



DADOS SUBMETIDOS CANDIDATURA

CADSOLID - CAD/CAM INTEGRADO, LDA

TABLE OF CONTENTS

IDENTIFICATION	3
DATA ENTRY REQUIREMENTS	3
A ENVIRONMENT	4
A1. Energy and greenhouse gas emissions	4
A1.1 Total energy consumption, by type	4
A1.2 Total energy consumption, from renewable sources.....	4
A1.3 Estimated gross greenhouse gas (GHG) emissions.....	5
A1.3.1 Estimated gross greenhouse gas (GHG) emissions - Scope 1	5
A1.3.2 Estimated gross greenhouse gas (GHG) emissions - Scope 2	5
A2. Pollution of air, water and soil	6
A2.1 Pollutants emissions.....	6
A3. Biodiversity	6
A3.1 Biodiversity sensitive areas	6
A3.2 Land use	7
A4. Water	7
A4.1 Water withdraw and consumption	7
A5. Resource use, circular economy and waste management	8
A5.1 Recycled content in the products and packaging	8
A5.2 Recyclable content in the products and packaging	8
A5.3 Waste generated and diverted to recycle or reuse	8
B SOCIAL MATTERS	9
B1. Workforce - General characteristics	9
B1.1 Number of employees by type of employment contract.....	9
B1.2 Number of hours worked	9
B1.3 Number of employees by countries.....	10
B2. Workforce - Health and Safety	10
B2.1 Recordable work-related accidents	10
B3. Workforce - Work-Life Balance	11
B3.1 Employees that took family-related leave, by gender	11
B4. Workforce - Remuneration, collective bargaining and training	11
B4.1 Ratio of the entry level to the minimum wage.....	11
B4.2 Pay gap between female and male employees, by professional category	12
B4.3 Collective bargaining coverage	12
B4.4 Training related to the development of skills and competences	12
C BUSINESS CONDUCT	13
C1. Convictions and fines for corruption and bribery	13
C1.1 Convictions for the violation of anti-corruption and anti-bribery laws	13
C1.2 Fines for the violation of anti-corruption and anti-bribery laws	13

IDENTIFICATION

COMPANY	CADSOLID - CAD/CAM INTEGRADO, LDA
COMPANY ID	507067819

DATA ENTRY REQUIREMENTS

Data report on individual basis

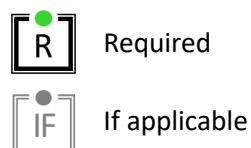
The report must be prepared considering the individual organization aligned with the data collection carried out within the scope of the Inovadora COTEC application.

Time frame

The data collection should occur annually, following the same time frame as the organization final reports.

Materiality not necessary

For the report preparation, a materiality analysis is not required. Some metrics are classified as required, while for others, the organization must assess and determine if the metrics are applicable to their specific circumstances. Each variable to be collected is labeled as either:



Data Points

For each requested metric, data for two years (2022 and 2023) must be provided. However, entering data for 2023 will only be mandatory for metrics marked as 'Required'. While data for 2022 is recommended, it is not mandatory.

Comparative information

Whenever possible, two data points should be provided. Without at least two data points, it will not be possible to analyze trends or track progress over time.

A | ENVIRONMENT

A1. Energy and greenhouse gas emissions



Report on the organization's climate impacts, providing information about its energy use and greenhouse gas emissions.

A1.1 Total energy consumption, by type

Total annual amount of energy consumed by the organization

Type of energy	Energy consumption (2023) *	Energy consumption (2022)
Fossil fuels	0	
Electricity	22,6	

Unit: MWh - Megawatt-Hours.

Source: Electricity and fossil fuels as expressed in utility billing.

A1.2 Total energy consumption, from renewable sources

Total annual amount of energy consumed by the organization that was generated from renewable energy sources.

Energy from renewable sources	Energy consumption (2023) *	Energy consumption (2022)
Electricity purchased	18,76	
Electricity self-generated	9,03	

Unit: MWh - Megawatt-Hours.

Source: Electricity as expressed in utility billing.

A1.3 Estimated gross greenhouse gas (GHG) emissions

Scope 1 and scope 2, annual greenhouse gas emissions arising from the organization's activities.

A1.3.1 Estimated gross greenhouse gas (GHG) emissions - Scope 1

	Yes / No *	GHG emissions (2023)	GHG emissions (2022)
Stationary Emissions	No		
Process Emissions	No		
Fugitive Emissions	No		
Mobile Emissions	Yes		

A1.3.2 Estimated gross greenhouse gas (GHG) emissions - Scope 2

	Yes / No *	GHG emissions (2023)	GHG emissions (2022)
Electricity	No		
Heating	No		
Steam	No		
Cooling	No		

Observations:	
---------------	--

A2. Pollution of air, water and soil



Report on pollutants indicating the type of pollutant material being reported alongside the amount emitted to air, water and soil.

A2.1 Pollutants emissions

Types of pollutants	Emissions (2023)	Emissions (2022)	Unit	Medium of release
Type 1				Air, water or soil
...				...

Unit: Kilograms or tonnes.

Observations:	
---------------	--

A3. Biodiversity



The organization shall disclose the number and area of sites that it owns, has leased, or manages, in or near biodiversity sensitive areas.

A3.1 Biodiversity sensitive areas

Sites located in or near biodiversity sensitive areas in which the organization operates.

Site location (Municipality)	Area (2023)	Area (2022)	Units	Biodiversity sensitive Area	Location (in/near sensitive areas)
Leiria	564.700.000	564.700.000	m ²		In a biodiversity sensitive area

Unit: Hectares or m².

Source: Relatório de Avaliação Ambiental.

A3.2 Land use

Area of land use, considering sealed and nature-oriented areas.

Land-use type	Area (2023)	Area (2022)	Area (2021)	Units
Total sealed area	200			m ²
Total nature-oriented area on-site				
Total nature-oriented area off-site				
Total use of land				

Unit: Hectares or m².

Source: Licenciamiento Industrial.

Observations:	
---------------	--

A4. Water



The organization shall disclose the amount of water drawn into its facilities, specifying the amount of water withdrawn in areas of high stress, and the amount of water consumption

A4.1 Water withdraw and consumption

	Water withdrawal (2023) *	Water consumption (2023)	Water withdrawal (2022)	Water consumption (2022)
All sites				
Sites in areas with water stress				

Unit: m³.

Source: Water withdrawal: as expressed in utility billing.

Observations:	
---------------	--

A5. Resource use, circular economy and waste management



The organization shall disclose information in relation to circular economy principles, such as on recycled and recyclable content in the products and packaging and on waste generated and diverted to recycle or reuse.

A5.1 Recycled content in the products and packaging

	Products and packaging Weight (2023)	Products and packaging Weight (2022)	Units
Recycled materials			
Total materials			

Unit: Kilograms or tonnes.

A5.2 Recyclable content in the products and packaging

Amount of materials in products and packaging that can be technically recycled.

	Products and packaging Weight (2023)	Products and packaging Weight (2022)	Units
Recyclable materials			

Unit: Kilograms or tonnes.

A5.3 Waste generated and diverted to recycle or reuse

	Waste diverted to recycle or reuse (2023) *	Waste directed to disposal (2023) *	Waste diverted to recycle or reuse (2022)	Waste directed to disposal (2022)	Units
Non-hazardous waste					
Hazardous waste					

Unit: Kilograms or tonnes.

Observations:	
---------------	--

B | SOCIAL MATTERS

B1. Workforce - General characteristics



B1.1 Number of employees by type of employment contract

Type of contract	Employees (2023) *	Employees (2022)
Total employees	41	29
Temporary contract		

Unit: Number of employees (head count average).

Source:

Total employees: Relatório Único | III. Pessoas ao serviço | 1. Pessoas ao serviço da entidade empregadora (número médio durante o ano).

Temporary contract: Relatório Único | Anexo D – Relatório anual da atividade de Segurança e Saúde no Trabalho | VI.Trabalhadores temporários na empresa utilizadora | 1. Número de Trabalhadores temporários | 1.3 Número médio durante o ano.

B1.2 Number of hours worked

	Number of hours (2023) *	Number of hours (2022)
Hours worked	91.000	

Unit: Number of annual hours worked.

Source: IES (Informação Empresarial Simplificada) | Quadro 05291 - A Pessoas ao serviço e horas trabalhadas | Pessoas ao serviço da empresa, remuneradas e não remuneradas (número de horas trabalhadas).

B1.3 Number of employees by countries

Country	Employees (2023)	Employees (2022)
Portugal	41	29

Unit: Number of employees (head count average).

Source: Relatório Único | II. Identificação da(s) unidade(s) local(is) (estabelecimentos) | 3.4 País - 6. Total de pessoas ao serviço.

Observations:	
---------------	--

B2. Workforce - Health and Safety



The organization shall disclose information on recordable work-related injury or ill health.

B2.1 Recordable work-related accidents

	Number (2023) *	Number (2022)
Work-related accidents		
Work-related ill health		
Fatalities as a result of work-related injuries		

Unit: Number of employees (head count average).

Source:

Number of work-related accidents: Relatório Único | V. Acidentes de trabalho e doenças profissionais | 1.1.1 N.º de acidentes de trabalho (AT) ocorridos no ano de referência do relatório | Total (somar valor de 'H' e 'M').

Number of work-related ill health: Relatório Único | V. Acidentes de trabalho e doenças profissionais | 4. Doenças Profissionais de participação obrigatória | 4.1. Número de casos participados (somar valor de 'H' e 'M').

Number of fatalities as a result of work-related injuries: Relatório Único | V. Acidentes de trabalho e doenças profissionais | 1.1.1 N.º de acidentes de trabalho (AT) ocorridos no ano de referência do relatório | Mortal (somar valor de 'H' e 'M').

Observations:	
---------------	--

B3. Workforce - Work-Life Balance



The organization shall disclose the number of employees who used family-related leave in the reporting year, with a breakdown by gender.

B3.1 Employees that took family-related leave, by gender

Gender	Employees (2023) *	Employees (2022)
Male		
Female		
Other		

Unit: Number of employees (head count average).

Observations:	
---------------	--

B4. Workforce - Remuneration, collective bargaining and training



The organization shall disclose separately the number of employees (a) who can take family-related leave in the reporting year, with a breakdown by gender, and (b) who used family-related leave in the reporting year, with a breakdown by gender.

B4.1 Ratio of the entry level to the minimum wage

	Wage (2023) *	Wage (2022)
Entry level wage	760	
Minimum wage	760	

Unit: Euros.

B4.2 Pay gap between female and male employees, by professional category

Professional category	Male Average gross hourly pay (2023) *	Female Average gross hourly pay (2023) *	Male Average gross hourly pay (2022)	Female Average gross hourly pay (2022)

Unit: Euros.

Source:

Monthly gross pay: Relatório Único | Anexo A - Quadro de Pessoal | II. Trabalhadores | Somar 1) Remuneração base referente a mês de Outubro - Devida, 2) Prémios e subsídios regulares referentes ao mês de Outubro - Subsídio de refeição, 3) Subsídio por turnos, 4) Outros prémios e subsídios regulares, 5) Prestações irregulares pagas em Outubro e 6) Trabalho suplementar efectuado no mês de Outubro - Remuneração referente às horas suplementares efectuadas em Outubro.

Average hours worked per month: Relatório Único | Anexo A - Quadro de Pessoal | II. Trabalhadores | Somar 1) N.º de horas normais remuneradas em Outubro, 2) N.º de Horas suplementares efectuadas em Outubro e 3) Total de horas suplementares efectuadas no ano civil.

B4.3 Collective bargaining coverage

	Employees (2023) *	Employees (2022)
Covered by collective bargaining agreements		

Unit: Number of employees (head count).

B4.4 Training related to the development of skills and competences

	Hours (2023) *	Hours (2022)
Male	1.320	920
Female	320	240

Unit: Total number of annual training hours.

Source: Relatório Único | Anexo C - Relatório Anual da Formação Contínua - II. Caracterização dos trabalhadores no ano face à frequência de formação profissional (somar 'Duração da acção (horas)' de todos os trabalhadores homens e de todos os trabalhadores mulheres).

Observations:	
---------------	--

C | BUSINESS CONDUCT

C1. Convictions and fines for corruption and bribery



The organization shall report on the total number of convictions and the total amount of fines incurred for violating anti-corruption and anti-bribery laws.

C1.1 Convictions for the violation of anti-corruption and anti-bribery laws

	Number (2023)	Number (2022)
Convictions		

Unit: Total number of convictions in the fiscal year.

C1.2 Fines for the violation of anti-corruption and anti-bribery laws

	Number (2023)	Number (2022)
Fines		

Unit: Euros.

Observations:	
---------------	--