

SPCC magazine

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SPCC GREEN WAY MEMBERS





SPCC Patrons:





















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SPCC Magazine: Scandinavian-Polish business community online

Magazine is a quarterly publication in online format distributed by Scandinavian-Polish Chamber of Commerce (SPCC) among wide group of readers interested in Scandinavia and Scandinavian-Polish cooperation. We reach SPCC Members, business organizations, media and individual readers interested in topics related to Scandinavia.

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LETTER FROM MANAGING DIRECTOR



Dear Members,

Looking into the future

In many ways this year was hard to define. In 2021 we took on the agenda the most relevant matters for the Nordic community in Poland: sustainable development, energy transformation, constant dialogue with the authorities on law changes and moving forward with the digitalization processes.

After many months there were again plenty of opportunities for meetings and live talks, which we especially appreciate. This year we have organized 93 events and 24 of them offered a chance for offline meeting. In the second half of the year we have continued the dialogue with authorities, among others we met with Tadeusz Kościński - Minister of Finance and Janusz Cieszyński - Secretary of State, Government Plenipotentiary for Cyber Security. On the local level SPCC Members had the opportunity to meet with the Mayor

Next year we will not slow down.
On the first half of the year we
will focus on the labour market
challenges, we are also launching the
Nordic Intro program.

I would like to thank all of you for the past months, for your engagement and for sharing the most important you have - your time.

of Poznań, Jacek Jaśkowiak and Katarzyna Gruszecka-Spychała, Vice-President of Gdynia. Thanks to your commitment we could also offer our Members many activities and new tools to promote your market solutions.

Year 2021 is also a year of many new investments of Scandinavian companies (we encourage you to follow our SPCC Market Update newsletter) which makes us optimistic for the upcoming months. It is not without significance that the investments planned by Stena Recycling or Northvolt Systems support the green transformation of the economy by setting new directions on the market.

Next year we will not slow down. On the first half of the year we will focus on the labour market challenges, supporting the image of Scandinavian employers and offering them tools which will help to strenghten their competitive advantage. We are launching the Nordic Intro program, through which we will will equip companies with the necessary knowledge to successfully operate on the Norwegian market. We will also continue activities under the theme "On the Green Way", because we strongly believe in opportunites which come along with green transformation. In this issue of the magazine you can read about future solutions already available today - green buildings by Ruukki and a new, prospective source of energy which is hydrogen in the article prepared by GAZ-SYSTEM.

A magical, Christmas time is ahead of us. I want to take this opportunity to thank all of you for the past months, for your engagement and for sharing the most important you have - your time. On behalf of SPCC Board and SPCC Team I wish you wonderful, safe and happy festive season, Merry Christmas, and a wonderful New Year 2022.

Agnieszka Zielińska Managing Director

2021 AND 93 OCCASSIONS TO MEET

We have organized 93 events this year!

In 2021, due to Covid restrictions, we met mostly online, but there were also opportunities for offline events - we held 24 such meetings.

SEE OUR 2021 ACTIVITIES SUMMARY

Here is a summary of few meetings we had prepared in the second half of 2021.

At the beginning of October we met with **Professor Aleksandra Przegalińska** to talk about how Artificial Intelligence solutions change the world of business and our everyday lives.

Networking offline was possible thanks to SPCC Afterwork, which was held at the Radisson Hotel in Warsaw on the 28th of October. On the same day, during a webinar organized in cooperation with KOZK (National Climate Change Centre), AmCham, CCIFP and Italian Chamber of Industry and Commerce we talked about e-mobilitity and directions of education development in this area.

The Swedish Section of SPCC organized its **Nobel Dinner** on the **5th of November**. Bengt Jangfeldt - a Swedish writer, historian, translator and slavist was our honorary guest.

In November we co-organized International Speed Business Mixer with the attendance of representatives of companies associated in 11 bilateral chambers of commerce operating in Poland. On the 16th of November, Jakob Ekholdt Christensen, Chief Economist from Danske Bank presented current economic situation in Poland and globally.

We were also present in Poznań at the meeting of the Chambers with the Mayor of Poznań. Jacek Jaśkowiak. We closed November with a VIP Meeting with Janusz Cieszyński, Secretary of State and Government Plenipotentiary for Cyber Security.

Below we present a gallery of selected events from the last - intense - two months.



International Business Mixer, 9th of November







Green cities - meeting with the Mayor of Poznań and Vice President of the Board of Wielkopolska Development Fund, 23rd of November





VIP Meeting with Janusz Cieszyński, Secretary of State and Government Plenipotentiary for Cyber Security, 25th of November







UPCOMING EVENTS

We encourage you to follow our events on the website:

https://www.spcc.pl/en/events/

Next year, SPCC activities will focus on the challenges on the labour market, green transformation, digitization and e-commerce. We will also raise issues related to the current economic situation and law changes. Through the recently announced Nordic Intro program, we will develop support tools for Polish

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companies planning to operate in the Nordics.

Nordic Intro - Norway, 19th of January 2022

Everything you need to know when planning business activity in Norway!

The Nordic countries are a popular direction of foreign expansion for Polish entrepreneurs. Before taking important steps, it is worth to plan your activities well and ask for expert knowledge. Therefore we invite you to take part in our Nordic Intro program - organized

by SPCC in cooperation with specialists and practicioners who have succeeded on the Norwegian market

Digital Speedboat - how to transform your business in a smart way, webinar, 25th of January 2022

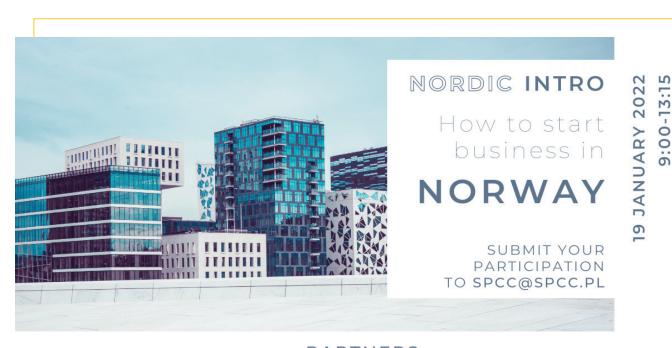
Together with AHK and ITSG we invite you for a webinar during which experts from ITSG and Rusak Business Services will discuss the topic of digital transformation and its effective implementation.

SPCC Kick-Off Business Mixer, 27th of January 2022

We will start the New Year with our traditional Kick-Off Business Mixer. Let's talk, meet, exchange experience and have a nice time.

International Business Mixer, Łódź, 27th of January 2022

Together with other bilateral chambers we invite you for International Business Mixer which will be held on the 27th of January in the mBank Łódź office. It's worth to start new year with new possibilities and this event is a great occasion to network. More information will follow soon.



PARTNERS









SPCC EXPERT SUPPORT

SPCC Expert Support is an initiative that creates the possibility for SPCC members to get a piece of free advice provided by experts. In this issue of the magazine we present our experts who can advise you and your company on issues regarding logistics, real estate, law, social media & communication.



ccs

Audrius Astrauskas Co-owner, Director Receivables management services



SPONDEC

Tuomas Asunmaa Co-founder

Go-to market strategies Remote Recruitment New customer acquisition



CBRE

Jan Banasikowski Associate Director

REAL ESTATE Advisory: location selection, workplace, flexible solutions, Office & Industrial consultancy



BIZNES INNOVATION

Krzysztof Burzyński Managing Partner

Cloud Business telecommunication solutions

- VoIP telephony
- customer service,call center
- unified communication
- telecommunication services and numbering for international branches



GREENCARRIER

Daniel Czajkowski Warehouse Manager

Contract logistics and warehousing services, including warehousing services for e-commerce



NOVUM ØKONOMI AS

Anna Korpalska Key Account Manager

Advisory - business in Norway Establishing a company, Posting of foreign workers to Norway, accounting, taxes, registries and certificates virtual office in Norway Need quick advice, opinion, guidance? Get support from experts representing friend SPCC companies!

In order to set up a meeting with selected expert please contact spcc@spcc.pl



BSJP

Marcin Kroll Attorney-at-law, Patent Attorney, Partner

IT / New Technologies Law Intellectual property Contract Law Start-Ups



EGALKRAFT

Tomasz Rysiak Partner / Legal Advisor

M&A (transactions) and tax



OPTIVEUM

Marek Wróbel Managing Partner

Recruitment of Poish IT
Professionals locally and to
Scandinavia & other countries;
Outsourcing of IT functions
to Poland;
Knowledge of the Polish
labour market of IT and other
professionals



WHITE BITS

Paweł Stempniak Founder, Digital & Social Media Strategist

Social media, communication strategy for social media, awareness and performance activities in social media



LEGALKRAFT

Artur Swirtun Partner, Legal Advisor

Swedish law expert



BSJP

Dr Grzegorz Wąsiewski PhD Legal Advisor

Public procurement law Energy law Regulations of the renewable energy market Fuel market regulations



ESCAPE VANS

Katarzyna Smoła PR & Marketing Specialist

Innovative employee benefits and perks, HR, marketing, communication

NORDIC PERSPECTIVE. SUMMARY OF THE SPEECH BY BERTEL HAARDER, PRESIDENT OF THE NORDIC COUNCIL, KEYNOTE SPEAKER AT THE OPEN EYES ECONOMY SUMMIT 2021

Climate change and (post)pandemic challenges have dominated public dicussion worldwide. Bertel Haarder, invited by SPCC for the Open Eyes Economy Summit spoke about Nordic perspective and solutions which Nordic countries are reaching for in those challenging times.

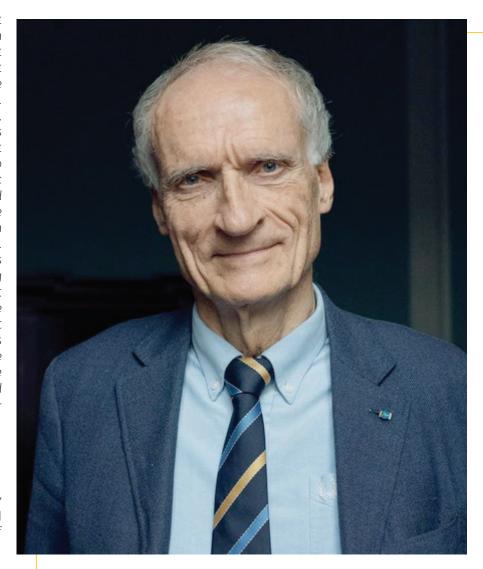
- The pandemic has changed a lot in terms of Nordic cooperation. In our region there are no passport restrictions, common labour market is functioning, but things that were obvious suddenly stopped working. According to international research, inhabitants of the Nordic countries are characterized by the biggest level of trust in each other and to public institutions. The pandemic has shaken this order and shattered citizens' trust, confidence and the belief that you can work or study in one country while living in another. The temporary closing of the borders should not have happened. Regaining the trust is now the most important task. In the future we need to cope with those challenges in a different way, we cannot close the borders if on both sides of the border we deal with the same problem. We want to be a more integrated and sustainable region of the world highlighted Haarder.

Which Nordic solutions are worth reaching for?

Nordic countries are already perceived as a reference point and source of inspiration in terms of **climate challenges**.

Bertel Haarder notices that both the Danish government and Parliament have set ambitious goals which in turn have motivated private companies to invest in green

technologies. The public-private partnership, including the engagement of pension funds is of great importance - thanks to it a historic investment will be created on the North Sea, the world's first artificial island producing and storing green energy. The island will play



Bertel Haarder, Chairman of the Nordic Council photo: Charlotte de la Fuente Norden.org

a crucial role in the green transformation of Denmark. As Bertel Haarder points out, the cost of this investment is five times bigger than the cost of building the Danish Great Belt Bridge, one of the largest structures of this type in the world.

A fair energy transformation and limiting the risk of energy poverty requires the support of states.

Nordic countries are pioneers in implementing eco fiscal policies, introducing fees for carbon dioxide emissions and supporting renewable energy. The Liberal party, of which Haarder is a member is seeking to introduce a tax on carbon dioxide emissions, which is to motivate all economic actors to move away from fossil fuels, because their complete elimination is necessary.

Focus on the Arctic

Bertel Haarder stressed the importance of cooperation between the Nordic Council and the European Parliament, in which not all members of the Council have its representatives. The Arctic is an obvious area for cooperation; its role will increase for security reasons. Avoiding tensions in this region is a key objective of the Nordic Council.

The Open Eyes Economy Summit invites you to talk about the economy of values and about economic activity in which values are the foundation of business activities.

In his speech. Bertel Haarder indicated that values play a crucial role in building the Nordic community. Trust, responsibility for people and the climate, cooperation - those are its strongest pillars.

About the Nordic Council

The Nordic Council was formed in 1952 and is the official body for formal inter-parliamentary cooperation. It has 87 members from Denmark, Finland, Iceland, Norway, Sweden, the Faroe Islands, Greenland and Aland, www.norden.org

Bertel Haarder

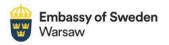
Bertel Haarder, a Danish politician, writer and lecturer has been active in public life for several decades as a parliamentarian, MEP and member of the Danish government. In 2021, he is the Chairman of the Nordic Council.

> Author: Ewa Lisiewska Szczygieł PR & Communication Manager, SPCC

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CIRCULAR ECONOMY IS THE FUTURE - AN INTERVIEW WITH LARS IBSEN. STENA RECYCLING

It's been 20 years since Stena Recycling started its operations on the Polish market. As it started its journey in Poland, Stena was a small firm, it focused on scrap purchases and sales, and employed just a couple of people. Today, the company has its operations in most major Polish cities, over 500 employees and provides its services to thousands of businesses. Lars Ibsen, Managing Director of Stena Recycling in Poland, talks about the company's development, planned investments, and upcoming changes regarding circular economy.



Lars Ibsen, Managing Director, Stena Recycling

It's been 20 years since Stena Recycling started operating on the Polish market. What was it like at the beginning?

This year, we celebrate the 20th anniversary of establishing a limited liability company. Actually, Stena first entered the Polish market already in 1991, when one of my colleagues, who is still part of our team, opened a single-person foreign commercial agency of Stena Metall in Poland. It focused mainly on purchasing steel products from the Katowice steelworks and sheet metal from the Częstochowa steelworks and selling them on international markets. Over the next couple of years, we systematically expanded, also through acquisitions, into new businesses such as paper and plastic waste, hazardous waste, and other production waste. The company's owner, Dan Sten Olsson, was very kind to us and supported our growth; he believed that the Polish market is the place to be for Stena Recycling.

Looking back, what do you think were the major changes in the company's business model?

Today, we offer very comprehensive services that allow our customers to focus on their core business and rely on us when it comes to all waste-related matters. Our solutions apply to several fields paper and plastics, electronics, hazardous waste and other waste. However, ferrous and non-ferrous metals continue to be our main business.

As the company expanded and the market grew, we changed internally. Our focus was on safety and handling accidents. I have to admit that we have made enormous efforts in that respect and great results are visible today. We have put in place a strong Safety culture, which is a source of pride for us and is highly regarded by our customers. At the same time, we were working on our processes and quality management, which is now evidenced with ISO certificates.

Considering the pandemics and the economic slow-down that affects a number of businesses, what are the major challenges that you are facing now and in the years to come?

Reliability and stability. We provide our services to a number of companies from different industries and we can clearly observe how particular sectors react to the pandemics globally. Even though at the onset of the pandemics many manufacturing firms decelerated its operations as a result of frequent downtimes, at the same time e-commerce boomed and, consequently, volumes of paper and packaging foil increased. At the moment, we also need to adjust the changes experienced by our customers and be ready to instantly respond to their existing and dynamically changing needs. That requires flexibility, as well as proper resources, i.e. equipment, substantial vehicle fleet, reliable sales, and a committed organization etc.



Lithium ion batteries are one of promising markets for recycling

Despite the pandemics and economic downturn, Stena has planned to complete a number of investments this year. What are they and what is their scale?

For a number of years, Stena has invested in waste treatment technologies worldwide. Our latest investment is located in **Wschowa**, in our **Electronics Recycling Center**. Two waste treatment installations are being constructed there. So far, we have expanded and modernised the facility for recycling of electronic devices, which allows us to retrieve, among others, precious metals. We are also constructing a state-of-the-art line for processing LDPE packaging film, which will help us close the loop of that product with a number of our customers.

Our investments in Wschowa are the largest projects realised by Stena Recycling in the recent years. The processing of electronic and electric devices, as well as packaging foil are presently two dynamically growing sectors that require particular solutions for efficient waste management. In the light of the upcoming Ecodesign Directive, proper recycling of these products will be of particular importance. That investment will cost over PLN 50 million. In addition to further investments plans we are as well intend to take actively part in the consolidation of the very fragmented market for waste management.

Our new investments translate naturally into additional workplaces, and consequently we are planning to increase employment in Wschowa by roughly 30 percent.

Are there any other fields that show the recycling potential?

We are considering investments in completely new solutions to recycle very specific types of waste. For instance, on the Group level, but also on particular domestic markets, including the Polish one, we are investing in recycling of lithium-ion batteries. Every year, the volume of such materials grow and therefore we must find a way for their proper management. Today, it is certain that we need to focus on the reuse and we have already launched projects in that field, too

In the broader perspective, what will the main trends and changes in the waste management sector in the years to come?

Without a shadow of a doubt, the most significant trend when it comes to protecting the environment as a whole is circular economy.

The importance of circular economy has already become evident, let's just take a look at the EU and local requirements and environmental objectives declared by largest companies. Regulations that are implemented in the EU member states, such as the Ecodesign Directive or the Green Deal programme point to a rather precise direction of changes. It will be required to design and construct devices that last long and their parts should be reusable, which is in line with the definition of the circular economy.

Raw materials used to produce every day products or more complicated devices are not limitless. They will run out one day, that is why it is so important, already at the design stage, to create products that, once their life cycle ends, can still be re-used and valuable resources can be retrieved. Designers and manufacturers should create their products to be used as long as possible and think about minimising the generated waste.

Where are we in Poland when it comes to implementing circular economy solutions?

There is definitely an increasing number of people who perceive the circular economy as a viable economic model, and not only when it comes waste. However, as per data published by the Polish Statistical Office (GUS), the so-called circularity ratio for Poland (circular reuse of materials) is only 9.8%. It is below EU average and has been decreasing since 2010. That is why it is vital to increase awareness in that respect among decision-makers and managers. It is often the very companies that create solutions brining us closer to a wider application of the idea of circular economy.

So how does Stena engage in educating and explain entrepreneurs that reusing raw materials is worth their while?

From the very beginning of our business operations, we have focused on educating companies. On the one hand, that involved educating the customer's waste management staff when it comes to proper separation of waste at source, on the other maintaining dialogue with the customer regarding possible waste management options which are both optimal and compliant with waste management handling procedures. Recently, we have taken efforts to promote sustainable development and circular economy.

During the pandemics, we created dedicated e-learning programmes for businesses which allow to engage in environmental issues a large group of employees at the same time. For four years, our flagship project has been **Stena Circular Economy Award** - a competition for business and students that creates a space for sharing experiences in circular economy. This year, to commemorate



photo: Stena Recycling

20 years of presence on the Polish market, we have decided to organise a competition addressed to NGOs and local institutions, called "GOZpodarne wyzwanie" ("A circular challenge".) It was a program of grants for implementing local educational activities in the field of circular economy.

Thank you for the interview.

Advertisement

STENA CIRCULAR ECONOMY AWARD COMPETITION

Share with us your circular practise and promote the company.

To take part in the competition just fill in short form at: www.stenarecycling.pl/scea

We are waiting for applications until 6th of February.

PROMOTE COMPANY'S ACTIVITIES



Partners:















ON THE GREEN WAY

COMMITMENT OF GAZ-SYSTEM IN THE POLISH AND INTERNATIONAL INITIATIVES IN THE HYDROGEN SECTOR

Hydrogen has been recognized as the "missing link" in the decarbonization of industry and transport. Currently, all EU countries and the vast majority of energy companies are betting on developing or adapting their technologies and infrastructure to produce, store and transport hydrogen. This is related to the climate challenges and policies aimed at reducing CO₂ emissions through the energy transition of economies, i.e. switching from coal to natural gas and developing renewable energy sources (RES) and renewable gases, including hydrogen and biomethane.

For GAZ-SYSTEM, pipeline transport of hydrogen is a key aspect in the context of growing demand for natural gas and development of RES. Natural gas and potentially - in the long run - hydrogen, can provide a reliable and flexible support for unstable renewable sources, which will be implemented in Poland in the coming years. In this sense, hydrogen will allow energy to be stored and used when the wind is not blowing, and the sun is not shining.

TRANSMISSION OF HYDROGEN

GAZ-SYSTEM as a transmission operator is focused on the development of the gas network. There are three main scenarios for the coming decades as part of the energy transition:

- 1) Methane, i.e. natural gas combined with CCUS technologies;
- 2)Transmission of hydrogen mixed with natural gas, where hydrogen can act as a kind of storage for RES energy;

Natural gas and potentially - in the long run - hydrogen, can provide a reliable and flexible support for unstable renewable sources, which will be implemented in Poland in the coming years. In this sense, hydrogen will allow energy to be stored and used when the wind is not blowing, and the sun is not shining.

3)Constructing pipelines dedicated for hydrogen or upgrading existing pipelines.

At this stage, all options are possible. The choice will depend on the development of the hydrogen market, cost-effectiveness, and availability of technology, and we will follow this process closely.

TECHNICAL CHALLENGES IN TRANSPORTING BLENDS

Hydrogen has different physical and chemical properties than natural gas and can crush the steel and welds of today's infrastructure, which can result in cracking and leaks. Admixtures of natural gas with hydrogen reduce the efficiency of compressor stations. The percentage of hydrogen that can be safely dosed into existing natural gas pipelines is still being researched and tested by all companies in this area worldwide, as pipeline sections can come from different manufacturers and therefore have different compositions and tolerances for hydrogen. End users are also an important consideration, for whom blends or hydrogen itself may not be acceptable from a process perspective. This raises a number of challenges related to hydrogen separation, among others.

GAZ-SYSTEM has for several years been intensively involved in the analysis of feasibility of using the existing infrastructure and technological requirements to inject hydrogen into gas pipelines. The company has carried out a number of studies and analytical, technical and research work, including: technical dialogue with manufacturers and suppliers reviewing gas infrastructure components and their adaptation to transport of natural gas-hydrogen mixtures; testing of selected gas infrastructure components under real or near real conditions over a wide

As part of the European transmission system, GAZ-SYSTEM is also committed to build cooperation and search for common solutions and joint planning in consultation with international partners, primarily from the transmission systems of Poland's neighbours.

range of pressures; market review of hydrogen separation technologies; work on the development of an internal standardisation document and participation in the standardisation work of the European Gas Research Group (GERG); simulations of gaseous fuel flow in the transmission system for several variants of the proportion of hydrogen in the admixtures.

PLANNING AND DEVELOPING ENERGY MARKET

Apart from strictly technical issues related to properties of hydrogen and its admixtures; GAZ-SYSTEM is involved in various initiatives, projects, and cooperation, which aim at analysing the

transmission system and storages and shaping the future market of energy in Poland and EU.

Development of the hydrogen market will depend to a large extent on the development of RES. For GAZ-SYSTEM the key aspect is the interest of potential customers in services of transmitting large volumes of hydrogen. Through various activities and initiatives, GAZ-SYSTEM wants to prepare the best it can to the changes taking place on the energy market and to respond to the market demand for the transmission service of both natural gas and renewable gases, including hydrogen. As part of the European transmission system, GAZ-SYSTEM is also committed to build cooperation and search for common solutions and joint planning in consultation with international partners, primarily from the transmission systems of Poland's neighbours.

The year 2021 was a time of increased activity for the company in the hydrogen area for a number of reasons. GAZ-SYSTEM joined the European Hydrogen Backbone study, together with 23 transmission operators from 19 EU countries. The initiative resulted in the first vision of a hydrogen backbone map in Europe and defining stages of constructing hydrogen pipelines.

GAZ-SYSTEM PREPARING FOR HYDROGEN ADMIXTURES IN THE TRANSMISSION NETWORK

Participation in research and development initiatives and projects:

- Sectoral Hydrogen Agreement
- European Hydrogen Backbone Study
- European Clean Hydrogen Alliance (ECH2A)
- Hydrogen Europe
- European Power to Gas Platform,
- Hyready,
- Hestor
- Domhydro
- Dedicated scientific analyses and expertise
- Standardisation work
- Participation in hydrogen-related governmental and ministerial initiatives as well as IGG





DAMASŁAWEK

HYDROGEN STORAGE

BASIC FIGURES:

- Project timeline 2024-2036
- ▶ Initiation of leaching 2026
- First hydrogen cavern around 2030
- The possibility to expand hydrogen storage capacities depending on market needs and technical conditions



- Energy storage for the industry and other sector (e.g. transport)
- Support for development of variable RES

EU LABEL

 From November 2021 one of the EU hydrogen pipeline projects (European Clean Hydrogen Alliance)



System S

Location of planned storage in salt caverns in Damaslawek

In October 2021, in Warsaw, representatives of government administration, science, and business environment units signed the "Sectoral Agreement for the Development of the Hydrogen Economy in Poland" developed by the sector on the initiative of the Minister of Climate and Environment. GAZ-SYSTEM was one of 138 signatories and an active participant in the process of its preparation. The document defines the activities that need to be undertaken in order to establish the full value chain of the hydrogen economy in Poland.

PROJECTS

All infrastructure projects currently implemented by GAZ-SYSTEM - including pipelines and compressor stations - are designed to be technically capable of transporting low emission gases, i.e. biomethane, syngas and a certain admixture of hydrogen, in the future.

GAZ-SYSTEM is also one of the signatories of the Letter of Intent on the construction of the Lower Silesian Hydrogen Valley and is closely monitoring the development of such valleys in other regions.

An EHB study estimates that 17% of electricity produced in Poland may come from hydrogen in the future, which is the largest indicator among all the countries participating in the survey.

as the transmission system operator may become an integrator of the hydrogen market in Poland.

The company sees its potential role not only as an integrator of the aforementioned hydrogen valleys, but also in the area developing the hydrogen storages. Currently the company prepares the technical documentation for implementation of the Damaslawek storage - a hydrogen storage facility in salt caverns. The geographic location of the Damaslawek makes it perfectly fit into the landscape of emerging hydrogen valleys. The ability to store hydrogen, in turn, could be a fundamental factor in the valleys' development.

When it comes to hydrogen, much is still unclear. Many new technologies are expected to emerge in the next decade that could change the approach to hydrogen. The extent to which hydrogen will actually appear in the Polish energy mix will depend on technological and market conditions.

An EHB study estimates that 17% of electricity produced in Poland may come from hydrogen in the future, which is the largest indicator among all the countries participating in the survey. In such a scenario, the future of hydrogen in Poland may seem at least interesting. Although the hydrogen as an energy carrier is still an emerging concept, GAZ-SYSTEM follows it closely, monitoring trends and regulations and engaging in planning and implementation of solutions already available today.

Author: **Piotr Kuś**, Deputy Director, Gas Market Development Division, GAZ-SYSTEM



REALIZING FUTURE BUILDINGS TODAY

Ruukki, a manufacturer of lightweight steel-based building envelopes, constantly develops its offering to ensure sustainable, safe and durable building solutions for its customers. The company is well-known for products such as sandwich panels, roofing sheets and facade claddings used in the construction of industrial halls, warehouses, office, commercial and sports buildings. What makes buildings made of Ruukki's products distinguishable and why we call them the buildings of future?

Energy-efficient buildings as standard

Ruukki's products and systems meet the needs of sustainable construction. As one of the first manufacturers, we introduced energy-efficient sandwich panels Ruukki® Energy, which enable to save 20-30% of heating and cooling energy in the buildings. High airtightness and energy efficiency levels provided Ruukki's panels are reflected in the higher credits in green building rating systems. First of all, however, they guarantee significant energy and cost together with savings reduction of CO₂ emissions. Excellent airtightness buildings made of Ruukki's panels can be confirmed by airtightness tests. Advanced production and

installation technology of Ruukki Energy panels means that we can guarantee high airtightness regardless of the building's type and height - from single-story large halls to high bay warehouses.



Care of natural environment requires constant search for new, often unconventional solutions. Sandwich panels and facade claddings delivered by Ruukki are available with GreenCoat® coating. GreenCoat® is the brand of innovative, sustainable color-coated steel solutions from SSAB, in which

As one of the first manufacturers, we introduced energy-efficient sandwich panels Ruukki® Energy, which enable to save 20–30% of heating and cooling energy in the buildings.



photo: Ruukki

traditional fossil fuel oils were replaced by Swedish rapeseed oil. This unique bio-based technology was patented by SSAB Group, of which Ruukki is a part. GreenCoat® coatings are widely used by architects, who want their projects to be not only original but also sustainable in as many aspects as possible. Another example of environmentally friendly solutions are Ruukki® Life sandwich panels, very popular in the Nordic countries since these panels feature a core made of recycled glass.

Steel that repairs itself

Similar growing interest from architects and investors can be seen in case of COR-TEN® steel. Facade panels and profiles based on this weather-resistant, rusty-color steel do not require any maintenance and they age in the natural way, saving costs and needs to use any protective chemicals. Initially, the steel starts to rust as a typical carbon steel when exposed to wet and dry conditions. Over the time, a rust layer transforms into a thick patina layer that protects steel's

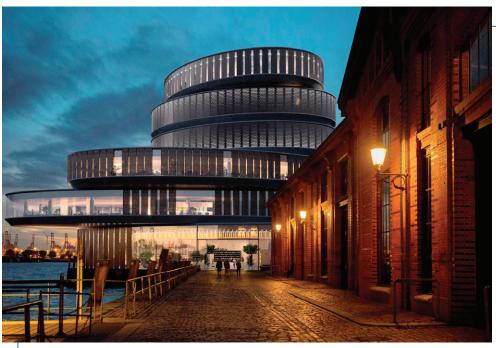
surface from further corrosion process. The color changes from fresh, orange brown to light and then dark brown. This unique effect, spread in time, makes COR-TEN® a trendsetter in all architectural aspects. You can bend this steel. You can perforate it. You can combine other materials. with It perfectly matches any surroundings and looks great in revitalized historical centers, modern offices or hidden residential houses among trees. COR-TEN® steel is an environmentally friendly choice and it can be fully recycled after its life cycle. This year, Ruukki launched a new, first in the market sandwich panel, which has an external facing made of COR-TEN® it's Ruukki® Patina panel. In







Ruukki continues product development aiming to provide higher energy-efficiency and lower carbon



Starting from 2026, selected steel building components will be produced by Ruukki from fossil-free steels. This breakthrough change will result from a completely new steelmaking process developed currently by SSAB Group.



footprint. However, soon we will face truly revolutionary changes. Starting 2026, selected steel building components will be produced from fossil-free by Ruukki steels. This breakthrough will result change a completely new steelmaking process developed currently SSAB Group. by Carbon footprint of products delivered by Ruukki will be reduced by as much as 85%. Such wall and roof components from Ruukki will ensure excellent environmental parameters of buildings already at the very beginning of their life cycle and make LEED or BREEAM certification easier.

www.ruukki.pl



5G WILL PROVIDE BENEFITS FOR THE POLISH ECONOMY

5G technology may bring socio-economic benefits worth more than €17 billion to Poland by 2040¹. Modern ICT solutions, available through 5G technology, could reduce greenhouse gas emissions by up to 15% by 2030² In turn, the Industrial Internet of Things, powered by 5G will remodel business, especially the manufacturing, energy, logistics or transport sectors. Poland is making a major contribution to the fifth-generation network through the work of engineers at Ericsson's R&D centres in Krakow and Lodz, as well as the production of 5G radios and basebands in Tczew. As a result, 5G in Europe can be built on the basis of hardware and software "Made in Poland".

"5G is accelerating digitalisation and driving innovation. This has huge implications for recovery of post-pandemic economies. That is why it is so important for Poland to implement 5G technology on a large scale. The allocation of frequencies for the 5G band will support the competitiveness of the Polish economy" explains Martin Mellor, head of Ericsson in Poland.

The industry is waiting for 5G

In Poland, 5G technology is already available, but in order to increase the range and capacity of connections, it is necessary to allocate the frequency band 3.4GHz - 3.8GHz (also known as C-band). The European Commission expects member states to have extensive 5G network coverage by 2025. Not only consumers and operators but also the industry are waiting for the announcement of the 5G auction results.

The future of industry depends on a skilful combination of local and global operations that supports intelligent manufacturing and product lifecycle management. In order to unleash the potential of the Industry 4.0 idea, advanced digital integration is needed in the manufacturing and logistics sector, something that is only possible with using the capabilities of 5G networks.

"For 5G private networks in the C-band we have the so-called 'O' block 3410-3480 MHz and several hundred megahertz in the 26-28 GHz band. Following the announcement of the auction, we would like to launch a pre-consultation with the market, operators, local governments and entrepreneurs on how to allocate them efficiently,

Martin Mellor, head of Ericsson in Poland

¹ https://www.ericsson.com/en/about-us/company-facts/

² https://www.ericsson.com/en/reports-and-papers/researchpapers/exploring-the-effects-of-ict-solutions-on-ghgemissions-in-2030

ericsson-europe/gir

effectively and as cheaply as possible to interested parties. Then there is the issue of the implementation of the millimetre band in industry. There are so many resources out there that they will be available to almost any entity that wants to take advantage of these types of advanced 5G solutions. They should be available in late 2021 or early 2022" - Jacek Oko, President of UKE, said at the Ericsson Radio Tech Day conference.

5G ecosystem in Poland

Ericsson predicts in its Mobility Report that nearly 27 billion devices (IoT) will be connected to the internet in 2025, of which nearly 7 billion will be mobilebased. 5G mobile connectivity can meet the local and global needs of businesses, but the barriers to adopting the new technology, whether they are technical, economic or organisational, need to be lowered. "One of the methods is to offer simpler, bundled connectivity solutions and even private-public hybrid networks for multinational companies. To accelerate transformation of the 4.0 enterprises acting in industry, we are also creating

centres of excellence to test new infrastructure in collaborative environments. In Poland, there is the S5 5G Technology Accelerator of the Łódź Special Economic Zone, which is used by both large industry and start-ups, or the 5G research network at the Łódź University of Technology" -Martin Mellor says.



Recruiting engineers for Kraków and Łódź

The S5 5G Technology Accelerator project involves engineers from Ericsson's R&D centre, who help start-ups develop new products and services, which are tested as part of the LSSE accelerator. The Polish R&D centre employs over 1,700 people in Kraków and Łódź and is the second largest Ericsson centre of this kind in Europe, behind the parent company in Sweden. During the year, Ericsson wants to recruit around 350 new

specialists. It is mainly looking for people with experience in the telecommunications industry, software developers, system architects, testers or project managers. It is thanks to the work of engineers in R&D centres that new patents are obtained in the field of mobile communications.

Ericsson currently has 168 commercial 5G agreements, 97 of which are active networks operating in 46 countries. Ericsson is also a leader in standardisation of 5G, with the majority of shares for 4G and 5G. Taking into account the declarations made to the European Telecommunications Standards Institute (ETSI), using the necessary filter, Ericsson is at the top of the 5G patent race. According to the analysis of Bird & Bird law firm, Ericsson has the largest number of significant SEP patents (standard-essential patent) related to 5G worldwide (15.8%).



photo: Ericsson



ELECTRONIC INVOICING MAKING GROUND UPCOMING E-INVOICING MANDATE IN POLAND

It is with an accelerating pace that Poland is moving towards adopting nationwide electronic invoicing. Despite being one of the first countries in Europe to introduce a legal foundation for electronic invoices, the vast majority of Polish businesses still use legacy systems, paper, or email to distribute invoices. This, however, is going to change in only a few months as B2B e-invoicing becomes mandatory.



Toni Pihamaa Regional Manager East Europe at Pagero

The driving force for digitalization

Initially, the private sector was the main driver for market development of e-invoice adoption around the world. "The benefits of e-invoicing are evident and only a natural step forward for companies looking to enhance operations and improve their internal business processes," says Toni Pihamaa, Regional Manager East Europe at Pagero. "E-invoicing not only enables cost savings and reduces the risk of errors; it also provides valuable insights as well as accuracy and security to business operations."

"Although lately, it is governments that are increasingly driving the change, as more emphasis is placed on governmental efficiency and tax gap reduction," Pihamaa continues. "The tax gap has a significant impact on each country's economy, and many governments turn to electronic invoices and other document types to ensure better indirect tax collection in their jurisdiction."

E-invoicing mandate in 2023

"In Europe, for instance," explains Pihamaa, "the EU Directive on Electronic invoicing in public procurement has reached legislation at a national level across the continent. In many countries, e-invoicing has become mandatory not only for the public sector but also on the private sector side. This is also the case in Poland. As of Q2 2023, the e-invoicing mandate will enter into force, affecting all Polish VAT registered businesses."

E-invoicing not only enables cost savings and reduces the risk of errors; it also provides valuable insights as well as accuracy and security to business operations.



photo: Pagero

If you are unable to fulfill the technical and invoice format specifications required to pass the invoices to the KSeF platform, you should contact a service provider like Pagero to help you solve issues around local demands and problems.

Polish law has stated since 2005 that electronic invoices should be legally equivalent to their paper counterparts. But even though permitted, the use of electronic invoices did not gather the momentum as was expected. To give digitalization a push, the Polish Ministry of Economic Development decided to create a single national invoicing platform called PeF. This allowed public entities to receive e-invoices and suppliers to send e-invoices by connecting to the platform.

The platform quickly gathered a noticeable number of users when it launched in 2019 but faced challenges due to the fact that the PeF system focused only on the public sector. Thus, to enable a nationwide transition to e-invoicing, a new centralized platform has been created: the KSeF platform (Krajowy System e-Faktur).

The new KSeF platform

The KSeF platform testing environment is already live, and as of January 2022 it will be available for businesses to start voluntarily sending and exchanging electronic invoices via this platform. After the fifteen-month voluntary period ending in 2023, all companies from all sectors and industries will be required to exchange invoices with their business partners via the new platform. In practice, there's no direct document or passing of information between suppliers and buyers regarding tax invoices. Instead, this is all done via the KSeF platform. To exchange documents through the platform, users are required to issue

the invoice in a standardized Polish-specific format (FA_VAT) and be able to receive return messages from KSeF.

Benefits of KSeF

"The use of the KSeF comes with multiple benefits. For instance, tax refunds will be shortened from sixty days to forty, and e-invoice archiving is not required as the KSeF system does this on behalf of the taxpayers. In addition, there's no need to separately generate audit files (JPK_FA), as the required data will be available for the authorities in the system", Pihamaa states.

"Once an electronic invoice has been approved by the KSeF platform, suppliers can rest assured that the invoice has been successfully and legally received by the buyer. So, no more wondering whether the mail was delivered, or the PDF was lost in your spam folder."

When and how to get started?

Pihamaa concludes with some tips about getting started:

"To get started, you should first check the capability of your ERP system. Can it provide and receive structured data, or does it rely on paper or PDFs? If your system is not ready, make sure you update it and correct the data in order to ensure that all the demands of the local jurisdictions are fulfilled."

E-INVOICING MANDATE IN POLAND

Effective: Q2 2023

Invoice format: FA_VAT

Model: Centralised Exchange via the

KSeF

Important timelines for e-invoicing via KSeF:

- Oct 2021-Dec 2021 KseF pilot phase
- Jan 2022 voluntary e-invoicing phase
- Q2 2023 mandatory e-invoicing for all businesses

Start acting now. For Polish or international companies doing business in Poland, there is no reason to wait. Fifteeen months is a short time for projects that can be time-consuming, especially in large enterprises.

"It is not required to have a service provider operating on your behalf. However, if you are unable to fulfill the technical and invoice format specifications required to pass the invoices to the KSeF platform, you should contact a service provider like Pagero to help you solve issues around local demands and problems."

"And lastly - start acting now. For Polish or international companies doing business in Poland, there is no reason to wait. A few months is a short time for projects that can be time-consuming, especially in large enterprises."

"Although it may seem complicated, regulated e-invoicing brings direct benefits to your business. Sending electronic invoices in line with regulatory requirements will help you streamline your internal processes and make a strong base for enhancing and automating your operations even further. And that's what we will help you accomplish - making buying and selling easy."

ABOUT PAGERO

BUYING AND SELLING SHOULD BE EASY.

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Linklaters

REMOTE WORK: THE NEW REALITY OF LABOUR LAW

Next draft act on remote work is still at an early stage of legislative work, however, there is no doubt that the introduction of the relevant provisions into the Labour Code is only a matter of time. The minister of family and social policy has stated that work on the draft act is advanced.

During the COVID-19 pandemic the advantages of this form of performance of work have been recognized by both parties to the employment relationship and the submitted proposals to introduce regulations regarding remote work as a permanent and common solution offering greater flexibility than the currently applicable provisions on telework - as it was explicitly indicated in the justification of the draft act of July 16, 2021, the act amending the act - the Labour Code and certain other acts, which is discussed in more detail below. The most popular configuration of the remote work seems to be though a hybrid solution in various possible schedule variants due to the practical need of a direct contact between the employer and the employee.

It turned out that, remote work applied on a large scale also causes specific labour law phenomena to be put into the sphere of electronic communication means as well as the need for appropriately adapted practices, regulations and internal policies in force in companies, so that they also include remote workers and provide for appropriate solutions tailored to their situations. Employers must in particular secure the risks associated with the so-called remote mobbing, differentiation of working conditions and pay of employees performing work at home or different remote work access policies that create a risk of allegations of discrimination.

Additionally, on the organizational side, it is also important to note the additional workloads of managers and HR departments related to human capital management and administrative

Employers must in particular secure the risks associated with the so-called remote mobbing, differentiation of working conditions and pay of employees performing work at home or different remote work access policies that create a risk of allegations of discrimination.



Monika Krzyszkowska-Dąbrowska, Counsel, Head of the Warsaw Employment Practice, Linklaters

aspects (e.g. in the field of paper employee documentation, hiring or firing) or planning hybrid employee schedules, including their presence in the office and access to work equipment. On the other hand, in the context of measuring the effects of a remote employee's work, the challenge is limited to control over the quality of the performed work duties, the low possibility of verifying problems with the performance of work, the need to often solve technical problems (and getting the appropriate knowledge in this regard) and even addressing cases of sabotaging the performance of employee duties by reporting alleged IT failures. This requires new skills and procedures. Meanwhile, the risks related to the disclosure of confidential company data or violation of the provisions on the processing of personal data while performing duties remotely remain underestimated.

While during a pandemic, the brief regulation contained in Art. 3 of the Act of March 2, 2020 on special solutions related to the prevention, counteracting and combating COVID-19, other

infectious diseases and crisis situations caused by them (Journal of Laws, item 1842, as amended), functions on the basis of a temporary social contract, it is difficult to establish permanent solutions acceptable to both social parties, i.e. trade unions and employer organizations. On the one hand, trade unions are trying to provide protection to an employee who is beyond the control of the employer, and on the other hand, employers do not want to take responsibility for situations occurring in circumstances that are the responsibility of the employee. The most pressing issues include the aspects of the flexibility of commencing and resigning from remote work, health and safety, and the formation of an appropriate payment for the use of home utilities and equipment by a remote employee.

The currently processed and updated draft amendment to the Labour Code introducing provisions on remote work takes into account solutions based largely on the current structure of telework, however, it also introduces revised assumptions, including those originally designed. First, the scope of remote work is to be wider than the existing telework, mainly due to the lack of a requirement to perform work on a regular basis and no need to provide the employer with the results of work, via electronic means of communication. Incidental work, the so-called home office, which has so far remained in the gray area, is set to be regulated - the final form in which it will be allowed is debatable. Performing remote work will be subject to an agreement of the parties to the employment relationship - either when concluding an employment contract or during employment. The general principles of remote work will result from the agreement concluded between the employer and the workplace trade union organization or the regulations (if no agreement is reached with the trade union or the workplace trade organisation) after consultation with employee representatives. Remote work will also be allowed, on the basis of an individual agreement concluded with the employee, and in exceptional cases, at the employer's request. The place where remote work is to be performed is to be indicated by the employee for the approval of the employer. Total freedom to choose the place of remote work by the is not to be allowed.

Secondly, the draft act provides for the possibility of withdrawing the order to perform remote work at any time, as well as resigning from it by each of the parties if remote work is agreed during employment. The parties are to set a date from which the previous conditions of work performance will be restored, not longer than 30 days from the date of receipt of the request. This issue

The most pressing issues include the aspects of the flexibility of commencing and resigning from remote work, health and safety, and the formation of an appropriate payment for the use of home utilities and equipment by a remote employee.

raises significant doubts at this stage because it means that the employer must be prepared to organize a workplace in the office for the remote employee that is resigning, which objectively may not always be possible and may constitute a significant risk for the employer.

In the current version of the draft act, there are no provisions that would unambiguously transfer the occupational health and safety obligations to the employee, which is met with protests from employers and approval by trade unions. The employer is to inform employees about occupational risk and about the rules of protection against threats, as well as about the methods of protection against accidents at work and occupational diseases, as well as take into account the psychosocial conditions of remote work. The independence of the employee in the organization of the workplace in terms of health and safety or accidents at work will, however, be partially taken into account. However, there is still a lack of precision in many issues.

Finally, in line with the expectations of each of the social parties, a clear obligation is to be introduced to reimburse the listed costs on the part of the employee. The proposals made by the employers regarding the possibility of choosing to pay a lump sum or an equivalent on a statutory basis were taken into account. However, there is still a lack of precision on many issues as to the scope of the compensation.

There is no doubt that in the near future, employers should start working on the preparation of draft regulations for remote work to respond to statutory requirements and assess in advance which solutions will work in a given organization and which practical issues require additional addressing, as well as to identify risk areas, assessing the previous experience with pandemic remote work, so as to ensure its proper functioning and limitation of legal risks.

Monika Krzyszkowska-Dąbrowska, Counsel, Head of the Warsaw Employment Practice, Linklaters



about us



The Scandinavian-Polish Chamber of Commerce (SPCC) is a non-profit organization created by entrepreneurs for entrepreneurs



Our mission is to promote, support and develop commercial relations between Poland and other countries in the Baltic Sea Region



We have been inspiring, connecting, and representing member companies for over 17 years

experience

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