



AEROSOL
MAGEE SCIENTIFIC



Sustainability report 2022

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CEO AND COO FOREWORD

Dear colleagues, partners, customers, scientific professionals and general public,

As we navigate the complexities of our rapidly changing world, it is imperative that we recognize and act upon the responsibility we hold towards our planet and future generations. It is therefore with great pride and purpose that we welcome you to our sustainability report. It encapsulates our commitment to sustainability that lies at the very heart of our values and vision, as well as in our operations and activities.

We stand firmly behind our promise of “Keeping an Eye on the Air”.

Aerosol Magee Scientific instruments are considered to be the most reliable instruments for the measurement and research of Black Carbon and other carbonaceous aerosols. Since more than four decades ago, when we invented the first Aethalometer, Black Carbon and other carbonaceous aerosols can be precisely measured and analyzed everywhere on the planet.

In cooperation with scientific institutions and business partners, we are currently measuring harmful particles in the air with several thousand instruments, located on all 7 continents in 68 countries. We gather data from the most remote to the most densely populated locations. We monitor the carbonaceous aerosols in the atmosphere on a global and local scale, those that pollute air due to forest fires, incomplete combustion of fossil fuels and biomass, traffic, and other reasons. Because what gets measured, gets managed. Data obtained from our instruments serves as a reliable foundation to policy and decision makers for implementing measures to improve air quality. Better air means better health – for the people and the planet.



Photo: CEO Mateja Forštnarič and COO Sebastijan Marinič

We see these findings as our contribution to society in raising awareness about the consequences of Black Carbon and other carbonaceous aerosols on public health and mitigating climate change. There are no standards or regulations for the measurement of Black Carbon yet. However, how we measure with Aerosol Magee Scientific instruments is a globally established reference framework for assessing air pollution. Today, the Aethalometer is the instrument most-used in the world for real-time monitoring and speciation of Black Carbon. In 2021, the World Health Organization (WHO) recognized our instrument method as a common Black Carbon measurement method.

Let's help the Earth and ourselves breathe better. It all starts with accurate and comprehensive data that is key to planning for a sustainable future.



Mateja Forštnarič
CEO of Aerosol d.o.o.



Sebastijan Marinič
COO of Aerosol d.o.o.

ABOUT THE REPORT

This non-financial report was made following the guidelines specified in GRI (Global Reporting Initiative) standards for company Aerosol (www.aerosolmageesci.com).

The baseline year of data reported in this document is 2022. The report has a yearly updating frequency. This report has not undergone external assurance. In the making of this report, Aerosol's highest governance body and senior executives were involved, showing a high level of commitment from top management.

Report approved by: Mateja Forštnarič, CEO of Aerosol d.o.o., Sebastijan Marinič, COO of Aerosol d.o.o.

Report made by: AEROSOL d.o.o., Kamniška ulica 39 A, 1000 Ljubljana, Slovenia.

Report was prepared in collaboration with Aerosol d.o.o. by:

- Edutrain.me
- Greenium business consultancy
- Linking Map d.o.o.

Statement of use: Aerosol d.o.o. has reported in accordance with the GRI (Global Reporting Initiative) standards for the period [1.1.2022 – 31.12.2022].

Publication date : January 2024

ABOUT AEROSOL MAGEE SCIENTIFIC

Aerosol Magee Scientific is the name of a scientifically proven approach to the measurement and research of carbonaceous aerosols.

In Aerosol, we have been producing, developing, and supporting instruments for measuring Black Carbon and carbonaceous aerosols in real time for decades. We connect them into networks and complement them with services and research projects, which we carry out together with reputable scientific institutions from all over the world. With more than 30 years experiences in this field, knowledge of thousands research studies and with passion, we influence the decision-makers and, consequently, the future of our planet.



In 1986, Magee Scientific was formed, and the first commercial unit was delivered. In 2007, the company Aerosol was established in Ljubljana, Slovenia, to concentrate exclusively on the science, technology, and commercialization of instrumentation for carbonaceous aerosol measurements.

AEROSOL MAGEE SCIENTIFIC

In 2022 we established a new unified brand, Aerosol Magee Scientific, under which we combine the products, findings, achievements and references from the world's leading experts in the measurement of carbonaceous aerosols. It is the brand of measurable foundations for sustainable decision-making and reliable air quality data. It is the first choice of responsible people who are aware of the dangers of climate change and the adverse health effects of carbonaceous aerosols.

Behind the unified name and new image of the brand are still the same people and the same teams. In cooperation with existing research, development and business partners, we continue to develop top-quality measuring instruments. We are determined to use our common brand, knowledge, and experience to make an even greater impact on the future of the planet and human health.

ABOUT AEROSOL MAGEE SCIENTIFIC INSTRUMENTS

18

Presentations
at scientific
conferences

68

Countries with Aerosol
scientific instruments

8

Published
scientific articles

7400

Publications using
Aethalometer data

Our Story

Founded by the inventor of the world's first patented Aethalometer®, we are the world's leading experts in the measurement and research of Black Carbon and carbonaceous aerosols.

Instruments by Aerosol Magee Scientific are rugged, reliable and suitable for use in monitoring stations, research laboratories, and field projects. They measure particles in situ and in real-time and are used by environmental monitoring agencies, scientific and research institutions, industrial controllers, and many others that care about human health and the state of the planet. Together, we share knowledge and experience.

Mission

Our mission is to raise awareness of carbonaceous aerosols; by providing knowledge, systems and data that can lead to policies to make the environment a safer and healthier place for all.

Vision

Our vision is to be the leading producer, partner and provider of systems, services, and support to users in the field of carbonaceous aerosols, while striving to have a leading research and development position in the segment of all carbonaceous aerosols.

Products

Aerosol Magee Scientific instruments are considered to be the most reliable instruments for the measurement and research of Black Carbon, Brown Carbon, organic and elemental carbon, total carbon, primary and secondary organic aerosols and other carbonaceous aerosols. Carbonaceous aerosols have a significant impact on air quality, climate and negative impacts on human health. World Health Organization (WHO) and Intergovernmental Panel for Climate Change (IPCC) at UN in their 2021 reports states that there is a big need for constant measurements of Black Carbon and carbonaceous aerosols. They can be found for example in wood smoke from biomass burning or wildfires and from vehicle emissions such as diesel exhaust.



Photo: The Aethalometer is the most-used instrument in the world for real-time measurement and speciation of aerosolized Black Carbon and other optical absorbing species of carbonaceous aerosols.

COMMITMENT TO EXCELLENCE

Socially responsible employer

In 2022 Aerosol company received the Socially Responsible Employer accession certificate that is based on the principles and essential content of the ISO 26000 Standard on Corporate Social Responsibility.

In accordance with this certification, we have developed a comprehensive action list that addresses key topics aligned with our sustainability goals and social responsibility commitments.



Photo: CEO Mateja Forštnarič accepts the Socially Responsible Employer accession certificate for Aerosol d.o.o.

Certificates

Aerosol company was certified in 2017 according to ISO 9001:2015 for its procedures in developing, manufacturing, and supporting Aerosol Magee Scientific instruments.



Quality policy

Our commitment to quality is unwavering and extends to every aspect of our products, services and business processes. We recognize that quality is not merely a standard to meet but a reflection of our dedication to business and scientific excellence. Our approach to quality is guided by the principles below.

EMPLOYEE ENGAGEMENT

All employees are aligned with our Quality Policy, embodying it through their conduct and commitment to excellence in their work.

We are looking to the future of the present and future inhabitants of the only planet we have. We are already putting our concern for the quality of life into practice in our own company.

STRATEGIC OBJECTIVES

We are driven by our mission to develop, produce, and sell the best instruments and services, ensuring user satisfaction and contributing to our broader goals of business and scientific excellence.

CUSTOMER COLLABORATION

We actively cooperate with our users, considering their wishes and needs within our capabilities. Their opinions are the foundation for our development planning, and we work together to co-create solutions that meet their needs.

PERFORMANCE MONITORING

We regularly monitor performance indicators which enables us to identify and respond to deviations, continually striving for improvement.

TRANSPARENT COMMUNICATION

We maintain open, timely and transparent communication with our stakeholders, adhering to principles of regularity and transparency.



Photo: Owner with members of management team

System for continuous improvement

Continuous improvement systems and processes help companies achieve sustainable and measurable improvements across the organization.

Our system for collecting proposals for improvement reflects our commitment to continuous growth and innovation. Proposals are thoughtfully considered by the relevant department or in collaboration with colleagues, depending on the nature of the improvement.

Recognizing the importance of systematic engagement, we are taking steps of Deming circle which supports continuous improvement. It provides a process for improvement which can be used since the early design (planning) stage of any process, system, product or service.

By embracing a culture of compliance, Aerosol demonstrates a steadfast commitment to ethical business practices, social responsibility, and the rule of law. Our comprehensive approach ensures that every aspect of our operations is conducted with integrity, transparency, and a deep sense of accountability. It's a testament to our belief that true success is built on a foundation of trust, respect, and unwavering adherence to the principles that govern our society.

LABOR AND EMPLOYMENT COMPLIANCE

Fair labor practices: Ensuring compliance with labor laws, including wages, working hours, and occupational health and safety.

Diversity and inclusion: Upholding laws related to non-discrimination, equal opportunity, and affirmative action.

DATA PRIVACY AND SECURITY

Data protection laws: Robust measures to ensure compliance with data privacy regulations, including GDPR and other regional laws.

Cybersecurity compliance: Adherence to cybersecurity laws and industry standards to protect personal and sensitive information.

PRODUCT AND SERVICE REGULATIONS

Quality and safety standards: Compliance with product quality and safety regulations specific to the industry.

Customer Protection Laws: Adherence to consumer protection laws, ensuring transparency, fairness, and accountability.

Compliance with laws and regulations

The following details our multifaceted strategy to uphold the highest standards of legal and regulatory compliance.

REGULATORY MONITORING AND ADAPTATION

Continuous monitoring: Regular tracking of legal and regulatory changes to ensure timely adaptation and compliance.

Cross-functional collaboration: Engaging departments to understand and implement necessary compliance measures.

ETHICS AND CONDUCT

Training and education: Regular training sessions on ethical conduct, legal obligations, and industry-specific regulations.

ENVIRONMENTAL COMPLIANCE

Sustainability regulations: Adherence to environmental laws and regulations, including waste management, emissions control, and resource conservation.

Participation in voluntary standards: Engagement with industry certifications that go beyond legal requirements. To achieve and maintain sustainability for continued success, an organization should relentlessly follow certain management disciplines. ISO has developed Standards for Quality, Environment and Safety, each of which details approaches to achieve long-term sustainable success. The Socially Responsible Employer certificate is a new certificate based on the principles and essential content of the ISO 26000 Standard on Corporate Social Responsibility.

THE SUCCESS MESSAGE



Our commitment to excellence extends to our adherence to all applicable laws and regulations. We recognize that compliance is not merely a legal obligation, but is a reflection of our integrity and social responsibility.

We have implemented a robust framework to ensure that our operations align with local, national, and international standards. Our approach to compliance is comprehensive, proactive, and grounded in our core values.

Alignment with Sustainable Development Goals (SDGs)

The [United Nations' 17 Sustainable Development Goals \(SDGs\)](#) provide a global blueprint for building a more sustainable, equitable, and prosperous future by 2030.

At Aerosol, we recognize the importance of these goals and are committed to contributing to their realization. Our strategies and initiatives align with several key SDGs, reflecting our dedication to positive social, environmental, and economic impact.



GOOD HEALTH AND WELL-BEING

Aerosol's commitment to developing instruments for measuring air pollution aligns with the goal of ensuring good health and well-being. By providing tools that enable better understanding and control of environmental health risks, we contribute to healthier communities and improved quality of life.



QUALITY EDUCATION

We believe in empowering people through education. Our partnerships with educational institutions, training programs, and support for research and innovation contribute to enhancing quality education and fostering lifelong learning opportunities.



GENDER EQUALITY

Aerosol is dedicated to promoting gender equality within our organization and beyond. Our non-discrimination policies, support for women in leadership, and initiatives to create an inclusive workplace reflect our commitment to gender equity.



INDUSTRY, INNOVATION AND INFRASTRUCTURE

Our focus on industry innovation and infrastructure resonates with our core mission. By developing cutting-edge instruments and services, we drive technological advancement and support sustainable industrialization.



SUSTAINABLE CITIES AND COMMUNITIES

Aerosol's products and services contribute to building sustainable cities and communities. Our instruments enable better monitoring and management of environmental factors, supporting urban sustainability and resilience.



CLIMATE ACTION

Our commitment to climate action is evident in our efforts to reduce emissions, innovate sustainable solutions, and collaborate with stakeholders to mitigate climate change. We recognize our role in contributing to global climate solutions.



LIFE ON LAND

Aerosol's work in measuring air pollution and environmental monitoring aligns with the goal of protecting life on land. Our technologies support conservation efforts, biodiversity protection, and responsible land management.



PEACE, JUSTICE, AND INSTITUTIONS

We uphold the principles of peace, justice, and strong institutions through our adherence to ethical business practices, transparent governance, and active engagement with legal and regulatory frameworks.

SUSTAINABILITY

By aligning our strategies and initiatives with these 8 SDGs, Aerosol is not only fulfilling its corporate responsibilities but also actively contributing to global efforts to create a better future. Our alignment with these goals reflects our broader vision and commitment to making a meaningful difference in the world.

List of all SDGs and connections to Aerosol activities:

ENVIRONMENT



Smart projects, measurements and equipment



Measuring Black Carbon worldwide



Measuring Black Carbon worldwide

SOCIAL



Measuring Black Carbon worldwide



Publishing articles, sharing knowledge, promoting awareness



Gender equal work environment



Innovations in the field of measuring Black Carbon



Publishing articles, sharing knowledge, promoting awareness

GOVERNANCE



Gender equal work environment



Smart projects, measurements and equipment



Smart projects, measurements & equipment



Measuring Black Carbon worldwide



Publishing articles, sharing knowledge, promoting awareness

Each goal has specific targets and indicators aimed at measuring progress towards achieving them. The SDGs serve as a global framework for collaboration and action to address pressing social, economic, and environmental challenges.

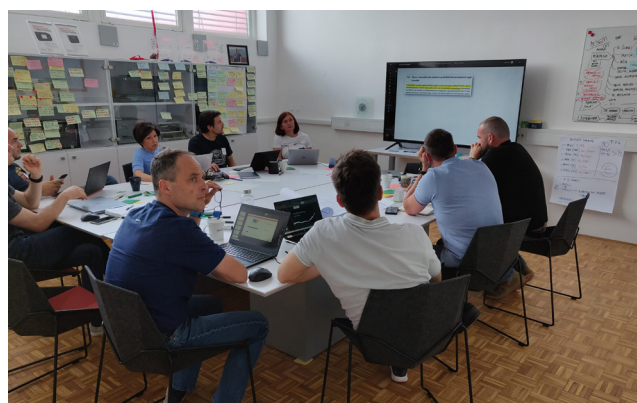


Photo: Materiality assessment workshop

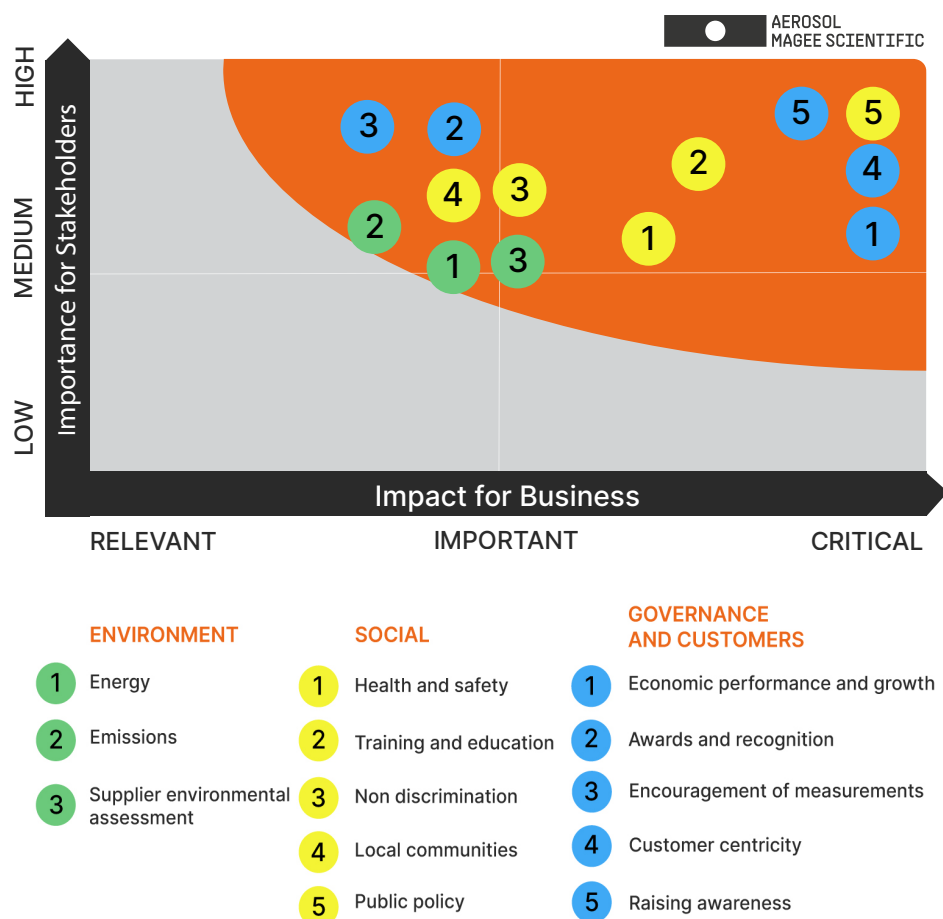
Materiality matrix

Embracing the ideals of sustainability we created a report with team members from all departments and levels. We used teamwork in a guided workshop.

Facilitators and sustainability experts guided the session, ensuring an inclusive and collaborative environment where diverse perspectives flourish. The workshops were designed to educate about the significance of sustainability and its impact on the business, as well as to recognize existing positive initiatives and encourage open dialogue on how each department and individual can contribute in the future.

To help categorize the obtained data, we clustered the sustainability achievements and initiatives in topics and ranked their importance using the materiality matrix. This helped us visualize the data and reach a common understanding of our existing efforts and their impacts.

The following 13 material topics were identified as the most important ones for both Aerosol and its stakeholders.



This list has been reviewed with the top management and team to ensure alignment with our strategic objectives and adherence to the principles of the Socially Responsible Employer certificate. We have also carefully evaluated omitted general disclosures and material topics. Our analysis concluded that these omissions either have a negligible effect on Aerosol, the environment, and relevant stakeholders, or they are not applicable to our operations.

GOVERNANCE

Governance structure and team

The company Aerosol is represented and managed by the Chief Executive Officer (CEO) and the Chief Operations Officer (COO). The four fundamental pillars - company divisions - led by department heads and reporting to management are:

- marketing, sales and customer support,
- research and development (R&D),
- production,
- finance, procurement, administration, personnel.

Independent work areas report directly to the management: IT and Digitalization, Quality and sustainable development and HR development.

Aerosol has a hierarchical structure combined with a matrix operation. This enables us to effectively collaborate cross-department when tackling complex, development and large-scale projects. Employees from different departments that come together to work on specific projects offer diverse perspectives that lead to more innovative and customer-centric solutions. Such teamwork also enhances knowledge sharing and communication and results in faster decision making and higher efficiency.



Photo: Aerosol Magee Scientific management team

Leadership

At Aerosol, we recognize that the collective wisdom and expertise of our highest governance body are instrumental in guiding our organization towards success. This collective knowledge encompasses not only industry-specific insights but also a deep understanding of ethical governance, social responsibility, and strategic leadership. By fostering a culture of continuous learning and collaboration, we are equipped to navigate the complex challenges of our industry and contribute to our broader societal goals.

Selecting the right leaders is a critical aspect of our organizational success. At Aerosol, we go beyond traditional qualifications to consider the social competences of candidates for leadership positions and promotions. We value personal characteristics such as integrity, transparency, adaptability, flexibility and resilience, effective communication, receptiveness to criticism, conflict resolution skills, a strong sense of accountability, openness and a positive approach to balancing private and work obligations. By prioritizing these social skills, we cultivate a leadership team that embodies our values and enhances our organizational culture.

Employees



Photo: Aerosol Magee Scientific team

Our employees are central to our sustainability mission, embodying our commitment to a future that values well-being, diversity, and growth. Through targeted initiatives and policies, we strive to create a workplace that is inclusive, supportive, and aligned with our broader environmental and social goals.

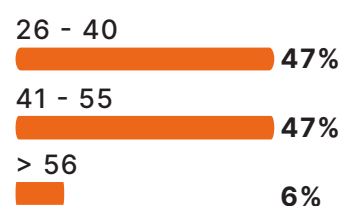
32 PERMANENT EMPLOYEES



WOMEN IN TOP LEADERSHIP **50%**

WOMEN IN MANAGEMENT POSITIONS **40%**

AGE



SALARY SYSTEM

We are committed to transparency and fairness in our remuneration policies. Our organizational chart is clear, and we have implemented a systematic and accessible classification of jobs with corresponding tariff classes.

This approach ensures that finances are transparent to both employees and other stakeholders, fostering a sense of trust and alignment with our commitment to ethical business practices. By maintaining transparency in our salary system, we not only comply with legal requirements but also promote a culture of fairness, equity, and mutual respect.

DEFINED BENEFIT PLAN OBLIGATIONS AND OTHER RETIREMENT PLANS

Our approach to employee benefits and retirement plans is rooted in compliance and a commitment to the well-being of our team:

- **Compliance with regulations:** Operating in Slovenia, we adhere to all relevant laws, legislation, and regulations, including those pertaining to benefits and retirement plans. Our practices are aligned with legal requirements, reflecting our commitment to responsible employment.
- **National retirement plans:** Our employees benefit from national retirement plans, ensuring long-term financial security.
- **Additional remuneration:** In addition to retirement benefits, we provide yearly remuneration for summer vacations, reflecting our dedication to supporting our employees' well-being and work-life balance, and longevity pay. Additionally, we provide yearly remuneration based on company performance bonus and Christmas bonus.

Our policies and practices related to benefit plan obligations and retirement plans are designed to support our employees' long-term success and align with our broader social responsibility goals.

Raising awareness

Aerosol Magee Scientific instruments have provided data for nearly 8,000 published scientific papers and reports.

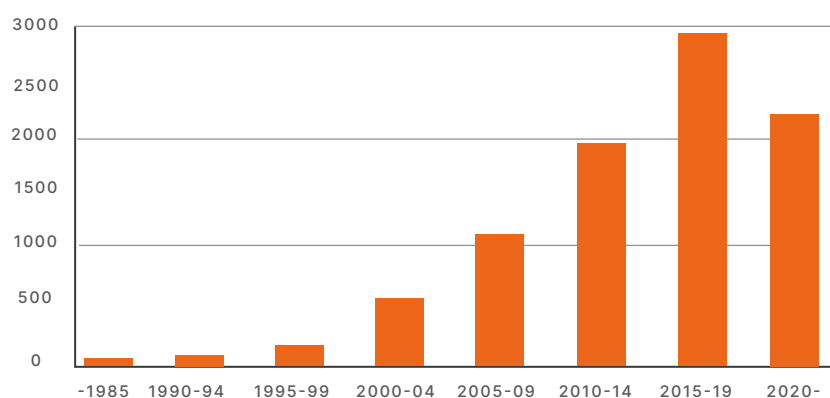


Chart: Number of published scientific articles using Aethalometer in the last 40 years



Photo: Aerosol Magee Scientific team at European Aerosol Conference - EAC, Athens, Greece, 2022

Our research team coordinates several national, bilateral, and European projects. We participate in international projects of the most influential environmental scientists. We present our findings at major global and regional scientific conferences on carbonaceous aerosols and their impact on human health and the state of the planet.

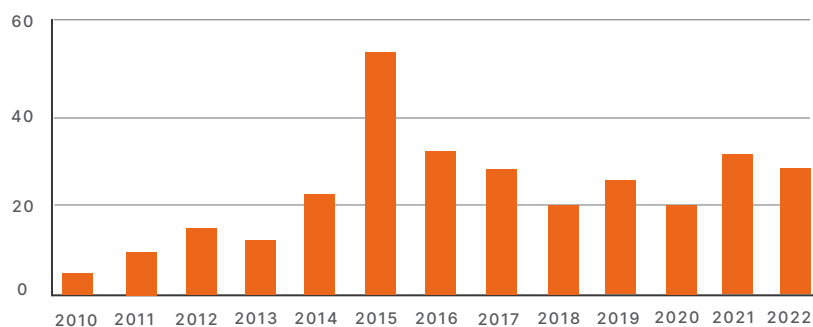


Chart: Aerosol Magee Scientific published peer-reviewed articles and conference presentations by year

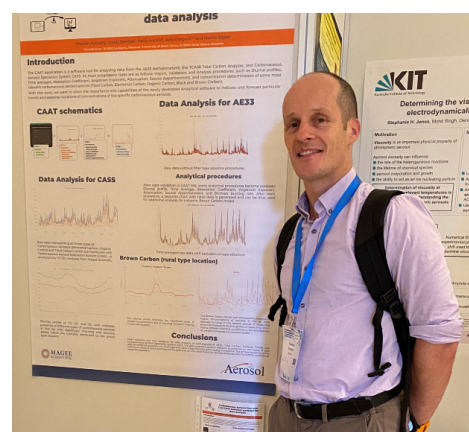


Photo: Contributions at the National Ambient Air Monitoring Conference - NAAMC, Pittsburgh, PA, USA, 2022

DATA CONTINUITY IS OUR CORE VALUE

Data is key to planning for a sustainable future and managing the harmful particles in the air. Reference data-sets revealing long-term trends are the basis for decision-making. There are yet no standards or regulations for the measurement of Black Carbon. However, what we measure with Aerosol Magee Scientific instruments, which we are developing based on the world's first patented Aethalometer, is a globally established reference framework for assessing Black Carbon. Continuous measurements and reference data provide high-quality monitoring and in-depth long-term and trend analysis. When introducing new products, we always ensure that data from existing, updated, and new instruments is comparable.

Customer centricity

Distributors are an important partner in the company's revenue generation. The local environment of the individual market is often unpredictable for the arrival of a small foreign business partner like our company. As a rule, our distributors are carefully selected companies with a good knowledge of their own market and a good connection to the network of key players in the said market. Our distributors are partners with technical knowledge and many years of experience in the field of managing measuring devices for measuring air pollution. We offer them regular training and inform them about the innovations within Aerosol and all other activities that could in any way affect their better business results and, consequently, Aerosol's business performance. We monitor the sales and marketing activities of individual distributors by accepting sales forecasts for the next short to medium-long period. We share engagements with distributors for presence at conferences and fairs. We help them by providing demonstration measuring devices for presentations, by subsidizing marketing materials or registration fees and by providing additional activities in case of visits by potential and existing users.



Photo: Booth at the 13th International Conference on Air Quality–Science and Application, Thessaloniki, Greece, 2022

WE LISTEN AND UNDERSTAND

Every decision, innovation, and effort we undertake is weighed in terms of the impact it will have on our existing and future customers. In our innovation processes we use the Design thinking and Design Sprint approach to help us deeply understand their diverse needs, preferences, and aspirations. Through research we challenge our assumptions, redefine customer needs and expectations and use insights to create solutions to prototype and test. Our two newest products that will be launched at the end of 2023 were developed using these approaches.

Through research we challenge our assumptions, redefine customer needs and expectations and use insights to create solutions to prototype and test.



WE CO-CREATE

Our methods and measurement instruments are improved by our research team, which opens its ranks to established experts and the best students from various scientific and technical disciplines. The development of instruments and applications is influenced by an online community of responsible users who are aware of the importance of air quality.

WE EDUCATE AND TRAIN

To our customers and partners, we offer regular training for usage of Aerosol instruments and achieving a wider and deeper understanding of carbonaceous aerosols in the atmosphere. All our instruments are equipped with supporting documentation. We regularly gather feedback and check customer satisfaction and view these insights as invaluable information, driving us to refine and enhance our offerings continually.



Photo: Technical training at Aerosol, July 2022

WE SUPPORT

We offer responsive and expert-level customer support available for customers before, during, and after they make a purchase or use a product. From product design and development to sales and support, our teams are united by the common goal of surpassing customer expectations.

Economic performance, growth and development

For more than four decades, since the first Aethalometer, we have been a wavemaker when it comes to keeping an eye on air quality. We strive for excellence when it comes to product design, production processes, customer satisfaction, scientific excellence and business performance.

Chart: Performance of Aerosol d.o.o. in 2022

NET SALES	5.933.447,42 EUR
EBITDA	832.526,39 EUR
PROFIT	740.902,02 EUR
PROFITABILITY	12,42 %
ADDED VALUE PER EMPLOYEE	97.832,52 EUR
R&D INVESTMENTS	15 %



GLOBAL REACH

MORE THAN
70
COUNTRIES

Aerosol Magee Scientific instruments are installed in more than 70 countries on all continents. They are installed in hundreds of air quality monitoring stations, at research institutions, near-road sites, around fence lines of industrial and transport facilities, on the ground, in the air and on marine vessels. They measure air quality in large cities, where air pollution affects most people, and also under extreme conditions, such as the highest parts of the Earth in the Himalayas, at observatories at the South and North Poles or the depths reached by mines.

POTENTIAL IN THE GLOBAL LANDSCAPE

Our strategic efforts are focused on increasing the number of measurement locations in existing markets, expanding to new markets and creating new business models that resonate with the needs of emerging customer segments. To harness this potential, we will continue to depend on an agile approach, deep market insights, a commitment to delivering value to customers and forming new partnerships with research institutions and business entities.

Aerosol is committed to delivering value to customers and forming new partnerships with research institutions and business entities. ”

RISKS AND OPPORTUNITIES DUE TO CLIMATE CHANGE

Climate change presents both challenges and opportunities for Aerosol, particularly in relation to the growing concern over Black Carbon and other carbonaceous aerosols' environmental impact.

Our analysis of these dynamics includes:

- **Opportunities in Black Carbon and other carbonaceous aerosols equipment:** The increasing awareness of Black Carbon's effect on the environment is likely to drive demand for specialized equipment. We anticipate growth in sales and opportunities to innovate solutions that address this critical issue.
- **Supply chain resilience:** By collaborating with local suppliers, we minimize the risk of disruptions in our supply chain due to climate-related events. This localized approach enhances our resilience and aligns with our commitment to sustainability.
- **Our strategic response to climate change** reflects a balanced consideration of potential risks and opportunities, guided by our mission and values.

Awards and recognition

Our dedication to innovation, excellence, and sustainability has not gone unnoticed. The accolades and recognitions we have received, ranging from our Platinum credit ranking to prestigious global awards for innovation and climate innovation and scientific research and development achievements, are a testament to our relentless pursuit of quality and leadership in our field.

The following honors underscore our commitment to our core values and our drive to set new standards in our industry.



- ISO 9001:2015 Quality management systems Certificate



- Socially Responsible Employer – Accession Certificate



- Platinum Creditworthiness 2022, awarded by Dan & Bradstreet



Photo: CEO Mateja Forštnarič and Head of Finance, Purchasing and Operations Ranka Orlović Lah accept the Platinum Creditworthiness award 2022

- Top 25 WIPO Global Awards 2022, awarded by World Intellectual Property Organization
- Best 22 in year 2022, for the project titled AerOrbi, awarded by Ministry of Economy, Tourism and Sport

RAZISKAVE, RAZVOJ IN INOVACIJE

AERORBI

AEROSOL, d.o.o.

Razpis	JR EUROSTARS 2017: Izjava MCRT
Področje financiranja	Raziskave, razvoj in inovacije
Vrednost razpisa	1.800.000,00 €
Namen razpisa	Namen javnega razpisa je izvajanje programa Eurostars-2, ki s sofinanciranjem podpira MSPje, ki se intenzivno ukvarjajo z raziskavami in razvojem in njihove partnerje, pri izvajanju njihovih skupnih inovativnih projektov, ki imajo predviden kratek čas vstopa na trg.
Kaj financiramo	Upravičeni stroški: stroški osebja, stroški potovanj, stroški materiala, drugi stroški, stroški svetovanja in drugih storitev pogodbenih raziskav režijski stroški.
Koliko financiramo	Višina sofinanciranja: do višine 40% za velika podjetja in 50% za mikro, mala in srednje velika podjetja.




14

OPIS PROJEKTA:

Namen projekta s polnim nazivom »Masna spektrometrija Orbitrap z mehko foto-ionizacijo za merjenje aerosolov« je bil v razvoju novega sklopljenega instrumenta za karakterizacijo aerosolnih delcev v realnem času, ki vključuje analizo koncentracij optičnih aerosolov in analizo kemijske sestave posamičnih delcev z visoko občutljivim foto-ionizacijskim masnim spektrometrom. Končni produkt je terenski instrument za karakterizacijo aerosolov, ki nudi opis spektroskopskih lastnosti in sestave in omogoča določanje toksičnih substanc, virov emisij in relevantnih okoljskih parametrov. Nov instrument bo zapolnil veliko vrzel v obstoječih merilnih tehnikah za karakterizacijo aerosolov. V projektu razviti instrument za vzorčevanje in desorbcijo aerosolov omogoča določanje sestave optičnih aerosolov, ki imajo zaradi svojih optičnih lastnosti pomemben vpliv na klimatske spremembe, medtem ko foto-ionizacijski masni spektrometer z visoko resolucijo podaja informacije na molekularnem nivoju, kar je ključno za globlje razumevanje vpliva aerosolov na zdravje ljudi.

IZJAVA PODJETJA:

»Sofinanciranje projekta nam je omogočilo razvoj inovativnih tehnologij za karakterizacijo aerosolov z visoko resolucijo v realnem času. Novo razviti instrument, nova partnerstva ter nove zaposlitve, pridobljene tekom projekta, predstavljajo pomemben korak pri rasti podjetja v prihodnje.«
Martin Rigler, vodja razvoja in raziskav Aerosol d.o.o.

Vrednost projekta	Vrednost upravičenih stroškov	Vrednost sofinanciranja	Kohezijska regija	Regija
200.000,00 €	200.000,00 €	100.000,00 €	ZAHODNA	OSREDNJE-SLOVENSKA

www.aerosol.si



Photo: Best 22 in year 2022, for the project titled AerOrbi

- Corporate Excellence Award (ACE) alternate winner in the category of climate innovations from the US State Department, USA, 2021
- Puh Award for outstanding achievements in scientific research and development, 2021

Research and development projects

We present you with a selection of research and development projects that lead to new or updated instruments and numerous scientific publications.

FLYING BLACK CARBON AROUND THE WORLD SINCE 2012



Photo: Aerosol Magee Scientific

Our instruments, adapted for use in ultralight aircraft and turbulent conditions, monitored the first Black Carbon flight around the world in 2012 and the 44,000-kilometer Flyin' Climate Change flight from Patagonia to Alaska and back in 2022 (Source: <https://www.flyingpatagonia.com>).

Adaptations to the instruments allow us to study the air in remote areas, deep in mines, and under extreme altitude conditions. New applications are also highlighting the need for more comprehensive measurements and the more effective prevention of Black Carbon, the most important source of climate change after carbon dioxide.

PROJECT CAEMISSION MONITOR

Determination of primary carbonaceous aerosol emission rates and formation rate of secondary organic aerosol.

The proposed project (ARRS L1-4386) aims to develop a simplified and reliable method for the determination of carbonaceous aerosol primary emission fluxes and secondary formation rate with high time resolution, where the dynamics of the atmosphere and dispersion characteristics within the planetary boundary layer will be assessed by using natural radioactive noble gas radon (Rn-222) as a tracer.

The main project goal can be separated into two specific objectives: the first one will be focused to the development and validation of the mixing layer height model, which describes the influence of meteorology on the dispersion of air pollutants; whereas the second one will focus on the characterization of primary emission fluxes and calculation of secondary organic aerosol formation. The reliable results of mixing layer height will be used for top-down modeling of emission rates of carbonaceous aerosol from primary sources and the formation rate of secondary organic aerosols.

The tool can provide valuable information to authorities for the implementation and evaluation of air quality action plans by indicating the strength of different emissions sources, especially from road traffic and biomass burning. On the other hand, improved knowledge about the secondary organic aerosol formation will significantly increase the performance of the chemical transport model and thus reduce the uncertainty of climate models.

PROJECT TIM DDF4CE

Tourism Impact Model for Circular Economy (11/2022 - 10/2024)

Tourism Impact Model Dynamic Data Fusion 4 Circular Economy, TIM DDF4CE, solution is a completely new and innovative service in the field of air pollution prevention and control as part of the transition to a circular economy. The solution combines accurate measurement of airborne particulate matter, specifically carbonaceous aerosols and their components, with various other data sources across tourism indicators into a dynamic data fusion that provides users (i.e., decision-makers in tourism destinations) with key information on air pollution based on real, accurate and high-frequency data, and assisted by analytical machine learning methods and artificial intelligence. You can find out more about Aerosols projects at: <https://www.aerosolmageesci.com/mprojects>



Photos: Tourism Impact Model for Circular Economy, TIM DDF4CE

ENVIRONMENT

Environmental commitment

As a company that develops and manufactures instruments for measuring air pollution, we recognize our unique responsibility to lead by example in environmental stewardship. Our approach is comprehensive, encompassing energy efficiency of our products, emissions reduction, supplier assessment, and innovative practices to minimize our ecological footprint. Key areas of focus include:

- **Energy:** We are aware of the importance of environmental impacts of our instruments through all life cycle. As a company, we strive to reduce environmental impacts from energy efficiency, reduce waste and raise awareness among all stakeholders.

Supplier environmental assessment

We are aware that the highest possible level in the development of relations with suppliers is the partnership we strive for. The foundations of a partner relationship are mutual trust, open communication, joint solving of challenges, which leads to a common goal - a long-term business relationship.

That is why we carefully select our suppliers. Together, we look for technical solutions, exchange knowledge and experience with the goal of manufacturing and supplying high-quality materials and products that influence the excellence of our instruments. They offer us help with their knowledge and experience, we offer them a partnership and awareness of the importance of energy - efficiency and eco-design.

We are aware that suppliers can represent a risk in economic, technical and environmental terms, therefore with the aim of reducing risks we are looking for alternative suppliers for components and services. We evaluate suppliers according to the criteria we have in relation to our high quality and environmental standards.

DEVELOPMENT OF ASSESSMENT SYSTEM

Aerosol's commitment to sustainability extends beyond our immediate operations to encompass our entire supply chain.

We are designing a supplier assessment system with customized criteria tailored to our industry and sustainability objectives. This includes defining specific criteria that reflect our environmental values, such as energy efficiency, waste reduction, ethical sourcing, and compliance with environmental regulations.

COLLABORATION AND SUPPORT

- **Supplier engagement:** Open communication and collaboration with our suppliers are essential to the success of this initiative. We will provide clear guidelines, training, and support to help our suppliers understand and meet our expectations.
- **Partnerships:** We may also explore partnerships with industry associations, certification bodies, or third-party auditors to enhance the credibility and robustness of our assessment system.

Our suppliers play a crucial role in our overall environmental performance. ”

INTEGRATION WITH PROCUREMENT

- **Incentives and recognition:** Suppliers who demonstrate exceptional commitment to environmental stewardship may be recognized and rewarded, fostering a culture of continuous improvement and collaboration. By raising awareness among our suppliers, we are taking a significant step toward a more sustainable and responsible supply chain.

Energy

Recognizing that our suppliers play a crucial role in our overall environmental performance, we are taking deliberate steps to ensure alignment with our sustainability goals:

AEROSOL PRODUCTS

- **Efficient design:** Our products are engineered with energy conservation in mind, ensuring that they perform their vital functions with minimal energy consumption.
- **User education:** We provide guidance and support to our customers, helping them understand how to use our products in the most energy-efficient manner.
- **Continuous improvement:** Through ongoing research and development, we strive to enhance the energy efficiency of our products, aligning with the latest technological advancements and environmental standards.



Photo: Production of instruments

PRODUCTION FACILITIES

- **Renewable energy sources:** We have a plan to reduce the consumption of fossil fuels by choosing an electricity provider that supplies electricity from renewable sources.



Photo: Production line of instruments

LIFE CYCLE ASSESSMENT (LCA)

- **Holistic view:** Our LCAs provide a comprehensive understanding of the energy impact of our products throughout their life cycle, from production to disposal. This insight guides our efforts to minimize energy use at every stage.

By prioritizing energy efficiency across our operations, we are not only reducing waste and lowering costs but also contributing to a more sustainable future. Our multifaceted approach reflects our understanding that energy efficiency is a complex challenge requiring ongoing commitment, innovation, and collaboration.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION

In 2022, we started collecting data for calculating the carbon footprint of our activities, at the same time we also started collecting data for our energy consumption. In 2022 we used electricity from the Slovenian national grid. Thermal energy for heating was supplied from our local district heating thermal plant.

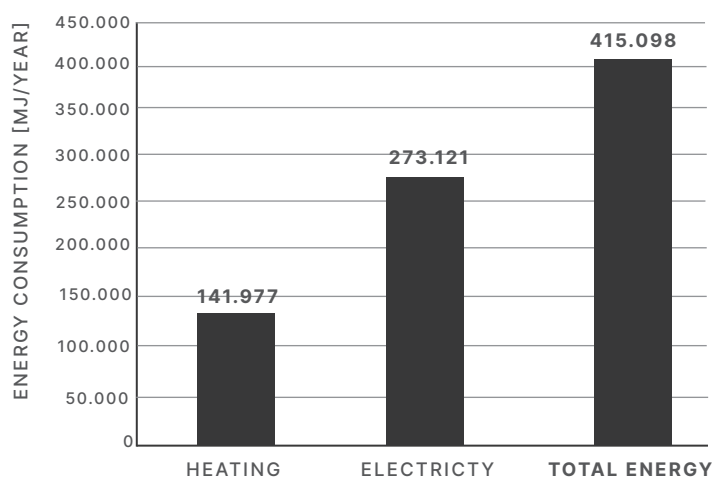


Chart: Consumption of energy in 2022 (MJ/year)

Emissions

Our commitment to reducing emissions goes beyond mere compliance, it's a reflection of our dedication to environmentally responsible business practices. Our approach to emissions management encompasses several key areas.

EMISSIONS ANALYSIS

- **Scope 1 (Direct emissions):** We monitor and evaluate emissions from our own operations and production processes. Our efforts to reduce these emissions include production of energy-efficient instruments and process optimization.
- **Scope 2 (Indirect emissions):** Our analysis extends to emissions from purchased electricity and heat. By investing in renewable energy sources and energy-efficient technologies, we actively work to minimize these indirect emissions.

LIFE CYCLE ASSESSMENT (LCA)

- **Comprehensive understanding:** Our LCAs provide a complete picture of the environmental impact of our products, from raw material extraction to production, use, and end-of-life disposal. This allows us to identify key areas where emissions can be reduced.
- **Continuous improvement:** The insights gained from our two LCAs guide our ongoing efforts to enhance our products and processes, ensuring that emissions reduction is a continuous journey rather than a one-time effort.

In 2022, we carried out LCAs for two of our instruments which provided us with a complete picture of the environmental impact of our product and identified key areas where emissions can be reduced.



COLLABORATION WITH SUPPLIERS

We work closely with our suppliers to understand the importance of reducing emissions within our supply chain. In the future we will set clear expectations for suppliers and prioritize those who will share our commitment to emissions reduction. With this approach we will extend our environmental responsibility throughout our value chain.

EMISSIONS REDUCTION TARGETS

- **Setting goals:** 2022 is considered the baseline for emissions reduction tracking. We identified the reduction of opportunities, established costs and impacts. In the future we will establish a roadmap for a clear and measurable emissions reduction target, aligned with international standards and best practices.
- **Monitoring and reporting:** Regular tracking and transparent reporting of our emissions data (scope 1 & 2) ensure accountability and demonstrate our progress.

EMPLOYEE INVOLVEMENT

- **Education and awareness:** We engage our employees in our emissions reduction efforts (energy efficiency), providing training, resources, and opportunities to contribute.
- **Incentives for innovation:** By encouraging employees to propose and implement innovative solutions, we raise culture of creativity and shared responsibility in emissions management.

SCOPE 1 & 2 GHG EMISSIONS

In 2022, we started collecting data for calculating the carbon footprint of our activities. We calculated Scope 1 & 2 greenhouse gas emissions, based on the data collected in 2022, scope 3 emissions were calculated in LCAs of two products.

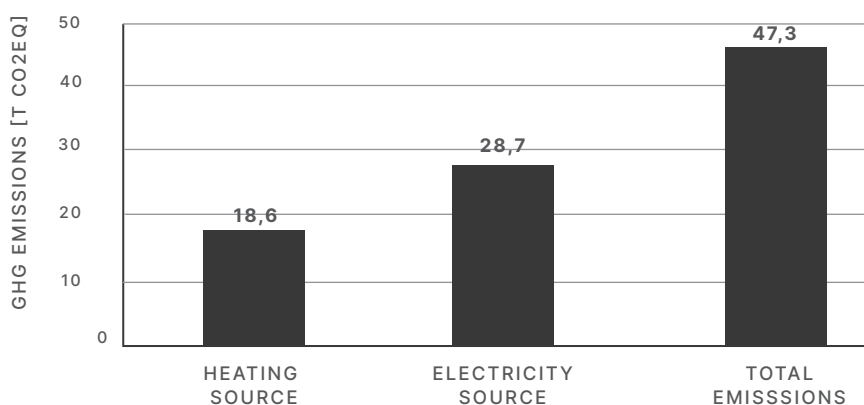
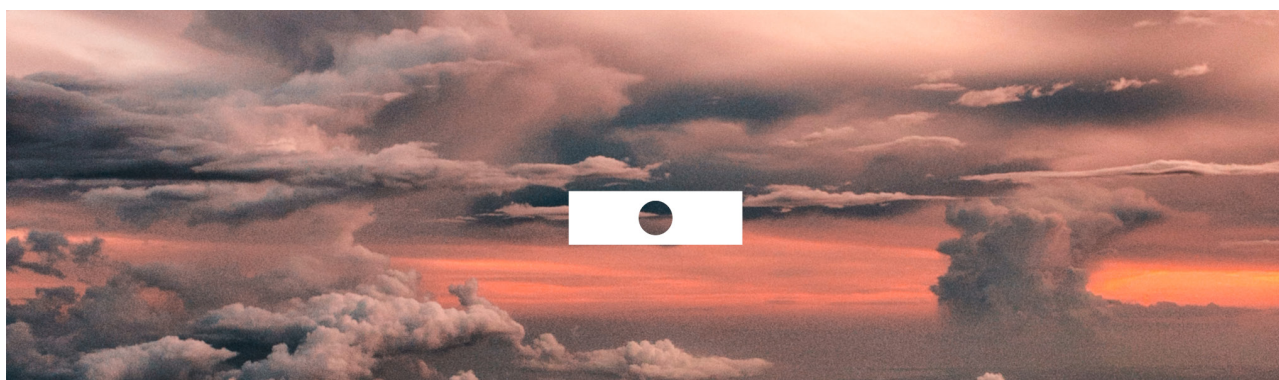


Chart: Scope 1 & 2 GHG emissions in 2022 (tCO₂ eq), sources: www.energetika.si, www.energijaplus.si

CARBON INTENSITY

We have a Life Cycle Assessment (LCA) calculation for two of our instruments and based on the results our R&D activities will focus on mitigating our GHGs emissions.

The results of the LCA showed that the highest amount of environmental impacts are produced during the use of the product. R&D activities will focus on improving the energy efficiency of future products, to mitigate as much as possible the GHG emissions during use phase, while maintaining the same level of quality and performance. Special focus will also be given on longevity of the products and lowering the need for maintenance trips, thus lowering the GHG emissions from maintenance transport.



SOCIAL

Public policy

We believe that public policies that seek to address challenges regarding air pollution and climate change will only work if the choices made by decision-makers, technical or political, are informed by the best available evidence. Our efforts, from research and development projects to published scientific articles and conference presentations, are driven to deliver this evidence. We will continue to share our expertise and dedication through connecting with global think tanks, political organizations, and other associations to further drive positive change in the field of air quality.

Currently we are members of:

- **European Committee for Standardization (CEN)**
- **Slovenian Institute for Standardization (SIST)**
- **German Aerosol Federation (GAEF)**
- **Industrial Association for Combustion Emission Control (VERT)**
- **Chamber of Commerce and Industry of Slovenia**
- **AmCham Slovenia business network**
- **Managers' Association of Slovenia**
- **We also collaborated with the Slovenian NGO Slovenian Philanthropy.**

Training and education

We recognize that our team's skills, knowledge, and well-being are integral to our success. We have instituted a comprehensive approach to training and education through the areas described below.

PROFESSIONAL DEVELOPMENT PROGRAMS

- **Skill enhancement:** Tailored training programs to enhance technical skills, leadership abilities, and other competencies essential to individual roles.
- **Career pathways:** Clear and supportive pathways for career advancement, including mentorship, and opportunities for internal mobility.
- **Certification support:** Financial and logistical support for employees seeking industry-relevant certifications and qualifications.

We recognize that our employees' skills, knowledge, and well-being are integral to our success. ”

SUSTAINABILITY EDUCATION

- **Raising employee environmental awareness:** Workshops and training sessions on sustainability practices, aligning employees with the company's environmental policies and goals. We educate our employees on the topic of carbon footprint, raising awareness of what it means and of the impact of climate change in the context of Black Carbon on human health.
- **Raising public environmental awareness:** We share the impact of climate change in the context of Black Carbon on human health with appearances in the media, cooperation with business and professional associations and economic diplomacy.

HEALTH AND WELL-BEING INITIATIVES

We adopted internal rules and a guidebook on ensuring the protection of workers against sexual and other harassment or ill-treatment. We conduct programs to support mental well-being. We introduced a quiet hour during working hours, employees also have a possibility for remote work and are encouraged to participate in organized sports activities (basketball, volleyball, marathons, pilates etc.).

COMMUNITY ENGAGEMENT AND VOLUNTEERISM

- **Partnerships with educational and other institutions:** We collaborate with EPA USA Environment Protection Agency, Institut "Jožef Stefan", VTIS association and many others. Please, consult our website <https://www.aerosolimageesci.com/about-us/references/> to find the full list.

DIVERSITY AND INCLUSION TRAINING

- **Cultural competency:** We value an inclusive and respectful workplace. We celebrate diversity and employ both disabled people and foreigners.
- **Leadership development for underrepresented groups:** In 2022 we adapted a strategy of diversity and inclusion with specialized programs to support the growth and advancement of underrepresented individuals within the organization.



Photo: Team Building 2022



Photo: Workshop Design Sprint 2022

TECHNOLOGY AND INNOVATION TRAINING

- **Emerging technologies:** Education on new technologies and industry trends, ensuring that employees stay at the forefront of innovation (i.e. Chat GPT training).
- **Innovation workshops:** Encouraging creative thinking and problem-solving through collaborative workshops and innovation challenges (i.e. Design Sprint, Design Thinking).



Photo: Team building 2022



Photo: Workshop Design Thinking

By investing in the continuous growth and development of our employees, Aerosol is not only enhancing our organizational capabilities, but also contributing to a culture that values learning, collaboration, and social responsibility. Our training and education initiatives reflect our belief that empowering our team is key to building a more sustainable and compassionate future.

Table: Average hours of training that the organization's employees have undertaken in 2022.

Department	Training hours
Finance and Procurement	160,0
Sales and Marketing	265,5
Production	152,0
Research and Development	190,0
Leadership and Broader management	143,0
Other	83,0
Total	993,5

At Aerosol the average employee received 32 h of training in 2022.

Health and safety

A safe and healthy work environment is essential for productivity, morale, and overall well-being. Our comprehensive approach goes beyond compliance, encompassing education, prevention, support, and continuous improvement. The following areas detail our multifaceted strategy to ensure the highest standards of health and safety.

WORKPLACE SAFETY PROTOCOLS

- **Risk assessments:** Together with an authorized external contractor, a risk analysis is carried out on systematically defined typical workplaces.
- **Equipment safety:** Regular inspections, maintenance, and training on the safe use of machinery and equipment.

OCCUPATIONAL HEALTH PROGRAMS

The company implements the "Health Promotion" program. The purpose of the program is the implementation of the health promotion policy at work and is based on the positive results of the activities in the field of health that we are already implementing.

- **Ergonomic assessments:** We offer customized adjustments for sitting, such as additional back support (chair), ergonomic adjustments to prevent strained muscles and protect the health of our employees. Employees, together with authorized external contractor, propose additional ergonomic aids and work tools with the aim of making work easier and preventing illnesses.
- **Health screenings:** Employees receive regular systematic medical checkups. Top management and employees in specifically demanding jobs such as sales have the option to receive a preventive managerial checkup.

MENTAL HEALTH INITIATIVES

- **Mental health awareness:** For mental health, there is an assigned budget and employees can ask for help in case of social or psychological distress.

TRAINING AND EDUCATION

- **We execute internal training of three types:** Systemic (internal rules and protocols), professional (presentation of projects and research) and operational (technical - instruments, protocols, safety training, equipment handling etc.). In 2022, special emphasis was given to professional development and personal growth training and workshops, including Design Thinking workshop, 5-day Design Sprint workshop and discovering personal strength (personalities) workshop.

EMPLOYEE SUPPORT AND ENGAGEMENT

- **Open communication channels:** Twice a year, employees can anonymously share honest feedback on issues and ideas to improve the organization and their well-being, initiative put in place by the founder. At annual performance reviews managers encourage employees to share ideas and improvements on organizational and personal level. Employees get feedback on their suggestions in a timely manner according to internal procedure.
- **Social responsibility ambassadors:** Under the umbrella of social responsibility for Aerosol, specialist for sustainability leads, organizes, coordinates biannual meetings with assigned departmental ambassadors to discuss options and activities to promote a socially responsible culture.

We are proud of our Health and safety system and the 0 work-related injuries in 2022.

ENVIRONMENTAL HEALTH

- **Air quality monitoring:** Since Black Carbon can leak from the testing room in production, spaces are tested to protect employees' health. To counteract its negative effect, we installed air purifiers. We also installed dehumidifiers for winter to counteract dry air at the initiative of employees.

COMPLIANCE AND REPORTING

By embracing a **holistic approach** to health and safety, Aerosol is fostering a culture where employees feel valued, protected, and empowered to contribute their best. Our initiatives reflect a deep understanding of the interconnectedness of physical safety, mental well-being, and environmental health. Through continuous investment, collaboration, and innovation, we are setting new benchmarks in health and safety, affirming our commitment to the well-being of our team and the broader community.

PROMOTION OF WORKER HEALTH

- **Aerosol has a health program** at the workplace, in which we have also included activities to prevent the occurrence of musculoskeletal diseases. The organization has committed to promote health at the workplace every year and to implement measures in accordance with the commitment. The health promotion program includes measures that take into account the findings in the risk assessment and the recommendations from the health risk assessment.

- In addition to preventive measures, the company procured a **forklift for the transport of heavier loads**, installed a transport elevator, and trained employees to use the forklift and the elevator.

- To promote health and activities, twice a week we have a **20 minute workout at the workplace and vegetarian/vegan options** are available for lunch organized within the company.

- Great care is also devoted to the users of our instruments, and for lifting heavier instruments, a **device for easier lifting** has been implemented in the packaging department.

- In the company, we are establishing the best way for the employees to have a **"quiet hour"**.

Currently, there are two possibilities: Remote work, if the nature of the work allows it, and to use meeting rooms with prior reservation.



Photo: Winter sports day

Local communities

Our connection to the community extends beyond business. We recognize that our success is intertwined with the well-being and prosperity of the communities we serve, both locally and globally.

SUPPORTING LOCAL AND SUSTAINABLE FOOD CHOICES

At Aerosol, we take pride in supporting local communities both near and far. When organizing food within our organization, we prioritize dishes prepared from local, seasonal ingredients. Our menus include vegetarian and vegan options, reflecting our commitment to sustainability and catering to diverse dietary preferences.

ASSISTING RURAL COMMUNITIES

Understanding the unique challenges faced by rural communities, we provide measuring devices for Black Carbon to assist local needs. This initiative not only supports community development but also aligns with our core mission of promoting a cleaner and healthier environment.

PARTNERSHIP WITH LOCAL ORGANIZATIONS IN THE ALPINE REGION

In a collaborative effort to understand and mitigate the impact of tourism on the alpine region, we have partnered with local organizations. Through joint research, data collection, and community engagement, we are working to preserve the delicate balance of this unique ecosystem while supporting responsible tourism.

COLLABORATING WITH LOCAL SCHOOLS

We raise awareness and share knowledge about Black Carbon and carbonaceous aerosols at local elementary schools. We also enable and promote student internships.

Non-discrimination

At Aerosol, we firmly believe in fostering a culture of inclusivity, where diversity is celebrated, and every individual is treated with dignity and respect. Our non-discrimination policy is more than a legal requirement; it's a reflection of our core values and our commitment to creating a workplace where everyone can thrive. From recruitment to career advancement, we ensure that decisions are made without regard to race, gender, age, disability, religion, sexual orientation, or any other characteristic protected by law.

At Aerosol, every employee is treated with dignity and respect. ”

Through continuous education, awareness programs, and a proactive approach to fostering an inclusive environment, we empower our employees to embrace diversity in all its forms. Our leadership and teams are committed to upholding these principles, ensuring that they are woven into the fabric of our daily operations.

INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

The organization has a guidebook against mobbing and other types of mistreatments at the workplace, presentation and familiarization with the content is included in the new employee's mentoring plan. We also have an employee trustee whom every employee can approach in case of problems.

Table: Vulnerable groups

Vulnerable groups	Number	%
Disabled due to illness	1	3
Disabled due to work related illness	/	/
Disabled due to injury	1	3
Employees who are foreigners, EU citizens	2	6,25

INDEX GRI STANDARDS

Table: Index GRI standards

GRI Standard	Part of the report	Comment
GRI 1: General Disclosures 2021	Included	
GRI 2: General Disclosures 2021	Included	
GRI 3: Material topics 2021	Included	
GRI 11: Oil and Gas sector 2021	Not included	Not applicable
GRI 12: Coal sector 2022	Not included	Not applicable
GRI 13: Agriculture Aquaculture and Fishing sectors 2022	Not included	Not applicable
GRI 201: Economic Performance 2016	Included	
GRI 202: Market Presence 2016	Not included	Due to the nature of selling measuring equipment and Aerosol d.o.o. is SME, the impact and significance of this indicator is small/irrelevant. This standard and its indicators will be part of future reporting
GRI 203: Indirect Economic Impacts 2016	Not included	Since Aerosol d.o.o. is a SME, the impact and significance of this indicator is small/irrelevant
GRI 204: Procurement Practices 2016	Not included	Out of the cut off in Material topics
GRI 205: Anti-Corruption 2016	Not included	Since Aerosol d.o.o. is a SME, the impact and significance of this indicator is small/irrelevant
GRI 206: Anti-Competitive Behavior 2016	Not included	Since Aerosol d.o.o. is a SME, the impact and significance of this indicator is small/irrelevant
GRI 301: Materials 2016	Not included	Out of the cut off in Material topics. Due to the ESG strategy, will be included in future reporting
GRI 302: Energy 2019	Included	
GRI 303: Water and Effluents 2018	Not included	Out of the cut off in Material topics
GRI 304: Biodiversity 2016	Not included	Out of the cut off in Material topics
GRI 305: Emissions 2016	Included	
GRI 306: Waste 2020	Not included	Out of the cut off in Material topics
GRI 308: Supplier Environmental assessment 2016	Included	
GRI 401: Employment 2016	Included	

GRI Standard	Part of the report	Comment
GRI 403: Occupational Health and Safety 2018	Included	
GRI 404: Training and Education 2016	Included	
GRI 405: Diversity and Equal Opportunity 2016	Not included	Since Aerosol d.o.o. is a SME, the impact and significance of this indicator is small/irrelevant
GRI 406: Non-Discrimination 2016	Included	
GRI 407: Freedom of Association and Collective Bargaining 2016	Not included	Since Aerosol d.o.o. is a SME, the impact and significance of this indicator is small/irrelevant
GRI 408: Child Labor 2016	Not included	Since Aerosol d.o.o. is a SME, the impact and significance of this indicator is small/irrelevant
GRI 409: Forced or Compulsory Labor 2016	Not included	Since Aerosol d.o.o. is a SME, the impact and significance of this indicator is small/irrelevant
GRI 410: Security Practices 2016	Not included	Since Aerosol d.o.o. is a SME, the impact and significance of this indicator is small/irrelevant
GRI 411: Rights of Indigenous Peoples 2016	Not included	Since Aerosol d.o.o. is a SME, the impact and significance of this indicator is small/irrelevant
GRI 413: Local Communities 2016	Included	
GRI 414: Supplier Social Assessment 2016	Not included	Since Aerosol d.o.o. is a SME, the impact and significance of this indicator is small/irrelevant
GRI 415: Public policy 2016	Included	
GRI 416: Customer Health and Safety 2016	Included	As Customer Centricity
GRI 417: Marketing and Labeling 2016	Included	As Awards and Recognition
GRI 418: Customer Privacy 2016	Not included	Covered by GDPR

REFERENCES

[GRI 1: Foundation 2021](#)

[GRI 2: General Disclosures 2021](#)

[GRI 3: Material Topics 2021](#)

[GRI 201: Economic Performance 2016](#)

[GRI 302: Energy 2016](#)

[GRI 305: Emissions 2016](#)

[GRI 308: Supplier Environmental Assessment 2016](#)

[GRI 403: Occupational Health and Safety 2018](#)

[GRI 404: Training and Education 2016](#)

[GRI 406: Non-discrimination 2016](#)

[GRI 413: Local communities 2016](#)

[GRI 415: Public Policy 2016](#)

LIST OF ABBREVIATIONS

GHG: Greenhouse gases

GRI: Global reporting initiative

IPCC: Intergovernmental panel for climate change

ISCED: International Standard Classification of Education

LCA: Life cycle assessment

NFR: Non-financial report

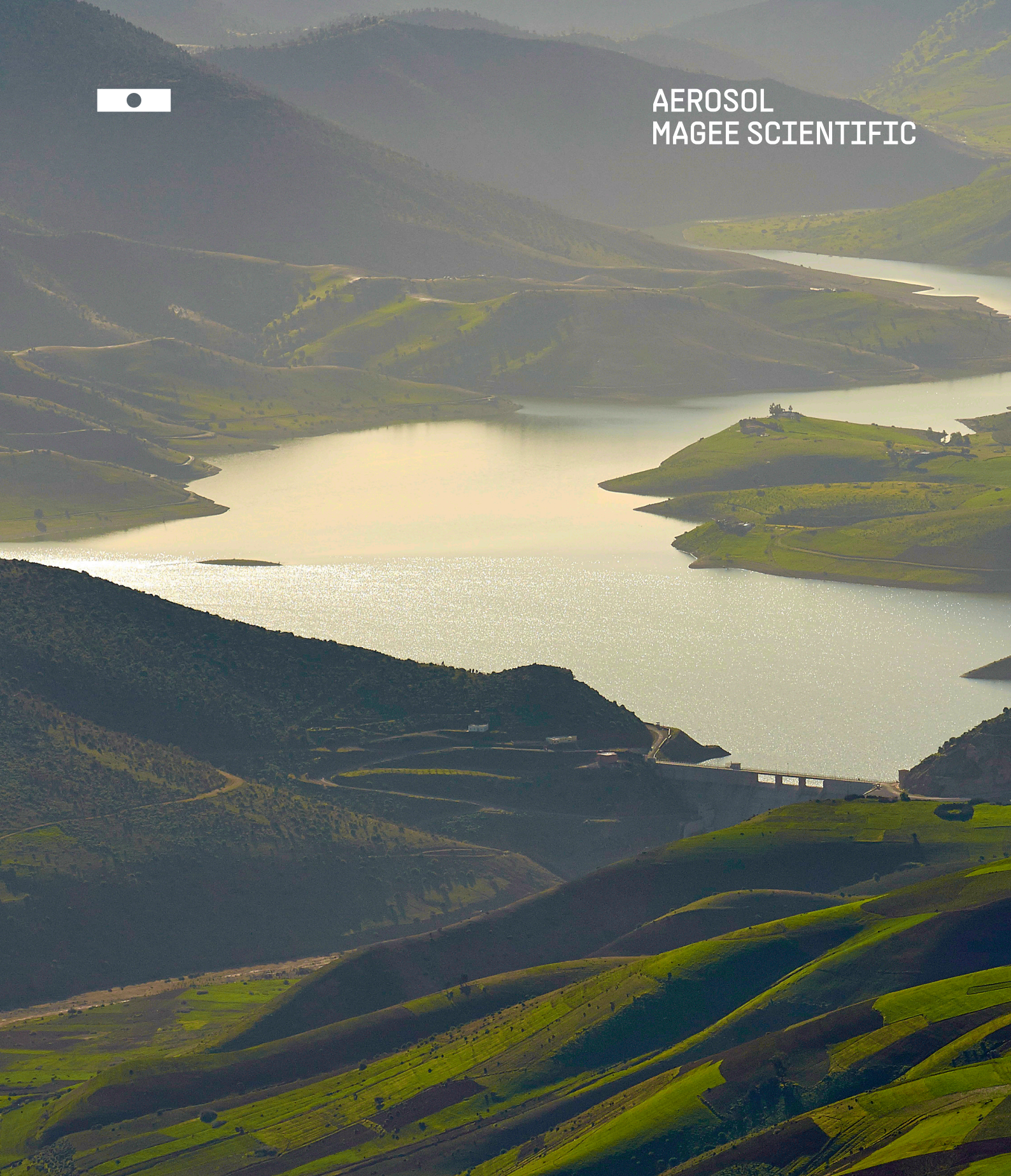
SRE: Socially responsible employer

UN: United Nations

WHO: World Health Organization



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Keeping an Eye on the Air

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