

Ladies and Gentlemen!



Marek PODGRODZKI
Chairperson



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The following issue of the magazine is the last one that you are going to read this year, so now looks like a good moment to sum up and take stock of all the events which have taken place within the 12 months of the past 2015 year.

nologies. The implementation of the following project will shoot our company straight into a whole new era. It has been necessary to coordinate hundreds of related parameters and take into account countless factors, such as: new casting line, additional electric furnaces, mass processing station, molten metal transport methods, chip spreaders, pellet machines, electrical and plumbing installations, various types of foundations, belt conveyors and transporters, etc. All the above must have been put together in such a way so that it enabled flawless flow of raw materials, metal parts and castings, yet still so it would "fit" the existing infrastructure or minimize the subsequent need for further modification. One must have also considered the ever increasing need for the space required to enlarge changing rooms, bathrooms, finished or semi-finished products warehouses, as well as the increased needs being the consequence of higher production, i.e. castings grinding and finishing, but also hundreds of details so very important in daily routines of the developing factory. It has been crucial to re-assume all security issues, and aspects of fire protection in particular. The following concept was completed thanks to consultations with the authorities and the firemen, respectively.

Altogether with the design works, proper agreements with the Directorate of Environmental Protection in Katowice and Sanitary Inspector in Żywiec were achieved. All the relevant documents and expert opinions had to be prepared, during which period our specialists were providing all the necessary explanations. The actions resulted in granting our investment the document called "The decision on environmental conditions", which took place in June 2015. All these works were crowned with the realization of a construction project. The project envisages the construction of approx. 10,000 m² roof-covered surface, as well as the creation of new transportation routes, roads and parking lots.

The project was developed by the renowned Żywiec architects office "Wiewióra & Golczyk". Currently, we are expecting to obtain a building permit for the following project and we hope to get it soon. The permission will give green light for the construction works to start, right after having the financing completed.

To achieve all these ambitious growth plans some financial measures are necessary, though. In order to do so we would be happy to use the possibilities provided under the new EU budget. To make this possible, our financial services have completed the appropriate documentation and application forms – for which we are grateful to them. Their actions concern EU subsidies, as well as introducing our company to Katowice Special Economic Zone. The documentation has been submitted and we are looking forward to their positive consideration!!!

While we have been working on our future investments concept, we also kept conducting the implementation of our current investments. Their whereabouts are being described in an article by Director Jan Jurasz.

To facilitate the process of loading the furnaces and to improve the efficiency of a melting plant we have invested nearly a million PLN and we have purchased a circulating scrap crusher made by a Spanish company EURO-EQUIP. The machine has been temporarily set and installed on the batch field, with its final installation near the top of a new moulding line.

Another very important issue was the completion of works carried out on a new hall adjacent to the Department of Mechanical Engineering and Fittings Assembly. Thanks to new thermal insulation and after having installed a heating system this modern hall could begin embracing new CNC machines. They will eventually replace the traditional, old-type treatment machines which will be gradually withdrawn from the production process. The following evolution will provide us with higher flexibility and quality improvement in fittings production.

The newly installed CNC machines will also enable machining the parts and pieces, according to our customers' requirements. It reflects the current trend for providing clients with products which are fully finished, painted and ready for assembly. The machines of Mechanical Department have been reinforced with traditional-type equipment needed for current production.

Sales Department have been working hard and fruitfully, having continually acquired new customers and gaining recipients for new products, which is always a challenge on contemporary competitive market.

All new products could not have seen the light of day without intensive efforts by Technical and Technological Departments, nor would they have been manufactured without the contribution of the Departments of Production and Maintenance.

Nonetheless, all of these activities require careful accounting and financial liquidity, which is effectively implemented by administrative departments of our company.

In order for METALPOL to become a genuine XXI century company, on 1st October the position of a Director of Investment and Innovation was created. The task to be achieved is to observe all the foundry industry novelties, as well as to implement the solutions which will allow for further development of the company. Another task includes raising funds for new investments and supervising their timely and effective implementation. Another important factor regarding the future of our company is research and development within the area of new technologies. One particular task involves conducting innovative metallurgical processes in cooperation between METALPOL, AGH University of Science and Technology and the French company AFFIVAL. As a result of the cooperation, the all new technological processes aimed at improving the properties of cast iron will be implemented.

It's worth mentioning that another important event took place on 31st July this year - the celebration of the METALPOL 15th Anniversary. The celebration hosted many honoured guests, i.e. Parliamentarians, local government representatives, county and province authorities, our customers and suppliers, as well as our Company' Friends. During the celebration, the foundation of the "METALPOL in the XXI century" cornerstone was laid – the investment considered to take our company towards a "premium-league" not only in our country, but also at European level of foundry industry.

Once again, I would like to extend my best Christmas wishes to all of you – thank you for your contribution in METALPOL development in the past 2015. I hope you and your families spend this wonderful Christmas Time in peace, love and in domestic warmth.

I wish you all the best, and may you stay healthy, happy and satisfied in the coming 2016. May all your wishes come true! And as for the Company – may we all succeed in achieving our goals and professional plans.

Marek PODGRODZKI
Chairperson



Our investments in 2015

Year 2015 is coming to an end. That said, it seems as though the moment for evaluation and summary of all that has recently happened in our company has just arrived.

Mechanical Department

In the last issue of the Magazine I informed about the purchase of two CNC MAZAK – horizontal, six-palette precise machining centers. One of them has been fully equipped and is already fully operational. The other one however, is still within the preparation process.



Additionally, Mechanical Department has been equipped with a boring mill W100 for machining large bodies of valves, turning and boring lathe C13 MB 3000 used for lathing and threading hydrant pipes made from steel and cast iron, as well as a large radial drill CSEPEL RF31/B.

These machine tools are to enable machining of large dimensions castings. They have significantly renewed our machine park.



Built at the beginning of the year, new warehouse has been insulated and equipped with an efficient heating system.



Foundry

New crusher for circulating scrap crushing was launched in May. The crusher, in addition to shredding, can perform mould pre-cleaning of the circulation scrap, which reduces the amount of slag formed during the melting process. Due to the above, the recycle scrap becomes finer, the furnaces are filled more efficiently and the overall efficiency of melting gets increased. It results in shorter melting time and lower consumption of electricity. In November, the installation works of equipment used for the neutralization of amines which are the side-effects discharged during the production

of cores in the cold core box technology. Currently, the installation works are underway and staff training is in progress.

The following investment fits in the METALPOL environmental policy which is aimed at the elimination of the gas emission discharged by the core shop. The fourth stage of noise emission program was completed in November.



It included the installation of a dedicated silencer placed right above the exhaust fan connected with the GPS arterial and OWT chamber fettling machines. In order to confirm the completion of the planned noise reduction plans generated by the factory all the necessary measurements will be performed in the nearest future.

The factory infrastructure

We have been carrying out the first stage of the landfill construction works. Lateral dehydration works have been completed, and the top layer of the landfill has been covered with soil insulation. In addition, the railway adjacent earthworks for the construction of the company bypass are underway. We have conceptualized the plant expansion in three main areas: the molding shop, molding processing and melting shop. The concept of plant modernization is being updated on a continual basis.

We have also obtained the environmental approval for the plant expansion. We have obtained a permission for building a new warehouse. At the same time, we are submitting application forms in order to obtain a permission to build two new production halls. The last highly "visible" - 15-meter tall! – completed investment out there is a 60 m³ quartz sand silo, so that the sand can be independently supplied to the core shop and BMD molding line. This in turn will allow to use sand of different parameters and properties.

As it takes place every year at the turn of December January, we are planning to carry out repairs of DISA and BMD molding lines. We are currently assessing the scope of the repair, collecting all the necessary spare parts and renovation materials.

Our plans for the future

- repair of foundry machinery and equipment (at the turn of December and January)
- further plant expansion works
- construction of a new warehouse, located behind the Mechanical Department
- further purchases of machinery and equipment used for treating, castings grinding control processes
- completion of the first stage waste landfill construction
- installation of storm water treatment plant
- further works concerning the construction of the plant bypass.



Jan JURASZ

Technological-Production Director

Sales Department & their adventures: long story short

While riding high with our national football, handball and volleyball teams one is tempted to compare one's company with those teams. As members of the team, individual players are responsible for the implementation of all the relevant tasks, but the team only wins when all the players smoothly interact with each other. It's the same with our company, and one particular section within our team is the group of "attackers", that is to say: the Sales Department. At the turn of a New Year 2016 I would like to present some situations and tell you where and how my team "attacked" in the past 2015 "season".

For some time now, we have been trying to increase our sales behind the eastern border. It hasn't been easy mostly due to the fact, that the political activity ran within each of these countries result with an inevitable turmoil encountered also on the economic and financial ground. However, our consistent efforts help us break these boundaries and overtake the obstacles. We have been acting in accordance with a saying that moving little by little does the trick, so by taking small but sure steps we have been able to exceed the natural limitations. Our consistency allowed us to deliver significant amount of valves and industrial castings beyond the eastern border. I am absolutely convinced that our sales are bound to increase in the future. One of the actions aimed at increasing cooperation with the East was our participation in the International Aqua-Therm Fair held in St. Petersburg. The event was abundant with numerous visits and meetings, which in turn resulted in signed contracts and consequent deliveries of our products.

We are running our activity in several directions without neglecting markets from all across Europe, as well as from other continents. Thus, we are providing our products to Africa, the Americas, and even to China.

At the end of September we participated in a trade mission focused on Iran. The event was organized by the Ministry of Economy. We hope that the abolition of economic sanctions on the above country will result with our dynamic cooperation in that region.

We have continued to maintain a stable position in the railway sector. We have been successful in supplying cast iron items for the railway infrastructure, both within our country and abroad. By tracking information on the nearest investment plans in Polish railways I am convinced that this very sector will continue to play a significant role in the METALPOL sales, and I'm saying that despite the increasing competition on this market. METALPOL has maintained its presence in the global rail industry by having taken part in TRAKO trade fairs. This year, the following events were held in Gdańsk on the premises of AMBER EXPO. The event gave us the opportunity to meet with many of our already existing customers and to present METALPOL company along with its production capacity to many other, potential contractors.

We have been consistently developing sales in the sector of machinery and construction equipment, including the agricultural machinery. Therefore, our exhibition stand could have been visited at AGRITECHNIKA trade fair in Hanover, the world's leading agriculture technology trade fair. We were there, among the 2,900 exhibitors from 47 countries. Machinery and equipment sector is very important to us, as we are currently supplying parts for many well-known companies producing various type of machines all around the world. One crucial confirmation of our castings premium quality is the fact that we have once again been awarded with a silver medal for CATERPILAR global providers. It goes without saying that the following award reflects the highest standards met by our products.

The past year has brought increased sales of products in the water-sewage and gas networks sector. This is due to the intensified activities of our sales representatives, both on the domestic and foreign markets. As a result, we have managed to win some new customers, but we have also gained some so far unsupported markets. In the spring, METALPOL participated in Wasser Berlin trade fairs, where we presented our new products, which are to be slowly introduced on the Polish market. It's worth mentioning that we have so far been absent on the German market.



Therefore, the good news is that the sales of products on this very demanding market has been made possible by having obtained the DVGW certificates for the bolts and fittings. Obtaining this certificate is a confirmation of the high quality of METALPOL products – the products that meet the exacting requirements of German standards. DVGW is considered as a certificate granted by independent (i.e. third party) controlling institutions. Thanks to the certificate we are expecting to increase our sales on the neighboring market in the years to come. We can be proud of the fact that METALPOL is currently the only Polish DVGW certified manufacturer. Therefore, it's high time to congratulate our technical and quality services, as well as Mr. J. Lach for their perseverance necessary to achieve the following goals.

In 2014 summary I was writing about our attempts for sales diversification in the following years. It's fair to say that the plan turned out quite successful. As this years' figures show the sales plans have been executed through deliveries to a growing number of customers, as well as by the introduction of completely new products. As a result, our sales have been based on several different sectors of the economy. Such solution helps to reduce the risk and provides protection coming from the diversified sales, resulting in continuous production. Taking the above into consideration, we are going to continue activities which aim at gaining new customers by means of offering innovative and highest quality products.

Grzegorz SKRZYPEK
Sales Director

Distinguished Veterans

In the past year, two METALPOL employees started their well-deserved retirement.



Mr. Janusz KLIS began his adventures with Cast Iron Foundry "Węgierska Górka" in September 1972. It was then when he enrolled in the Vocational School for the working at the Cast Iron Foundry "Węgierska Górka". Since then, he worked in METALPOL until the moment he retired in March 2015. He worked on the position of foundry machines and equipment operator, where his duties included: operating the vibration grate, servicing the sand processing station, separating runner systems, donning cores and working as a DISAMATIC operator.



Mr. Stanislaw POŁONCARZ was a longtime Maintenance Department employee, as he got employed in METALPOL in 1979. Since then, he worked mostly as a locksmith and a welder. He started his well-deserved retirement in April this year. During the celebration of the METALPOL 15th Anniversary, both men were honored with diplomas for their long-term work, contribution and commitment to the development of the company.

Dear Gentlemen!

On behalf of myself, the Supervisory Board, the Directorate and all the METALPOL Węgierska Górka Company employees - from the bottom of my heart I would like to thank you for your diligent and honest work, your commitment and exemplary fulfillment of your daily duties. Thank you for all those tremendous years, your dedication and devotion, your loyalty and efforts in developing our company. I truly hope that you will not forget about us and just like the all of us we will well remember the moments we have spent here together. I want to assure you gentlemen that from now on you will always remain our most welcome guests. I consider it essential so that our retired employees maintain their emotional bonds with the company. I hope you will always be taking part in company events and oncoming anniversaries.

I wish you all the best, may all your well-deserved retirement time be joyful and happy.

Monika KOŚCIELNIAK
HR Specialist

Marek PODGRODZKI
Chairperson



The newly employed in 2015

Investment and Innovation Director



Zbigniew RZĘPAŁA is a graduate of the University of Economics in Katowice, where in 2000 he obtained the Master of Management degree. In the following years, he deepened his knowledge during his postgraduate studies. In 2005, among other things, he obtained a Master of Business Administration degree.

His adventures with iron casting began shortly after his university graduation in Zawiercie, where he comes from. He managed to pass most of the levels of his professional career working in the local foundry, where he climbed up to the position of a Financial Director. In the following years he worked in other foundries, where he acted, among other functions, as the Director of Production, the General Director or the President of the Board of Directors. He has been working in METALPOL since October 2015. His main responsibilities include the implementation of the Company's development strategy in the area of investments, analysis of investment financing and implementation of innovation in the company, including the latest trends in the foundry industry. Mr. Zbigniew Rzępała lives in the heart of the Kraków-Czestochowa Upland, and for some time now he's been also living in Wegierska Górka. He is interested in technological novelties and IT equipment, but his most recent passion is running. He is hoping to successfully complete countless kilometers of marathons and half marathons, both in Poland and abroad.

Customer Service:



Rafał Kleczar comes from Witkowiec. He graduated from the University of Economics in Katowice with faculty of International Economic Relations. He has been working in METALPOL since October this year. He is working on a position of a Sales Clerk. He is dealing with the following tasks: verification of sales documents based on the records of inventory, shipping organization, issuing invoices and credit notes, issuing notes and cooperation with other departments within the Company.

ing delivery



Sabina LEKACZ graduated from ATH Bielsko-Biała, faculty Management and Marketing. She is working in a Customer Service Department on a position of a Sales Clerk. She is, among other things, dealing with the following tasks: completing and organizing shipment of products for the domestic and foreign market, outsourcing shipment for domestic and foreign shippers and drafting shipping documents and invoices.

Sales department:



Hubert WRÓŃSKI obtained his degree in Economics with a specialization in Finance and Accounting at Maria Skłodowska Warsaw University. His adventure with fittings began in 2007, when he started work as a trade specialist in AQUA GAS Ltd. Company in Lublin (the company which is the biggest distributor of Hawle fittings throughout the country). At the end of 2014 he finished his cooperation with

AQUA GAS. He started work in METALPOL in January 2015 in the position of a sales representative for the south-eastern region. The duties Hubert is performing are the following: maintaining good relations with customers, acquiring new customers and preparing bids and tenders related to fittings industry. He lives in Świdnik, Lublin province. He spends his free time mainly being with the family. Hubert is interested in sport, especially football, which is also a passion for his 7-year-old son. In addition to sports he is also interested in automotive and technical innovations, especially those related to water supply fittings.



Maciej GOLISZEWSKI is a graduate of Philology (1999) and Philosophy at the Jagiellonian University (2002). In the METALPOL company he is responsible for establishing and maintaining contacts with German-speaking customers. His responsibilities include, among others: providing widespread and fluent communication in cooperation with German speaking customers, i.e.: presenting offers, confirming orders, completing shipments deadlines, finalizing formalities related with new investments. Moreover, he deals with organization and participation in events, such as foreign trade fairs, visiting customers and conducting marketing activities. His hobbies are: sports, photography and hiking.

Department of Finance, Budgeting and Cost Analysis



Bożena BOGDAL is a graduate of the University of Economics in Katowice, where in 2015 she graduated at the Faculty of Finance and Accounting. Her career in METALPOL Wegierska Górka began while taking up an internship in the Department of Finance, Budgeting and Cost Analysis. In November 2015 she was employed on the position

of a Finance Clerk. Her main duties include the following: drafting financial and cost statements, monitoring accounts and keeping records of the company's current affairs. She lives in Rycerka Górna, where she spends her free time on leisure activities with the companion of her beloved and friends. Her main passions and hobbies are cycling and mountaineering.

Department of Quality Systems:



Alexandra GREN began her career in METALPOL in 2014. She took her first professional steps taking up an apprenticeship training and an internship. She eventually obtained completion diploma titled: "Improving the iron casting process in order to minimize the occurrence of casting defects." In the factory, she is involved in maintaining and improving the Integrated Management System. Her responsibilities include the following tasks: overseeing the system documentation, realization of the internal auditing program, supervising audits for internal clients and suppliers, selecting and determining the subject for quality trainings, running and providing trainings in the field of quality system documentation and coordinating the implementation of corrective and preventive actions. Currently she is attending the second degree of extramural studies at the Faculty of Management and Production Engineering. Aleksandra's professional interests include the issues of quality, logistics and workplace psychology. Her passions and hobbies include interior design, travel and exploration of historical curiosities. She hopes that her skills and commitment will contribute the development of METALPOL and by implementing the objectives set by the company the mutual cooperation will turn out successful. She also hopes that time spent at work will become her inspiration and source of professional challenges.

Production Preparation Department:



Dominik JOCHMAN is a trained mechanic specializing in inspection-measurement equipment and industrial automation. He is halfway through his engineering studies with the faculty: mechanical engineering. He started work in METALPOL in November 2015 in the position of a casting modelling specialist. Apart from the typical modeler works in TN department he also deals with the following: design and implementation of equipment (tables) for KOYAMA grinders, grinders programming, set-up and compensation programming. Soon, he will also be performing the instrumentation and programming of a grind castings robot. In his free time he likes doing sports - bicycle downhill, he also collects breweriana and he's into computer graphics design.

Foundry no. 2:



Sebastian ZOŃ graduated from the Wood and Forestry School Complex in Żywiec, with IT profile. Afterwards, he graduated from PWTW in Warsaw where he finished Theology with specialization in teaching. He started working in the "Lavo" company in 2013, mainly in positions associated with the BMD production line. Since March 2015 he has been working in METALPOL on the position of senior lab technician in W2 Department. He lives in Rycerka Dolna. He spends his free time reading books, travelling and going to the cinema and theater.



Szymon KASPERLIK graduated from Vocational School in Wegierska Górka, in the profession: turner. He has been working in METALPOL since June 2015 as a foundry machines and equipment operator.



Kamil WOJTYŁA is a graduate from Vocational High School at Automotive School Complex in Żywiec and a graduate of Local Government Music School in Żywiec. He is interested in music, cars and firefighting. In his free time he likes playing the double bass and Hungarian viola. He has been working in the position of a foundry machines and equipment operator since December 2015.

Both men are undergoing a training in order to eventually take one of the following positions: DISA and BMD mass processing station operator, no. 63 casting conveyor and DISA and BMD vibration grate operator, DISA and BMD mass processing station support operator, separator of runner systems, DISA and BMD operator, cast iron founder, cast iron transport and pouring operator, DISA and BMD core setting operator.

Monika KOŚCIELNIAK
HR Specialist