

The logo for Gyermelyi, featuring the word "GYERMELYI" in white, uppercase, sans-serif font, centered within a dark blue, wavy banner with yellow borders.

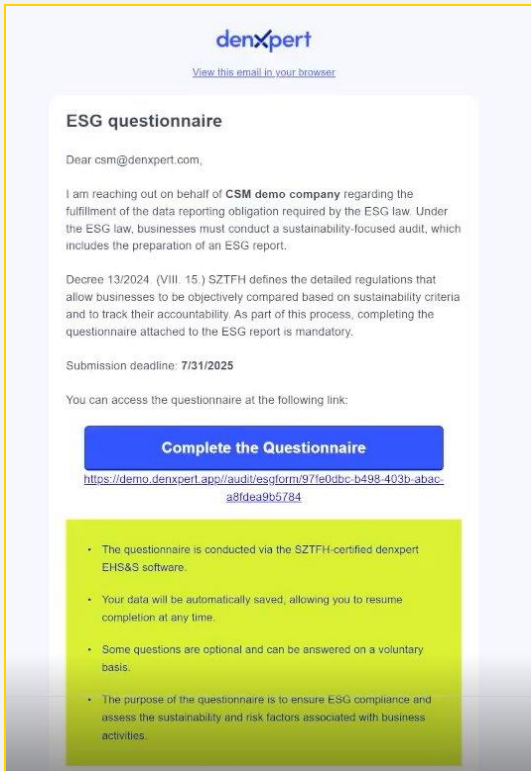
GYERMELYI

**ESG questionnaire guide
for Gyermelyi's suppliers**

Supporting information:

Denxpert Software

How to log into the Denxpert software?



The screenshot shows an email from denxpert with the subject "ESG questionnaire". The email body contains the following text:

Dear csm@denxpert.com,

I am reaching out on behalf of **CSM demo company** regarding the fulfillment of the data reporting obligation required by the ESG law. Under the ESG law, businesses must conduct a sustainability-focused audit, which includes the preparation of an ESG report.

Decree 13/2024 (VIII. 15.) SZTFH defines the detailed regulations that allow businesses to be objectively compared based on sustainability criteria and to track their accountability. As part of this process, completing the questionnaire attached to the ESG report is mandatory.

Submission deadline: **7/31/2025**

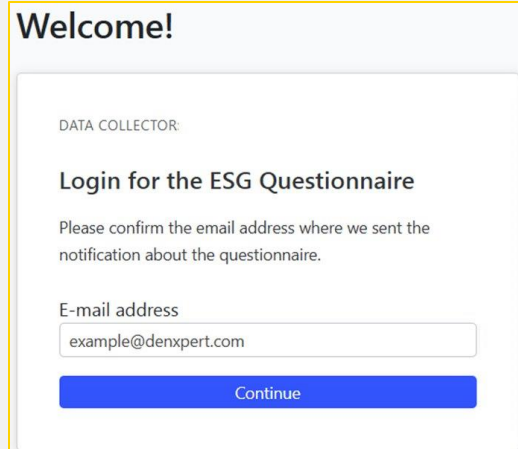
You can access the questionnaire at the following link:

<https://demo.denxpert.app/audit/esg/form/971e0dbc-b498-403b-abac-a8fde9b5784>

Complete the Questionnaire

<https://demo.denxpert.app/audit/esg/form/971e0dbc-b498-403b-abac-a8fde9b5784>

- The questionnaire is conducted via the SZTFH-certified denxpert EHS&S software.
- Your data will be automatically saved, allowing you to resume completion at any time.
- Some questions are optional and can be answered on a voluntary basis.
- The purpose of the questionnaire is to ensure ESG compliance and assess the sustainability and risk factors associated with business activities.



The screenshot shows the Denxpert login page with the following content:

Welcome!

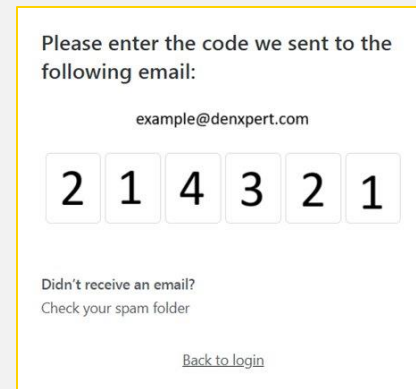
DATA COLLECTOR:

Login for the ESG Questionnaire

Please confirm the email address where we sent the notification about the questionnaire.

E-mail address

[Continue](#)



The screenshot shows the verification code entry page with the following content:

Please enter the code we sent to the following email:

example@denxpert.com

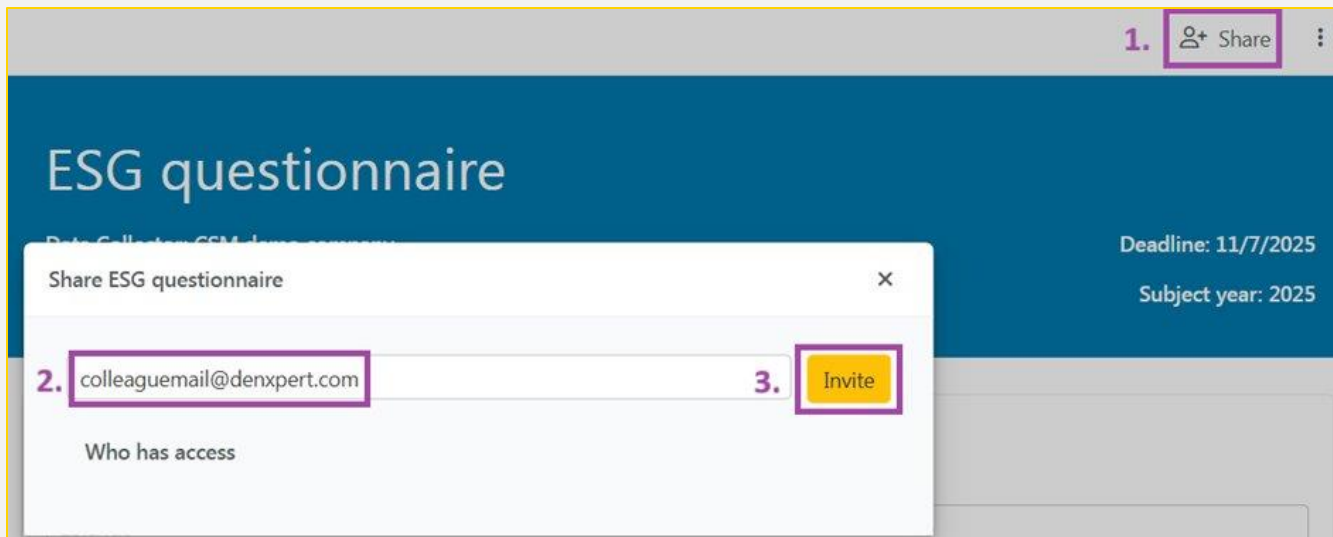
2 1 4 3 2 1

Didn't receive an email?
Check your spam folder

[Back to login](#)

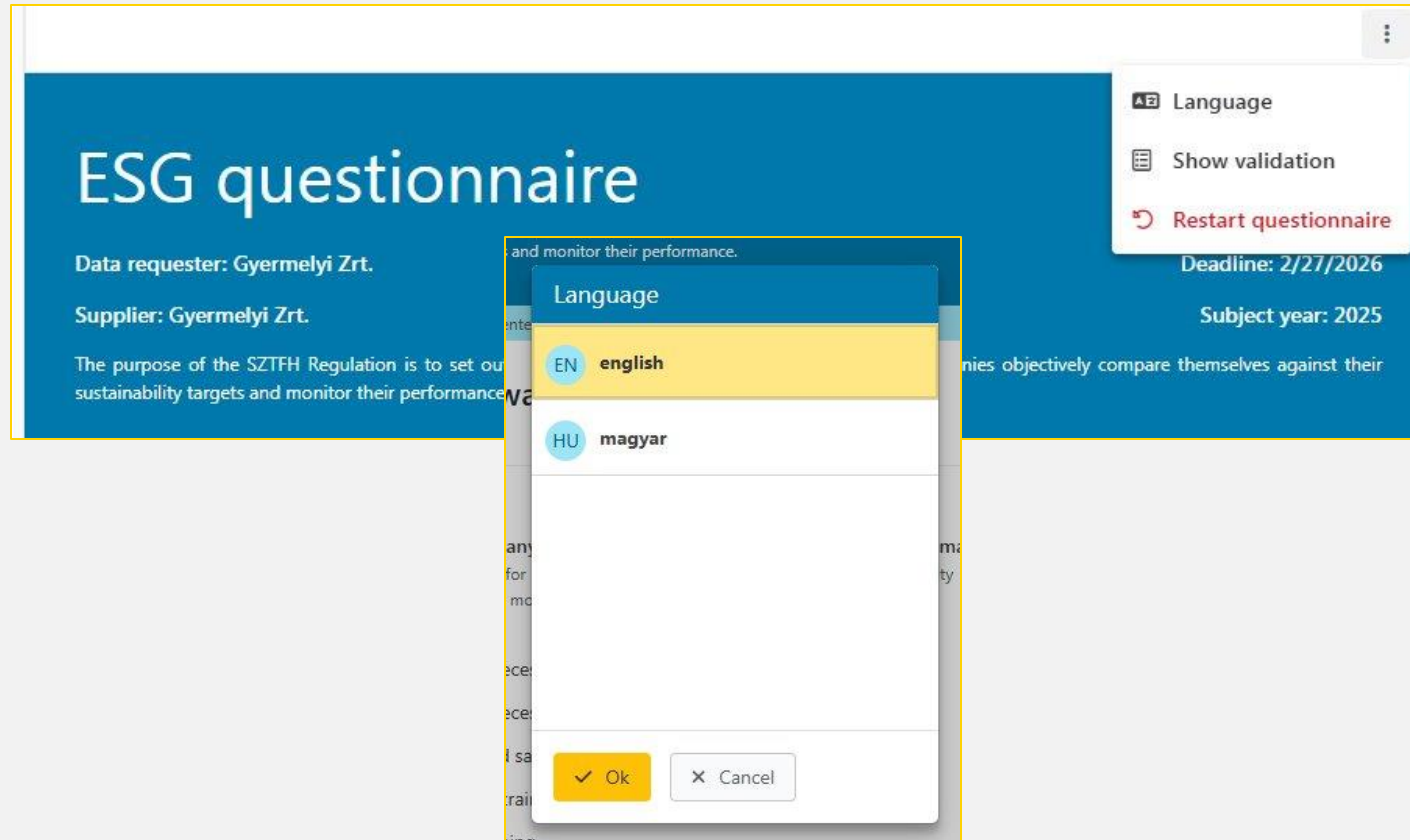
- ✦ In the coming weeks, you will receive an email from the Denxpert system.
- ✦ In the email, please click the **“Complete the Questionnaire”** button to begin the process
- ✦ Log in using the email address to which you received the notification about the questionnaire.
- ✦ The system will send a verification code to your email address. By entering the code you received, you can complete the login process.
- ✦ After successfully logging in, you can begin filling out the questionnaire.

How can I invite additional collaborators to complete the questionnaire?



- ✦ By clicking the **“Share”** button, you can **invite additional users** to the system.
- ✦ This allows **multiple colleagues to work on the same questionnaire simultaneously**, making the completion process faster and more efficient.

What supporting features does the system provide?



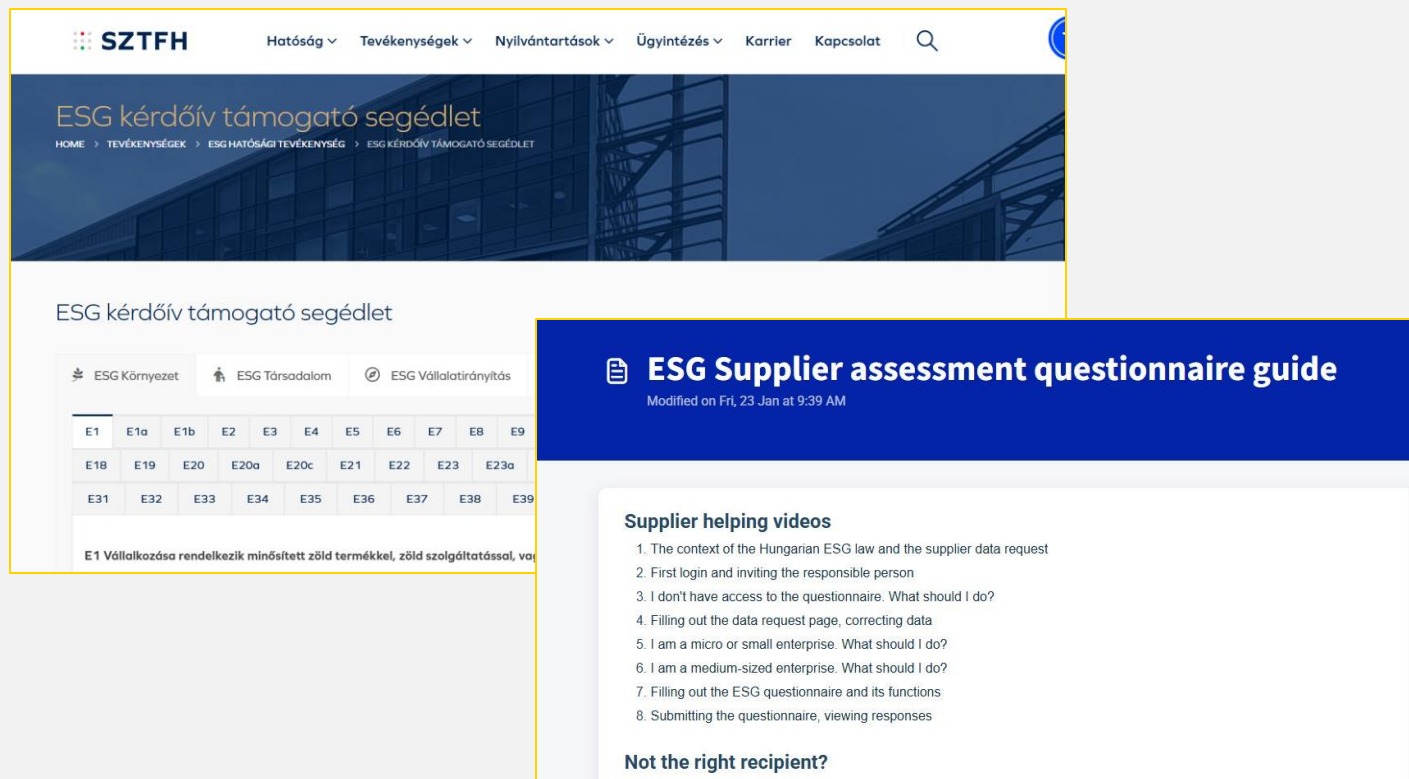
- ✦ The questionnaire in the Denxpert system is available in both Hungarian and English.
- ✦ By clicking on the **three dots** in the top right corner and then selecting **“Language”**, you can choose your preferred language.
- ✦ After changing the language, the questions and answer options will **automatically update** to the selected language.

How can the questionnaire be saved and submitted?

The image shows two overlapping screenshots of an ESG questionnaire interface. The background screenshot is a question titled 'G14: Does your company organise social and environmental awareness programmes for its employees on a regular basis or does it participate in such programmes?'. It includes a text area for details and a 'Submit answers' button. The foreground screenshot is a confirmation page titled 'ESG questionnaire' with a green checkmark icon and the message 'Your response has been recorded'. It also displays the data requester 'DEMO HUN', a deadline of '4/30/2026', and the submission date '1/6/2026 4:37 PM'.

- ✦ The entire questionnaire does not need to be completed at once.
- ✦ If you wish to exit, you can return to the questionnaire at any time, as the system automatically saves the answers you have already provided.
- ✦ The questionnaire can only be submitted once all mandatory questions have been completed.
- ✦ By clicking the **“Submit answers”** button, you can submit the questionnaire. After submission, the provided answers can no longer be edited.

Who can I contact if I have question?



The screenshot shows the SZTFH website's ESG questionnaire support page. The page title is "ESG kérdőív támogató segédlet". The navigation menu includes "Hatóság", "Tevékenységek", "Nyilvántartások", "Ügyintézés", "Karrier", and "Kapcsolat". The main content area features a table of ESG categories and a section for "ESG Supplier assessment questionnaire guide".

E1	E1a	E1b	E2	E3	E4	E5	E6	E7	E8	E9
E18	E19	E20	E20a	E20c	E21	E22	E23	E23a		
E31	E32	E33	E34	E35	E36	E37	E38	E39		

ESG Supplier assessment questionnaire guide
Modified on Fri, 23 Jan at 9:39 AM

Supplier helping videos

1. The context of the Hungarian ESG law and the supplier data request
2. First login and inviting the responsible person
3. I don't have access to the questionnaire. What should I do?
4. Filling out the data request page, correcting data
5. I am a micro or small enterprise. What should I do?
6. I am a medium-sized enterprise. What should I do?
7. Filling out the ESG questionnaire and its functions
8. Submitting the questionnaire, viewing responses

Not the right recipient?

- 🌿 If you have questions regarding the interpretation of the questionnaire, the **ESG questionnaire guidance** available on the SZTFH website may provide assistance.
- 🌿 For questions related to the use of the Denxpert software, please contact Denxpert's customer support at the following email address: support@denxpert.app
- 🌿 Instructional videos demonstrating how to use the software are also available in both Hungarian and English.
- 🌿 The responsible contact person at Gyermelyi Zrt.: TBD.

Supporting information:

Selected questions of the ESG survey

Detailed presentation of selected questions

E2, E5, E6 – Environmental Certifications, Energy Consumption, Renewable Energy



Green certifications

Does your company have environmental compliance or certification? Does it use certified green products or services for its operations?

Environmental compliance and certifications (e.g. ISO14001, EMAS) certify sustainable operations, support regulatory compliance and strengthen stakeholder confidence. The use of green products or services reduces the ecological footprint of activities.



Energy consumption

What was the total energy consumption of your business in the last fiscal year (including self-consumption)?[MWh]

Measuring energy consumption is essential for assessing the environmental impact of a company's operations and setting sustainability goals. Including self-consumption helps to give a complete picture of energy efficiency and the type of energy sources (e.g. fossil or renewable).



Renewable energy

What was the total energy consumption of your business in the last fiscal year (including self-consumption)?[MWh]

The use of renewable energy sources reduces the company's carbon emissions, supports the achievement of sustainability goals and meets regulatory expectations. Determining the ratio is important for monitoring and improving environmental performance.

Detailed presentation of selected questions

E20, E21, E22 – Air pollution, Restricted materials, Environmental noise and vibration sources



Air pollution

Does your business have an authorized air pollutant point source?

Monitoring and management of air pollution point sources (e.g. industrial equipment, factory chimneys) subject to permits is key to protecting air quality and ensuring regulatory compliance. The existence of permits proves the controlled operation of the point sources.

When is the question irrelevant?

If the company does not operate an air pollution point source (e.g. for office, consulting or commercial activities).



Restricted materials

Does your business use materials restricted by national or international regulations?

Addressing the use of restricted substances (e.g. hazardous chemicals, prohibited additives) is necessary to comply with legislation and reduce environmental and health risks. Identifying and replacing such substances will help ensure safe operation.

When is the question irrelevant?

If the company does not use or handle restricted materials (e.g. for office or IT services).



Noise and vibration sources

Do the environmental noise and vibration sources operated by your business comply with the limits set by the environmental authority?

Regulatory limits for environmental noise and vibration sources ensure that the company's operations do not disrupt the quality of human life or the ecosystem. Abiding with these is necessary to comply with the law and maintain the trust of those affected.

When is the question irrelevant?

If the company does not operate noise or vibration sources (e.g. consulting or office activities).

Detailed presentation of selected questions

E24, E25, E27 – Persistent pollutants, Hazardous chemicals, Remediation



Persistent organic pollutants(POPs)

Does your business comply with international prohibitions on the production and use of persistent organic pollutants, or does it have a permit to produce or use such materials?

POPs are toxic organic compounds (such as some pesticides, industrial chemicals and by-products) that persist in the environment, accumulate in the tissues of organisms and can reach distant ecosystems. They pose a serious health and environmental risk, so their treatment is subject to strict international regulations.

It is the task of companies to avoid or safely replace their application.

When is the question irrelevant?

If the company or its suppliers do not handle, use or issue POP materials (for example, for office, consulting, IT or financial services).



Hazardous chemicals

Does your company import or use hazardous chemicals or pesticides? If yes, which ones?

The import or use of hazardous chemicals and pesticides is subject to strict regulations to reduce environmental and health risks. Identification of these and compliance with treatment regulations are necessary to meet legal requirements and operate safely.

When is the question irrelevant?

If the company does not use or import hazardous chemicals or pesticides (e.g. for service or commercial activities).



Remediation

Was your business required to perform remediation in the last two fiscal years?

The remediation obligation aims to repair environmental damage that has occurred in the past. Compliance with such obligations demonstrates the company's responsibility for environmental protection and contributes to regulatory compliance.

When is the question irrelevant?

If the company's activities did not result in environmental damage that would have required remediation (e.g. in the case of office or consulting services).

Detailed presentation of selected questions

E35, E36, E38 – Greenfield and brownfield investments, Natura 2000 sites, Waste declaration



Greenfield and brownfield investments

Has your company carried out greenfield and/or brownfield investments in the last two business years?

Greenfield investments involve the development of new, untouched areas, which can cause significant environmental impacts, such as the destruction of ecosystems and the loss of natural habitats. In contrast, brownfield investments aim to restore existing, abandoned or contaminated areas, reducing the environmental impact of the site while promoting social and economic regeneration.



Natura 2000

Does your company operate in or near protected natural areas, Natura 2000 sites, or their immediate surroundings?

Activities carried out in protected natural areas or in the vicinity of Natura 2000 sites are particularly vulnerable to environmental impacts, such as damage to habitats, loss of biodiversity or disruption of ecosystem balances. Operating in such places requires increased attention for regulatory compliance and environmental protection.



Waste declaration

Is your business required to submit waste-related data (waste declaration)?

The obligation to provide data on waste (e.g. waste declarations) ensures transparency on the quantity, type and treatment of waste from treatment or production. Failure to do so may result in environmental impacts, for example through improper disposal of waste or pollution. Data reporting promotes responsible waste management and meets regulatory requirements.

Detailed presentation of selected questions

E40, E41, E42 – Waste management of POP materials, Hazardous waste, Circularity



Waste management of POP materials

Does your company have a permit for the environmentally sound handling, collection, transport, storage, and disposal of waste that includes persistent organic pollutants? If yes, please provide a brief explanation.

Obtaining a permit for the treatment, transport, storage and disposal of persistent organic pollutants (POPs) ensures that these substances are treated appropriately with minimal environmental impact. Improper handling of such substances can cause serious pollution, soil and water pollution, and long-term damage to the ecosystem.



Waste transport

Does your company have a permit for the environmentally sound handling, collection, transport, storage, and disposal of waste that includes persistent organic pollutants? If yes, please provide a brief explanation.

During the transboundary transport of hazardous waste, special attention must be paid to compliance with international regulations (e.g. the Basel Convention) in order to minimize environmental and health risks. Improper transportation or handling can cause serious soil, water, and air pollution or irreparable damage.



Waste management

What was the quantity of waste generated in your company in the last two business years for the following categories, and what were the recycling rates, as well as the quantities of hazardous and non-hazardous waste?

Companies are subject to environmental impact, product fees and EPR (extended producer responsibility) obligations, which aim to enforce the polluter pays principle. These fees encourage sustainable use of materials, waste reduction and integration into the circular economy, while compliance is also a legal obligation.

Detailed presentation of selected questions

S4, S5, S9 – Minimum wage, Gender pay gap, Accidents at work



Minimum wage

Az elmúlt két üzleti évben hány olyan alkalmazott dolgozott a vállalkozásánál, akinek a teljes munkaidőre vetített bére nem haladta meg a kötelező legkisebb munkabér (minimálbér) 105 százalékát, továbbá mekkora az érintett dolgozók aránya az összes foglalkoztatotthoz képest?

The issue of the minimum wage is of paramount importance, as it provides a transparent picture of the company's labor policy and social responsibility. The proportion of employees who are paid less than 105% of the minimum wage is a key indicator of regulatory compliance, ESG principles, and employee satisfaction and motivation. The information obtained in this way provides an opportunity to assess the extent to which the company provides fair wage conditions, which in the long run have a direct impact on the sustainability of operations, employee retention and the company's reputation.



Gender pay gap

Vállalkozása női munkavállalóinak átlagos alapbére mekkora arányt képvisel az azonos pozícióban foglalkoztatott férfi munkavállalók átlagos alapbééréhez képest a fizikai és a szellemi foglalkoztatottak vonatkozásában?

The determination of the ratio between the average basic salary of female and male workers reflects an important social impact, in particular as regards the application of the principle of equal pay. Lower pay for women in the same position can have a negative impact on gender equality, the internal cohesion of the company and the economic equality of the communities concerned. By eliminating the disparities in the proportions of manual and white-collar workers, the company can contribute to reducing discrimination and improving social justice.



Accidents at work

Vállalkozásában az elmúlt két üzleti évben mekkora volt a munkabalesetekből származó munkanap kiesések aránya (LTIF) ?

The lost-time work rate (LTIF) from work-related accidents is an important indicator for occupational safety and health. A high ratio may indicate that the level of security measures in the company's operations is inadequate, which can have significant negative social impacts, for example on the health and well-being of employees. In order to reduce the LTIF, it is of paramount importance to create a safe working environment, provide regular training, and identify and eliminate the root causes of accidents.

Detailed presentation of selected questions

S36, S39 – Fluctuation and age classification, Proportion of employees with reduced working capacity



Fluctuation and age classification

Please provide the age breakdown of employed, new, and departing workers, as well as the turnover rate for the last two business years.

Age classification and the monitoring of the turnover rate are important indicators for the analysis of the company's workforce structure and human resources management.

Age classification: The age distribution of employees, new and departed employees helps to uncover generational differences and disproportions. An exceptionally high attrition rate in an age group may indicate motivational or workplace problems.

Turnover rate: High turnover can reduce stability and employee engagement, while increasing recruitment and training costs, with negative socio-economic impacts in the long run.



Employees with reduced working capacity

Please provide the age breakdown of employed, new, and departing workers, as well as the turnover rate for the last two business years.

The employment of workers with reduced working capacity has an important social impact, promoting equal opportunities and the integration of disadvantaged groups into the labor market. A low number or proportion may indicate a limited participation in the labor market, while a higher proportion may indicate an inclusive approach by the company and a focus on social responsibility.

When is the question irrelevant?

If the company's activities are not suitable for employing employees with reduced working capacity (e.g. jobs with increased physical strain).

Detailed presentation of selected questions

G1, G3, G4 – Management Systems, Female Senior Executives, Corporate Social Responsibility



Management Systems

For which areas listed below does your company have a management system or strategy/policy in place?

The existence and application of management systems and strategies contributes to a more efficient operation of the company, regulatory compliance and sustainable management of resources.

It may be relevant in the following main areas:

- Quality Management (pl. ISO 9001): To continuously improve the quality of products and services.
- Environmental management (pl. ISO 14001): To reduce environmental impacts and promote sustainability.
- Occupational safety and health (pl. ISO 45001): To ensure health and safety at work.



Female Senior Executives

What percentage of female senior executives are on the management team of your business?

The proportion of female senior managers in business management is an important indicator of gender equality and diversity. A low rate may indicate gender inequality and barriers to career, while a higher rate may reflect a balanced management structure and an inclusive company culture.



Corporate Social Responsibility

Does your business publish a corporate social responsibility (CSR)/sustainability/CSRD report?

The publication of Corporate Social Responsibility (CSR) and Sustainability Reports (such as CSRD) makes the company's social, environmental and economic impacts transparent and publicly demonstrates its commitment to sustainability. These reports help you communicate with stakeholders while promoting responsible company operations and regulatory compliance.

Detailed presentation of selected questions

G5, G8, G13 – Complaint handling, Code of Ethics, Trainings



Complaint handling

Does your business have a complaints handling mechanism or documented complaints procedure?

The existence of a complaint mechanism or documented complaint procedure is a tool that helps to collect feedback in a structured way and address problems in a timely manner. The lack of this can often result in dissatisfaction, loss of trust and social conflicts, while the right mechanism enhances transparency and continuous development.



Code of Ethics

Does your business have an official policy or code of ethics regarding business ethics?

Having a formal policy or code of ethics on business ethics promotes the responsible, transparent, and ethical operation of the company. This tool defines company values, applicable standards of conduct and provides guidance on how to deal with ethical dilemmas. Its absence can lead to uncertainty, violations of ethical norms, and in the long run, reputational or legal risks.



Trainings

Does your business provide training for employees?

Training for workers plays a key role in improving skills, career advancement and increasing workplace efficiency. The lack of such opportunities can reduce employee motivation and engagement, while regular training can help maintain the company's competitiveness and promote innovation.