employees, markets and society.



In order to achieve welfare for chickens, a number of requirements need to be met throughout the egg production chain:

- providing adequate spaces,
- ensuring proper care and treatment of animals,
- preventing diseases, injuries and, if necessary, ensuring quick diagnosis and treatment,
- provide fresh water and food,
- providing a place to rest,
- ensuring appropriate microclimatic conditions in the facility.

The duties of the breeding staff include:

- daily inspection of each henhouse,
- checking hens' access to water and feed,
- checking the operation of the temperature recorder and fans in henhouses.

**Healthy chickens and their good laying is the result of good welfare.**



# Breeding methods

There are four methods of rearing laying hens in Poland. The dominant model is cage farming, whose market share is over 80%, barn is about 11%, free range is less than 4%, and organic farming is below 1%. The rearing method translates into markings appearing on the eggshell:

- **0** – means that the egg comes from an organic farm, from a free-range hen. According to the regulations, there can be no more than six birds per square meter of the house. The animals must be fed with organic feed.
- **1** – means that the eggs were laid by free-range hens. They can leave the house where they have room for perch and bedding.
- **2** – the hens are kept in the hen house, they cannot go out into the fresh air. However, they can move freely around the hen house, they are not kept in cages but in multi-level aviaries. At least a third of the house is covered with bedding.
- **3** – means that the egg has been laid by a cage hen.

There is the most heated discussion around the „threes”. Animal rights activists appeal to producers to give up this breeding method and to consumers to choose eggs marked 2, 1 or 0. It is worth noting, however, that the welfare directive of 1999 established new technical parameters, providing hens with a much larger usable area of the cage, conditions for nesting, burying, watering and feeding. The European Commission gave egg producers until 2012 to implement changes. After that date, the eggs produced under the old cage system could not be traded commercially.

In the Woźniak Group, every hen, whether in a cage or barn system, lives with respect for its welfare - it has constant access to the highest quality food, clean water, uses sand baths, it is warm - and can lay eggs freely. It is worth noting that laying eggs is a reproductive function and when it feels threatened, the hen stops producing them. Under optimal conditions, when it is not exposed to attacks by wild animals or parasites, it should lay one egg a day.

Free range, currently considered the best method of rearing in terms of hens welfare, has serious consequences. On the one hand, it requires huge, free areas for farming, and on the other hand, it leads to the degradation of the environment, because the hen is a burrowing animal and with its interference, each area becomes deserted, especially when hundreds of them meet in one space.

According to independent research centers, including the American CAST, there are no differences between the values of caged and free-range eggs. On the other hand, the Polish Smog Alarm tested eggs from free-range hens and reported that the hens that moved freely around the yard and found food there lay eggs with an increased content of heavy metals and dioxins. The high concentration of dioxins is extremely dangerous because it has a huge impact on the brain development, immune, endocrine and reproductive systems and increases susceptibility to cancer.

# Modernization of henhouses



# 40%

Drobie Woźniak is an aviary, i.e. barn farming system.

The modernization of the henhouses began in the Woźniak Group in 2012. Until then, we were a producer of cage eggs. However, responding to the changing needs of the market, knowing the latest results of the survey, we decided to invest multi-million zlotys in changing the method of cage farming to barn farming. These investments entail enormous costs, which we only finance from our own resources, therefore the change took place in stages and today we can boast that we produce up to 1 million eggs in aviaries in relation to 8-10 million production. However, we do not stop there and plan to increase this number in the coming years.





## Feed

The feed that we provide our hens with comes from specially selected raw materials. Its high health quality is confirmed by laboratory tests. The food of the laying hens also affects the taste and quality of the egg.

# 11

laboratories of the Woźniak Group cares about the quality of the feed given to our laying hens.

According to the „Zboża z polskich pól” mark, we use for the production of feed at least 80% of grains from Polish crops. We focus on domestic production, selection of local suppliers, thanks to which we shorten transport, and this translates into a reduction in the production of harmful gas emissions, including CO2.




\* at least 80% of grains from Polish fields

### Raw Materials:

- all purchased raw materials for feed production are under the supervision of the competent veterinary services
- are subject to strict quality control and a series of tests,
- are stored in 10 locations that meet both the feed law requirements and our quality standards.

### Feed production:

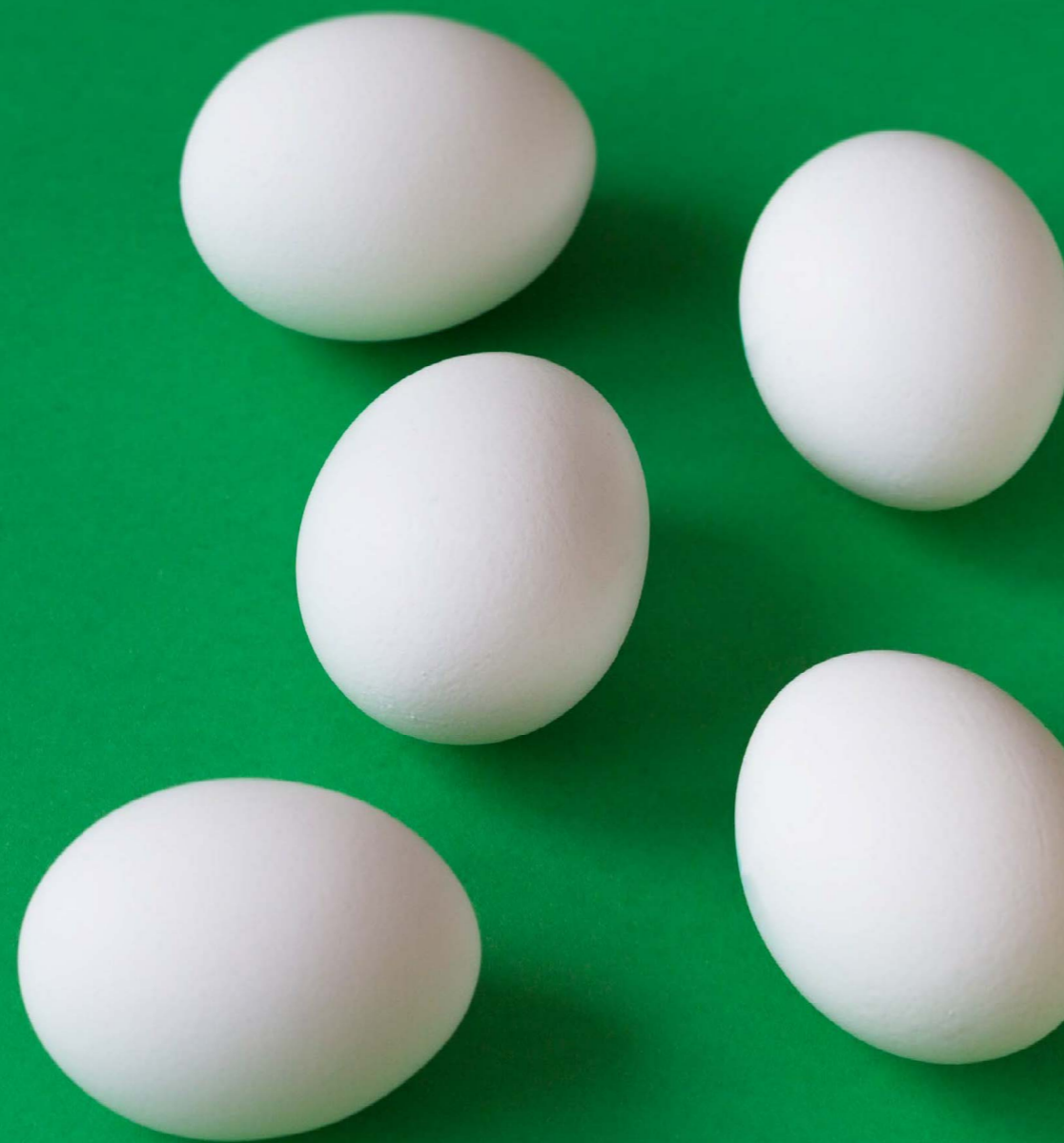
- we take care to deliver the freshest feed to the farms, therefore we do not store it in the production plant, but deliver it directly after production to the indicated poultry houses,
- compound feeds are balanced according to the needs of the animals,
- production ensures high hygiene standards: it is automated, fully supervised and monitored,
- each batch of finished feed is subjected to control and laboratory tests,
- the transport of feed takes place within a modern and specialized fleet approved by the District Veterinary Officer



For over **30 years** we have increased our production, but we have been successively reducing the footprints of our activity on the natural environment by more than **40%**.

# Environmentally friendly eggs

# Microbiological safety of eggs



## Microbiological Safe Product

The main goal of a food manufacturer is to market a product that does not endanger human life and health. For this purpose, safety systems are implemented, and a hazard analysis is carried out, taking into account physical, chemical, radiological and microbiological factors. Identified hazards are monitored throughout the production cycle.

In each unit belonging to the Woźniak Group, constant microbiological monitoring is carried out - raw material, finished product, as well as personnel and the environment - in accordance with the risk analysis. Pathogens are monitored.

In order to ensure the highest quality of the produced food, appropriate hygienic standards have been introduced at every stage of integrated production. One of the key steps in ensuring production safety is biosecurity, i.e. biological protection of farms. Biosecurity is understood as all actions taken to protect the farm against the spread of microorganisms, such as bacteria or viruses.



# Certificates

**Fermy Drobiu Woźniak produce fresh eggs, therefore quality and safety are the highest priority. With such a large production, the standards must be particularly stringent, which is why we have created our own certification system - EGGIDA.**

Woźniak farms take care of the entire process - from hatcheries, through laying hens rearing, feed mixing plant, poultry houses, sorting plant and warehouses to their own fleet of trucks - therefore it was necessary to develop our own quality assurance system and microbiological purity at every stage of production.

This is how EGGIDA was created, developed by an internal quality control unit. The list of the requirements of the internal, proprietary EGGIDA system is about 30% more detailed and stricter than the international standards in force in the plant.

This is related to the absolute priority of ensuring microbiological cleanliness in poultry houses, packaging and storage lines, and in transport. During rearing, young hens are covered by a professional zootechnical service, a full cycle of vaccinations, including against salmonella, is carried out. Chickens are under the constant control and care of a veterinarian who watches over the health and comfort of life of the hens. The FDW company has its own feed mixing plant, which ensures higher standards of feeding quality.

Fermy Drobiu Woźniak operate under the control of international quality and cleanliness assurance procedures - the basis is HACCP. For a large exporter to the EU coun-

tries, and not only, this is not enough. Sorting and packing of eggs at Woźniak farms is automatic, and the quality and microbiological safety ensure compliance with the procedures.

BRC Food is also a key certificate. International retail chains use the BRC Food standard as a criterion for selecting and verifying their suppliers and standardizing production. The BRC Food certificate is treated by retail chains as their own supplier verification.



## In the Eggs Product egg processing plant, production takes place under strict supervision, thanks to which the company meets the requirements of various certifications.

BRC Food is a certificate of high quality products that makes contractors and suppliers aware of continuous improvement of production. It is also a determinant of the continuous development of the workforce due to frequent changes in procedures and extending their scope.

The next ones are Halal and Kosher. These certificates increase the credibility and confidence of the manufacturer in the market. They testify to the employees' awareness of

the rules and restrictions prevailing in other denominations. It also means paying even more attention to hygiene during the production process.

The HG certificate is a confirmation of high care for the welfare of hens in farms. It concerns providing better farming conditions, increasing awareness among employees about the current animal welfare requirements.

## In Ovotek, belonging to Fermy Drobiu Woźniak, an internal OVOCERT certification system has been created.

It is a proprietary system formulated and implemented as part of our production and business activities as well as entities cooperating with us. The system is based on the performance of additional tests, not required by the supervisory authorities, related to the maximum safety of our eggs.

The main assumption of the OVOCERT system is to undertake, on our initiative, internal control as part of safety procedures and to ensure the highest, extended and in-depth requirements regarding the quality of table eggs and their environment. The OVOCERT system, as an integrated tool for the implementation of our company's quality management strategy, has been introduced at all

stages of production and covers all OVOTEK branches.



## System certificates of Fermy Drobiu Woźniak



Certificate of Kashrut



# Biosecurity

## Biosecurity is the biological protection of the farm

In practice, biosecurity means activities undertaken to prevent the spread of viruses, bacteria, mycoplasmas, fungi, protozoa and other parasites, as well as transmitters (biological vectors): rodents, insects, wild birds, humans and non-biological vectors, i.e. equipment, means of transport and others.



disinfection mats, change into work clothes and undergo unannounced microbiological screening. Unauthorized persons may not enter poultry houses, only in exceptional cases, with the knowledge, consent and assistance of the management. On the other hand, cars entering the farms pass through disinfection basins.

Additionally, the eggs from each poultry house are tested for salmonella on all farms every four weeks. Every month we make clean swabs at the sorting plant, and quarterly in henhouses, also after washing and disinfection.

At Woźniak farms, all eggs pass through the UV module during sorting - ultraviolet lamps eliminate 99% of microorganisms from the shell surface. The Woźniak farms have their own modern laboratory where samples of each transport leaving the Żylice farm are tested in terms of microbiological purity.

Each plant in the Woźniak Group is bio-secured - its aim is to prevent microbiological contamination as much as possible. Employees have up-to-date examinations, are assigned to specific poultry houses, go through



## Feed

At the Woźniak Group, ensuring high-quality feed is the basis for obtaining a safe egg and the health of laying hens. This is achieved thanks to strict laboratory control, including the use of near-infrared analyzers. This allows for the optimal balance of feed and the maximum use of raw materials of different quality. The Woźniak Group has 11 grain and feed laboratories, most of them equipped with near-infrared analyzers.



## Egg powders and liquids

At the Woźniak Group, the Eggs Product processing plant produces egg powders and liquids. These are products with a long shelf life, as it is a minimum of 24 months, and in the case of powdered albumin, up to 36 months - without the use of preservatives. It is worth emphasizing that thanks to the advanced production process, egg powders retain their functional properties and are ready-to-use products.

In order to obtain egg products, the production process begins with the mechanical breaking of specially selected eggs, proceeding to filtration, homogenization and pasteurization. The last step of the process varies depending on the final form of the product, it can be drying for dry products or cooling for liquid products. However, each of these variants ensures the microbiological safety of the final product. At Eggs Product, tests are carried out to detect and eliminate eggs containing Salmonella, Listeria monocytogenes, Escherichia coli, Total microbial count, Staphylococcus, Bacillus cereus and Enterobacteriaceae,

When powdered eggs are used in the FMCG industry, the original functional properties of hen eggs are retained, which is extremely important in the recipes of specific products. In addition, it gives a wide range of possibilities of combining with any raw materials and semi-finished bakery and confectionery products. Such a product is less susceptible to bacterial growth and easier to maintain in accordance with sanitary requirements.



\* at least 80% of cereals from Polish fields

# Nutritional value of eggs



# Chicken eggs are a valuable, easily available and cheap dietary component.

Nutrition experts agree on the valuable nutrients provided by eggs, such as complete protein, vitamins, iron, folic acid, choline and lutein. Research shows the effect of frequent consumption of eggs on the absence or stoppage of the development of many civilization diseases, including diabetes, hypertension, obesity. Moreover, eggs are an extremely important part of the diet in cancer diseases.

The egg is a vitamin and mineral bomb. Protein, thanks to its perfect composition, has been recognized by the World Health Organization as an international standard of amino acid composition, used to meas-

ure their amount in other products. Studies have shown that protein helps lower blood pressure. In one egg we find vitamins A, E, D and K, B vitamins, especially B12, the lack of which in the human body can contribute to many neuro-degenerative diseases. The egg also contains a wealth of minerals: phosphorus, potassium, sodium, calcium, iron, magnesium, copper, zinc and selenium. What's more, part of the lecithin contained in the egg is choline, which is essential in the regeneration of the liver. Eating just two eggs a day completely covers the demand for this substance.

The nutritional value of the product	Per 100 g of the product	Portion approx. 73 g (1 egg)	Portion approx. 68 g (1 egg)	Portion approx. 58 g (1 egg)	%RWS w 100 g*	RIV*
Energy value	582kJ	425kJ	407 kJ	347 kJ	7%	8400
Caloric value	139 kcal	101 kcal	95 kcal	81 kcal	7%	2000
Fat	10 g	7 g	7 g	6 g	15%	70
Including saturated acids	3,3 g	2,4 g	2,2 g	1,9 g	17%	20
Carbohydrates	1,0 g	0,7 g	0,6 g	0,6 g	0%	260
Including sugars	0 g	0 g	0 g	0 g	0%	90
Protein	12 g	9 g	8 g	7 g	24%	50
Salt	0,35 g	0,26 g	0,24 g	0,20 g	6%	6
Vitamin D	1,0 µg	1 µg	0,7 µg	0,6 µg	20%	5
Vitamin A	185,0 µg	135 µg	125,8 µg	107,3 µg	23%	800
Phosphorus	186,0 mg	136 mg	126,5 mg	107,9 mg	27%	700

\*Reference Intake Value for an average adult (8400 kJ / 2000 kcal)

## Nutritional values found in the egg

### Vitamin A

supports eyesight, kidney, lung and heart function, and strengthens the immune

### B vitamins (B4, B12, B6)

help in the proper functioning of the nervous system

### Vitamin D

strengthens the bone structure

### Vitamin E

maintains the proper condition of the skin



### Phosphorus

strengthens bones and supports the work of the nervous system

### Selenium

plays an important role in building the body's immunity

### Protein

as the basic building material of the organism

# Processing and logistics



# Packaging





# Digital transformation



At the Woźniak Group, we realize that investing in the latest technologies is a necessity to constantly develop and respond to the changing needs of the market. Therefore, Digital transformation did not only cover production, which is already automated, safe and efficient today, but also internal processes and those related to electronic document flow.

## Internal processes

Digitization allowed for more efficient work, accelerated it and allowed the introduction of remote work at the beginning of the Covid-19 pandemic. As a result, the role and importance of electronic information flow has increased, which generates measurable benefits in terms of speed and quality of customer contact, as well as better organization planning in various areas of the company's operations.

In addition, the digital transformation of the company allows you to expand your sales activities by introducing mobile or web applications, which allows you to create new marketing offers.

## Electronic document flow

At the Woźniak Group, we constantly improve and introduce innovative communication solutions. We used the EDI standard, electronic data interchange, which contributed to the reduction of paper documents, and the use of paper accelerated the flow of information throughout the organization and outside.



## RPA i ERP

The **ERP** (Enterprise Resources Planning) system is a software for comprehensive enterprise management. ERP, in short, „resource planning” covers the control and management of the most important resources and processes in almost every business area of the company: sales, finance, accounting, human resources, production, procurement.

On the other hand, **RPA** (Robotic Process Automation) is a class of software for automating business processes. The use of these solutions has an impact on the use of natural resources

- **RPA** – robotization of processes by automating repetitive tasks allows employees to better focus on more valuable activities. Already at the level of various modules of the ERP system, processing is performed, which replaces human work.
- **ERP** – in organizations with a dispersed structure, the ERP system allows for the integration of data and processes. Regardless of whether the company has branches in different locations, uses the model of distributed sales or remote work, the ERP system improves the management of any organizational structure. In the Wozniak Group, the ERP system affects every area of activity. In production, it is the optimization of raw material consumption and better use of storage space. In sales, it results, for example, in more accurate and complete information about customers and new possibilities of managing promotions. In the area of finance, the system allows you to plan your budget better and faster, so that you have full control over its implementation during the accounting year. The organization gains additional opportunities in terms of optimization of employment policy, allocation of human resources, implementation of competency models and development programs.



# Logistics





In the Woźniak Group, we are constantly changing the truck fleet to vehicles with lower and lower emissions in accordance with the EURO 6 emission standards. The European Euro 6 standard has been in force since September 2015. It was developed in order to better protect the environment and reduce the emission of, among others, carbon monoxide. This standard defines the permissible emission of harmful gases emitted by internal combustion vehicles. The highest limits have been imposed on vehicle manufacturers in terms of emissions of particulate matter and nitrogen oxides (NOx).

Moreover, we have introduced the principles of optimizing transport logistics:

- the truck fleet is used for the needs of the entire Woźniak Group,
- we minimize „empty” journeys,
- when exporting our products, transport is fully used and returns are also used,

thanks to which we have reduced costs and greenhouse gas emissions.

Our fleet includes:

- 135 vehicles with refrigerated semi-trailers for transporting eggs - they ensure optimal conditions for their transport - the product is quickly and safely delivered to the recipient,
- 31 vehicles with tank trailers for the transport of liquid food materials,
- 33 vehicles with silo semi-trailers for transporting feed,
- 44 vehicles with automatic unloading trailers for the transport of cereals from the producer - farmer or from elevators to a feed mill.

We also have two logistics centers from which we make deliveries.



# Sorting eggs and mixing the feed



# Sortowanie

At Fermy Drobiu Woźniak, we use an innovative technological line that is used to classify, sort, mark, disinfect and pack eggs. Machines fully automate production - their capacity is 190,000 eggs per hour. Depalletizing robots insert eggs onto the sorting machines and verify them with intelligent systems for:

- breakage detection,
- detecting the presence of blood,
- leak detection,
- dirt detection,
- elimination of bacteria through UV disinfection.

Thanks to this, the eggs we offer are clean, have undamaged shells, do not contain blood cells, are free of bacteria and microorganisms, and their weight is appropriate for a given weight class. The sorting machine also allows you to disinfect the eggs thanks to the use of a UV ray system.

The high degree of innovation of our sorting machines has a positive effect on the natural environment through parameters reducing the number of damaged eggs and returned for disposal, high energy efficiency and the reduction of chemicals used for disinfection. The Woźniak Group guarantees the highest quality product.



# Mixing the feed



The feed factory of the Woźniak Group is one of the most modern in Poland.

A fully automated line with a production capacity of 72 tons of feed per hour gives us the status of one of the largest operators in the country. The mixing plant operates on the basis of a quality management system based on the HCCP principles. The feed mixing center is equipped with two laboratories where the purchased grains are regularly checked.

In the Woźniak Group, we produce feed for the current needs, thanks to which we

reduce unnecessary storage as well as production and warehouse losses.

According to the mark „Grains from Polish fields”, we use for the production of feed at least 80% of Polish crops - domestic production, local suppliers, shorter transport, which guarantees a reduction in the production of harmful gas emissions, including CO2 from transport and distribution.



\* at least 80% of cereals from Polish fields

# Egg shells

As part of our production, we try to reuse as much waste as possible in the spirit of zero waste. Therefore, the shells formed during production are subjected to a drying process. Then, thanks to maintaining microbiological safety, it is used as a feed additive.

Eggshells are a valuable source of calcium which is essential for the proper feeding of hens.





# Team and cooperation

## Working conditions



In the Woźniak Group, our team is the highest value. It is thanks to our employees that we are able to function so efficiently and achieve our goals. We care for a friendly work environment and every day we provide conditions that allow for safe performance of duties, implementation of tasks and development. Together, we create a good atmosphere and have an impact on our everyday life.

2000

estimated number of jobs

60%

of the team are people between 40 and 70 years of age

75

is the age of our oldest employee

18

is the age of our youngest employee



## What makes us different?



We are the largest employer in the region.



We offer a competitive salary and stable development.



We offer employees an employment contract.



We focus on health prevention and a safe work environment.



We support our employees in maintaining a work-life balance.



We focus on equal opportunities, which is why our employees include people of different ages

## Reward policy and benefits

Working in our industry brings many challenges, but also gives satisfaction. We focus on interpersonal relationships and respect for the needs of others. Managers must be open-minded and listen carefully to the voice of the team. Working conditions are organized in such a way as to enable our employees to combine their professional and private life as much as possible. Most of the team work full time and every employee can count on:

- stable employment conditions,
- opportunity to develop,
- package of health benefits,
- competitive salary.



## Remuneration

**The remuneration policy is regulated by the „Remuneration Regulations” available to all employees. There is no room for inequality in our company. Salaries for similar positions differ due to the length of service and scope of duties, and not due to gender.**

# 40%

of Woźniak Group employees are women.

# 20

women in managerial and senior positions in the Woźniak Group.

# 41

men in managerial and senior positions in the Woźniak Group.

According to the regulations, employees are entitled to the following remuneration components for the performance of their duties:

- base salary,
- allowances for overtime work,

- night work allowance,
- for drivers also an allowance for on-call duty,
- discretionary bonus.

# Benefits



Private medical care co-financed by the employer



Life insurance



Private medical care for family members on preferential terms



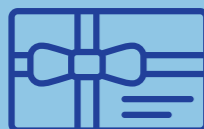
Life insurance for family members on preferential terms



Training



Eggs for employees



Christmas vouchers, gift packages for children

# Development

We appreciate the commitment and willingness to develop our employees. We support their aspirations and enable them to improve their qualifications.

Our employees undergo basic training in:

- Occupational Health and Safety,
- Fire protection,
- First aid.

In addition, employees whose positions require it or want to retrain have the opportunity to take advantage of the following courses that increase the scope of their competences:

- Energy course,
- Welding course,
- English,

- External quality training,
- Training in soft skills: motivating, building commitment,
- Course for a forklift operator,
- Course for the operator of mobile platforms,
- Course in the use of vascular chargers.



# Health and safety



**At the Woźniak Group, we care about health and safety of our employees. We do everything to ensure the safest working conditions, implement and adhere to all health and safety guidelines. We invest in solutions and machines that limit the risk of endangering the health or life of our team.**

## Covid-19

With the outbreak of the pandemic, we implemented special procedures in the Woźniak Group to protect employees against infection. The Crisis Staff was appointed, which is authorized to take preventive actions in the company.

In addition to the standard safety procedures that were used before the pandemic, we have introduced additional, to minimize the risk:

- all people entering buildings are required to disinfect their hands with the liquid at each entrance door
- employees are obliged to wash their hands as often as possible for at least 30 seconds
- there is a disinfectant in toilets and canteens,
- after the end of the shift the foremen are obliged to ensure that the



work area is disinfected with a cleaning and disinfecting agent,

- the foreman appoints people who, after the end of work, are also responsible for cleaning and disinfecting social rooms with a washing and disinfecting agent,
- we have increased the scope and frequency of disinfection of all surfaces to twice a day, i.e. cabinets, door handles, lockers, handrails, floors
- we have increased the pause between individual shifts to avoid contact between employees,

- current information on hygiene rules is displayed on the TV monitor hung in the canteen,
- employees are provided with disposable masks, which they must use during work, as it is not always possible to keep a 2m distance

## Accidents

Thanks to the implemented solutions, the number of accidents at work is decreasing year by year. It is our greatest reward and satisfaction that we create a safe workplace.

In recent years, we have implemented a prevention system that has increased the safety of our employees:

- we have introduced cyclical health and safety training,

- we motivate employees to work in accordance with the regulations and applicable rules,
- we improved safety conditions at workplaces,
- we changed the organization of work.

Number of fatal accidents at Poultry Farms (2017-2020)



Number of accidents at work at Poultry Farms (2017-2020)



## The decreasing tendency is caused by:

1. Increasing the awareness of employees about the risk through training, during which accidents at workplaces are discussed, their effects and recommendations on how to avoid them.
2. Regular health and safety training, thus reducing the risk of accidents in the company.
3. Workplaces are prepared so as to meet all applicable health and safety standards.
4. Modern and efficient equipment that is constantly monitored.
5. Work tools meeting the highest safety standards.

**50%**

The number of accidents at work decreased by almost this percentage in 2017–2020, despite the constantly growing number of employees.



# Local communities and activities on a larger scale

At the Woźniak Group, we realize that we are part of the community, both local, related to the areas of our production, and those to which our products reach. Thanks to the presence and contacts with partners from various parts of Poland, we get to know their needs. As the largest producer of eggs in the country, we want to support and influence the changes taking place in the society. We believe that the key to good business is a good heart, so we act for the benefit of the industry, but also help directly, supporting many non-governmental initiatives.

Our philanthropic activity is visible on various levels. We cooperate with social organizations, we make material and financial donations, we educate, we engage in charity and sports events

In 2018-2020, we donated nearly

**PLN 900 000**

to philanthropic activities.

We also donated over

**3 000 000**

eggs to those in need.

# Industry organizations

**W Grupie Woźniak stawiamy na współpracę z organizacjami rodzimymi, jak i międzynarodowymi zrzeszającymi producentów związanych z przemysłem jajecznym i drobiarskim.**



## **International Egg Commission**

Founded in 1964, IEC is a member organization working for the global egg industry. It informs members about the latest developments in production, nutrition and marketing to support business decision making and development. The members of the International Egg Commission are companies from over 80 countries that exchange knowledge and have access to the latest research, reports and analyzes on the egg market.



## **National Chamber of Poultry and Feed Producers**

The National Chamber of Poultry and Feed Producers (KIPDiP) is the largest poultry organization in Poland in terms of members. The main areas of activity include activities for the industry, monitoring and analysis of the poultry and feed market, and influence on the shaping of food market law and agricultural law in Poland. All areas of poultry production are represented in the Chamber.



# Organizations for the community

**At the Woźniak Group, we want to help locally and nationally, which is why we engage in long-term cooperation with trusted entities that pursue the set social goals with full commitment and in a professional manner.**

## **Professor Zbigniew Religa Foundation of Cardiac Surgery Development**

In 2019, we started cooperation with the Foundation for the Development of Cardiac Surgery in Zabrze. By purchasing the eggs of our own brand Zdrovo, our clients support the Foundation's activities. The foundation was established in 1991. Throughout all these years, it supports the development of Polish cardiac surgery. It introduces modern techniques and technologies to help in the treatment of heart diseases into clinical practice. Moreover, the Foundation promotes and supports the transfer of knowledge in the field of modern cardio surgery. Professor Zbigniew Religa said - "What lies deeply in our heart is the effective treatment of heart diseases. The foundation was established with the aim of achieving this goal by means of modern, independently developed methods".





## Centrum Zdrowia Dziecka

We have also been cooperating with Centrum Zdrowia Dziecka (Children's Health Institute) for several years. In 2019, we managed to support and carry out the initiative „Fairy-tale corridors in CZD” by renewing 180 meters of the corridor on the first floor of the institute, which leads to the canteen, concert hall and the Intensive Care Unit I.



photo by Katarzyna Gardzińska



## We help medics!

Doctors and nurses, midwives, obstetricians, paramedics and paramedics - the heroes of our everyday life are unique in many ways, but in one thing they are not different from the rest of us: to be in full strength, they must eat healthy and nutritious meals. The Zdrovo brand, in cooperation with the One Sa Bosskie Foundation, decided to make a contribution to the support program for Warsaw medics. Zdrovo eggs were on the list of ingredients used by the chefs of the Belvedere restaurant in Warsaw to prepare meals for medics from Warsaw hospitals. For this purpose, we provided a transport of 11,000 eggs.



## Polskie Dzieci Foundation

Fermy Drobiu Woźniak as part of their mission to educate about eggs, also support initiatives addressed to the youngest. One of them is cooperation with the Polish Children Foundation, which deals with the active promotion and prevention of a healthy lifestyle among children, adolescents, educators and parents. As part of the cooperation, we jointly create a series of films that teach how to prepare tasty, healthy meals, and at the same time having fun.



Photo Polskie Dzieci Foundation



## VERVA Warszawa Orlen Paliwa volleyball team

Fermy Drobiu Woźniak and the Zdrovo egg brand have become the official partner of the Verva Warszawa Orlen Paliwa volleyball team. We believe in Polish athletes and Polish sport, and we support pro-health activities which, together with valuable food, allow you to enjoy your health for a long time.

photo: Verva Warszawa Orlen Paliwa press office



## WKS Śląsk Wrocław football team

In the 2021 season, the Woźniak Group supports the Śląsk Wrocław team! Śląsk Wrocław is a Polish football club based in Wrocław, playing in Ekstraklasa. We keep our fingers crossed for the next goals!

photo: WKS Śląsk Wrocław press office



## Rajdovo with Wójcik Racing Junior Team

Zdrovo and Fermy Drobiu Woźniak also support amazing talents who have great speed, precise reflexes and deep passion for motorcycles in their blood - Wójcik Racing Junior Team.

photo: Wójcik Racing Junior Team press office



photo: Sokół Kleczew Sports Club



photo: Judo Sports Club "Szóstka" Rawicz



photo: Piłkarski Świat Foundation - Profi-Sport Duda Football Academy

## Support for local initiatives

- Provincial Integrated Hospital in Konin
- District Hospital in Rawicz
- Social Welfare Center in Chocianów
- Pierwszy Krok Association in Wrocław
- Piłkarski Świat Foundation - Profi-Sport Duda Football Academy
- Zdrovo Tortura Leszno
- Sokół Kleczew Sports Club and support for the United World Karate Polish Open Championship
- Bumerang Leszczyński Association
- Champion Chocianów Football School

## Eggs Product



### DKMS

The DKMS Foundation is an international non-profit organization dealing with the fight against blood cancers and other diseases of the hematopoietic system. The DKMS Foundation has been operating in Poland since 2008 as an independent non-profit organization. It has the status of a Public Benefit Organization and a Marrow Donors Center, based on the decision of the Minister of Health. In over 11 years, the Foundation has registered over 1,700,000 potential donors in Poland. Eggs Product and its employees became involved in the financial support of the foundation's activities.

### Support for local initiatives

- „Mały Dworek” Care and Educational Center in Łaszczyno
- Rawicz Association for the care of animals, “Chance”

## Ovotek



### Rak&Roll

The Rak'n'Roll Foundation changes patterns of thinking about cancer and works to improve the quality of life of cancer patients. The Foundation was established in October 2009 on the initiative of Magda Prokopowicz, who, after her experiences with oncological disease, wanted to help other patients in a similar situation. From the very beginning, the foundation's goal was to create a

new quality in the way people talk about cancer in public spaces. Breaking the taboo related to the approach to cancer in Poland, infecting with positive energy. Ovotek supported the foundation's activities on the occasion of the implementation of the project “50 inspiring business personalities”.

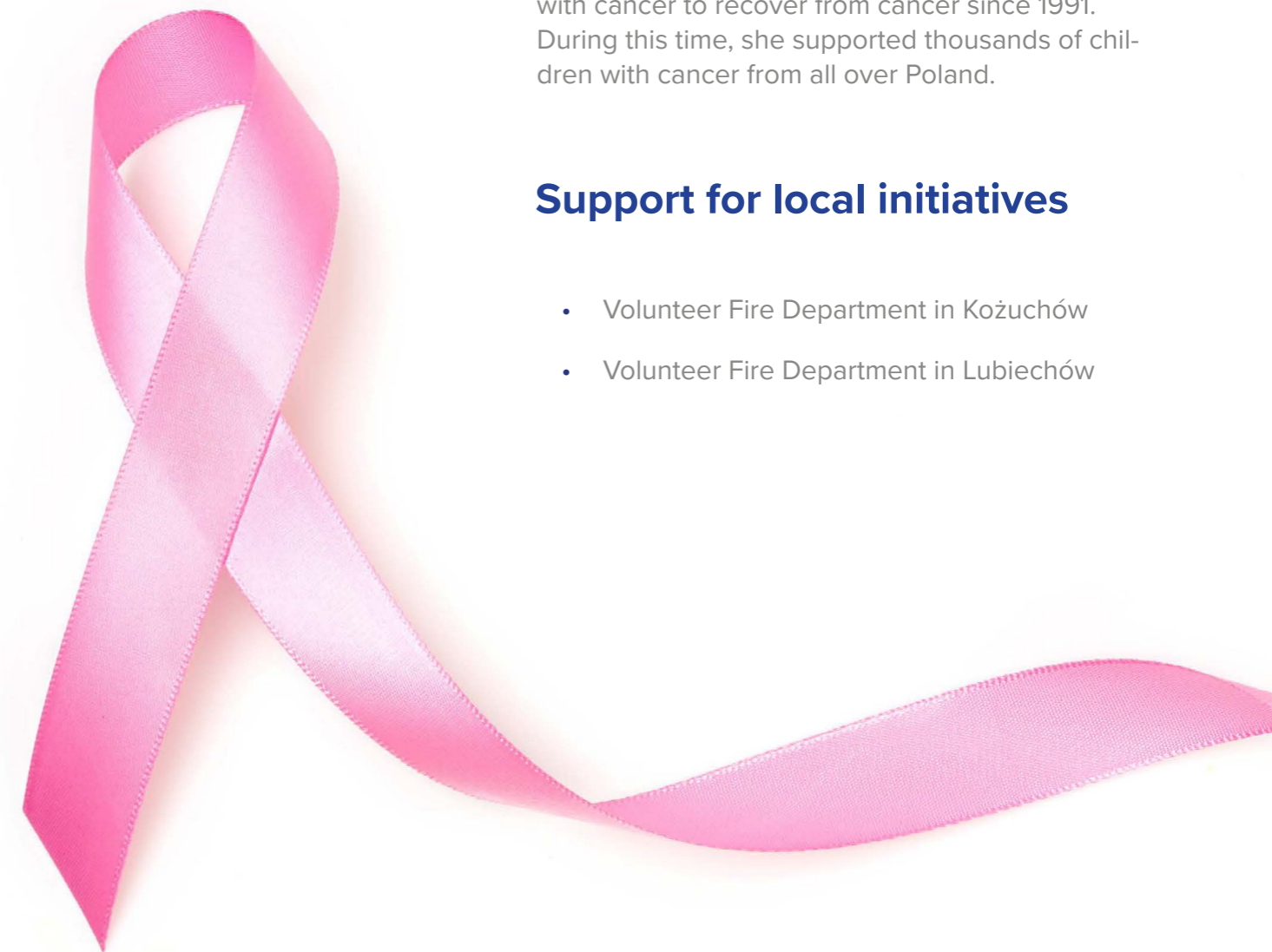


### “Na ratunek dzieciom z chorobą nowotworową” Foundation

„Na Ratunek Dzieciom z Chorobą Nowotworową” The Foundation has been helping children with cancer to recover from cancer since 1991. During this time, she supported thousands of children with cancer from all over Poland.

### Support for local initiatives

- Volunteer Fire Department in Koźuchów
- Volunteer Fire Department in Lubiechów



# Prizes and awards

## Prizes and awards for the years 2018-2020 granted to companies of the Woźniak Group



“Gazele Biznesu” award (2018)



Photo: Gazele Biznesu



2nd place in the ranking of the Wprost weekly (2018)

## Food Market Award: Food Market Leader (2018)



Photo: Fermy Woźniak



## “Zdrovo” Healthy Brand of the Year (2020)



## Consumer Quality Leader (2018)



