

# GORIČANE

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## Annual meeting of company shareholders in 2022

Tea Rezelj

The annual general meeting of Goričane, d.d. shareholders was held on 25 August, 2022.

The meeting was attended by 97.59 percent of all shareholders entitled to vote. The shareholders present took note of the 2021 annual report and the report of the Supervisory Board. The General Meeting reappointed Mr. Marjan Mahnič as member of the Supervisory Board.

The general meeting appointed Constantia Primia d.o.o. as auditor of company Goričane for the next three-year period.



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# Proud of team accomplishments



Text: **Andraž Stegu**

**It has been 23 years since I took over as the managing director of Papermill Goričane. That is quite a long period.**

In all these years, my closest colleagues and I have prepared numerous business plans, adopted a number of revised business reports through company bodies, and completed more than 50 million euros worth of sound investments so we can keep making paper even nowadays, making sure our employees have secure jobs.

I am proud of that, and grateful to everyone I have been working with so far.

We have definitely been through a lot of things - many splendid and successful years, but also some very dangerous and difficult ones.

After all, papermaking is an industry where change has always been the only constant. New technologies, a dynamic sellers and buyers market, and the energy market in the past few years ... It all represents daily challenges that we, together with our management team, external partners and all the committed employees are overcoming with success. From that perspective, the year 2022 was and is not different at all. In some aspects, it seems even more complicated because of all the epidemic-related speculation and the confusion that it caused.

That said, it makes me incredibly happy - and this is something I specifically want to emphasise here - that even in such demanding circumstances, we managed to not only do well, but very well.

**In the first ten months of 2022**, we produced 67,310 tons of paper on the slitter, and sold 62,759 tons to 38 countries across the globe. Our sales revenue in these 10 months was 97,202,735 EUR.

We expect to achieve record revenue from sales this year, more than 110 million EUR. The company has therefore exceeded the plan for this period, and will conclude the business year of 2022 with a profit.

Most of our products are still exported to Turkey, followed by Austria and Germany. Slovenia represents 10% of the sales.

In 2022, the company has more than 230 employees, ranging in age from 19 to 67.

So with this year coming to an end, I would like to thank all my colleagues for the work well done, and for the commitment.

Be proud of your achievements and the achievements of our team. Let us make sure we will continue to prosper.

And to our business partners - I hope that our partnership will help further develop yours and our successful stories. Thank you for your professional support and understanding.

Merry Christmas and Happy New Year! Enjoy your holidays, I wish you a lot of success in the upcoming year.

# Paper prices rocketed due to high costs of energy products

Just when we thought that in 2021 we experienced everything that was even possible to experience, 2022 surprised us even more. The prices of energy products, raw materials, transport and other services, and of course the selling prices of paper ... they all went sky-high.

The year that is now slowly coming to an end was very difficult from the sales perspective. Monthly price fluctuations, regular monitoring of energy prices, weekly discussions with Purchasing about the changing prices of raw materials, and monthly changes of our own prices ... was what we were dealing with throughout this year. More than filling up our production capacities, however, the challenge lay in constant negotiations with our buyers about the monthly volumes and prices of existing orders.

This year, the demand far exceeded the supply, which was mainly caused by the high increase in energy prices. It scared our dealers, printers and end users. They all rushed to buy paper, worried that prices will be even higher the next month, thus pulling their profits further and further down. As in previous years, we stuck to our tactical strategy and let the market know that we were available for any new challenges. We made sure that our paper on the existing markets was available in proper ratios by country but at the same time, a ton here and there was also sold to a new buyer from a country where we had not been present before. Any shipping delays on our part were still much shorter than our competition's.

This year, we have again expanded our product lines to new countries. The first volumes sent to new countries in the Middle East were already shipped, and we launched partnerships with some European countries where we had not been present before. Furthermore, opportunities are opening up for us to engage another agent.

Our grease-resistant paper is now fully developed and launched on markets that have shown a substantial interest in purchasing this particular product. For next year, the goal of Sales is to have this paper produced on the paper machine on a monthly level.

Like always, I will use this opportunity to thank everyone for a wonderful cooperation, and wish you a healthy and successful year 2023. No matter what it brings, we as a team will definitely be ready for new challenges, whatever they are.

**HAPPY 2023!**

Text: Maja Mrgole

# Production and weather - what do they have in common?

**Whenever it is time for me to write the article for our annual newspaper, I tend to think what a special year we have had but in the end, it turns out it was not much different from the year before. They are all marked by certain specifics, crises, shortages, record numbers, bad decisions, excellent operation, investments, shutdowns, disappointments, education and training, and also by many pleasant moments shared with our colleagues at work.**

**This year, there has been a continuous discussion globally about climate change and the weather in general. Even in our daily lives, we spend quite a lot of time chatting to strangers and acquaintances about weather-related topics.**

## And how does the weather compare to the production?

In 2022, Slovenia experienced a particularly bad drought, and we were waiting and waiting for the rain. Nowadays, the rain comes mostly in storms that are strong enough to cause a lot of material damage in a very short time, not to mention that they can completely destroy human efforts in almost an instant.

Well, the situation is similar in production and perhaps broader than that.

When the "sun is shining", we are all joyful - tons of paper produced are accumulating, shutdowns are minimal, there is practically zero broke, and the time we spend at work goes by quickly, filled with a sense of pride.

But just like the storms and the lightning that are increasingly common in our country, "stormy days" happen in production as well.

The goals that might have seemed important to us suddenly lose their significance. Our focus shifts to completely different things. On such stormy days, we can quickly get caught in finger-pointing and bad moods, work becomes hard, communication fails and we cannot wait for each day at work to be over.

However, unlike in nature, the sun in production does not come out on its own. A lot of effort,

knowledge, commitment and discipline is needed for the "sun" to finally return.

But just as in nature, sunny, cloudy and stormy days come and go throughout the year in production as well.

When we are preparing the annual plan, we cannot know which will prevail - the sun, the clouds or the storm. Meteorologists have the same problem, and often fail to provide accurate weather forecasts.

It was difficult for us to follow the plan too. And not just the annual plan, we slipped on monthly forecasts as well because 2022 was an unpredictable and stormy year, with a number of sunny days that were suddenly, like a bolt from the blue, interrupted by thunderstorms.

The first third of the year felt like we would get record numbers.

The second third was adorned by our innovativeness in pulp usage, but the energy products played a trick on us.

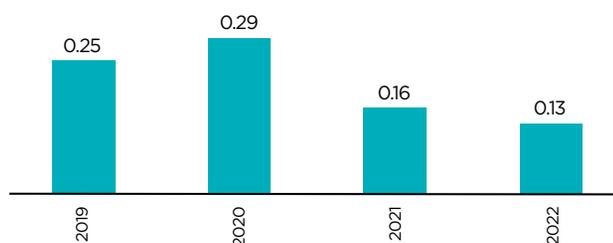
And in the last third, we are zigzagging between shutdowns, investments and a complicated chemism, with some occasional sunshine in between.

Meteorologists probably have statistics that they use to make more accurate future forecasts, thus helping us, the citizens, to make decisions in different areas of our lives more easily.

We also have numbers that serve the same purpose. Months, days and even hours and minutes are equipped with numbers, causes and descriptions. That data is essential for analysing, improving, developing and making the right decisions, resulting in satisfied customers and lower cost prices of our products.

Let us take a look at some diagrams showing the production operation:

Share of complaints (PM + slitter + dr. Roller) [%]



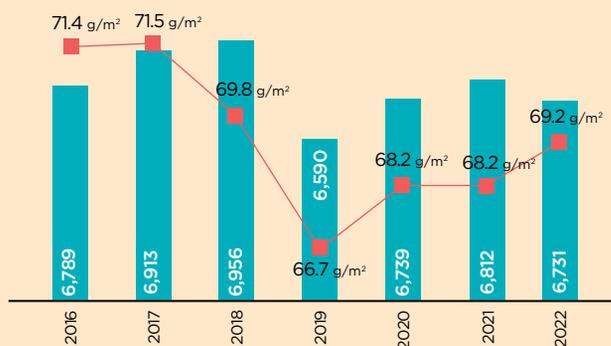
Total paper machine capacity utilisation by year [%]



Share of process broke [%]



Net [T]/month in relation to grammage (g/m<sup>2</sup>)



Net [km<sup>2</sup>]/month in relation to grammage (g/m<sup>2</sup>)



**With all the numbers, this is the most important thing:**

Let us not blame anyone for what we have not achieved, but instead examine the reasons that prevented us from succeeding.

Let us not comfort ourselves thinking we have done everything we are capable of. Year after year, we are improving and becoming better. We still have a lot of reserves.

We should make sure that the well-established way of work and operation which have brought us good results are continued.

Let us not make compromises on quality, because we know how to work well, and are capable of working well.

And finally, let us prevent losing the knowledge we have been building here for years.

Our own know-how and innovation have always supported us, so the right thing to do is for all employees from all sectors to keep improving and learning, regardless of whether it is technical knowledge, language proficiency, IT skills, a forklift driver's license, knowing how to operate a lift, knowing how to handle hazardous chemicals, knowing the work instructions and standards, or the needs of our customers ... It is all knowledge.

Only those who are patient, passionate, thorough and committed to their profession stand out from the crowd and become masters of their craft. Let us all become masters of our craft. Any type of work is important, do it as best as you can.

And as to how 2023 is going to be like ... changeable, hard to predict ... or shall I say, fickle like the weather.

I hope it starts peacefully, surrounded by the people you care about.

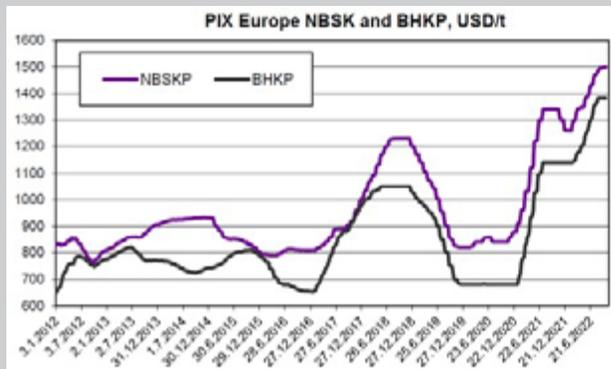
# The end of long-term relative stability

The global business environment in 2022 was marked by numerous historical milestones that have tested the capacity limits of economies in Europe and across the world. The first assessments seem encouraging - the growth of economic activity in the euro area has continued in the first half of 2022 as well, but it is significantly slower. The continuing conflict in Ukraine, the fluctuating exchange rate of the US dollar, as well as the partial lockdown of the Chinese economy combined with zero tolerance of the coronavirus, have created a strong inflation pressure on the prices of raw material and energy products, which caused central banks across the world to make significant changes in their monetary policies as countermeasures against the growth of prices. In the first half of the year, the relative stability which lasted for decades and secured the global economy with deeply integrated supply chains, has been replaced with a certain volatility that presents new challenges for the business environment and tests the strength of business models.



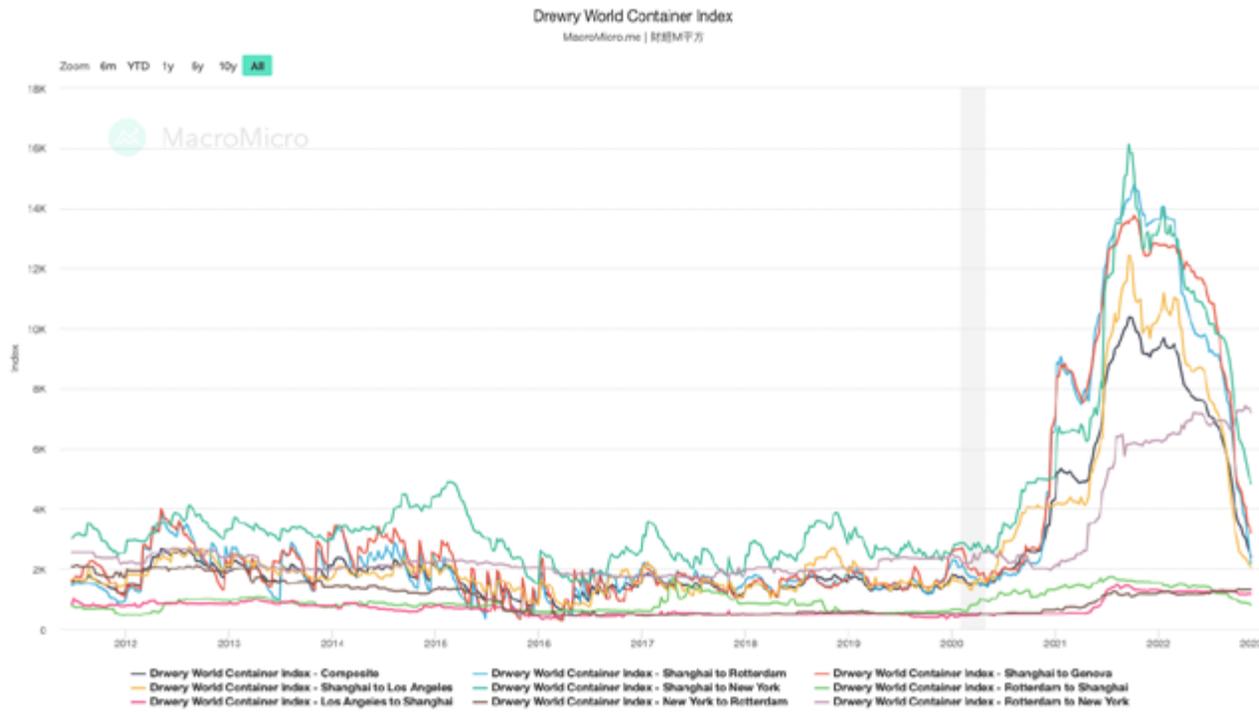
Our business results this year are affected by the growing costs of operation, for example the increasing purchase prices of pulp, energy products, raw materials and packaging. In addition, the disruptions in supply chains have only made everything worse. Up until the third quarter, we were dealing with frequent supplier negotiations, the pulp producer being on strike for several months, the growing prices of raw materials caused by an extreme growth in the prices of energy, the war in Ukraine and the resulting export ban on pulp from Russia, issues with transport (lack of truck drivers), issues with providing sufficient raw materials for production, and shipping delays (the river water levels in Europe were very low due to the drought). In the last quarter, though, the situation has slowed down a little bit, which is also evident from our raw material supplies that finally comply with our business targets again.

Every year in Purchasing brings something new. The year which is now coming to an end has shown that our team is well prepared and that we have a strong cooperation with other departments, so I am looking forward to the challenges in 2023 and beyond.



Prices for hardwood and softwood pulp

Source: <https://www.foex.fi/>



Prices diagram for a 40ft container

Source: <https://en.macromicro.me/>

# Energy crisis

## or who is playing a trick on whom

**From the energy perspective, the year 2022 started on the "shaky" foundation of the second half of 2021, when the prices of energy products began to grow. It should be pointed out though that the growth happened mostly within the European Union. The EU member states had different reactions to the new situation, but mostly hoped for it to end soon.**

Slovenia found itself in the middle of this - to put it mildly - game as well, both with its household and public, as well as industrial power consumption.

Our company, being a part of the energy-intensive industry, is all the more sensitive to any fluctuations in energy prices. Fortunately, we had more than 80% of energy already bought in advance for 2022, and were able to at least partially estimate the cost of the energy needed for the whole year. Because of that, we greeted 2022 with relative calm, hoping that the much higher prices of electricity and natural gas would settle down at least in the second half of the year, and return to reasonable and acceptable levels.

But sadly, the reality is completely different. The prices of natural gas and especially of electricity have gone wild, and were quickly followed by other energy products.

The EU member states, however, focused on keeping social peace, so they directed most of their financial aid into household and public consumption, and for a long time, the actual situation on the energy market remained hidden from the public eye.

As soon as the energy prices started growing, Slovenian papermakers joined forces and, with the support of the Slovenian Chamber of Commerce, tried to warn the ministries about the imminent danger of unclear energy market development, but received no proper response either from them or the Slovenian government - they were all waiting for decisions and guidelines from Brussels but nothing concrete was happening there either.

Still, we wanted the voice of the industry to be heard and so in mid-2022, again with the help of the Slovenian Chamber of Commerce, a meeting was organised with the representatives of all Slovenian energy-intensive industries. The purpose of the meeting was to get a constructive response to our initiatives from the Slovenian government. One of our proposals was that in Brussels, Slovenia should have a more active role in solving the situation.

After all, the conditions on the energy market, which occasionally has not even managed to reach liquidity anymore, were so chaotic that Slovenia alone would absolutely not be able to handle them. The solution would be a unified approach of all the European Union member states, but things were becoming more rather than less complicated.

For 2022, most of the companies and distributors in Slovenia had at least a certain amount of energy products purchased for - let us say - relatively reasonable prices, so we thought that we had all year to get the prices under control for future periods.

To give you an idea of how the prices ran wild, I can tell you that the average price of electricity for Slovenian economy in 2021 was 60 EUR/MWh, whereas in mid-2022, the spot price went as high as 1,000 EUR/MWh. Even worse, the prices could fluctuate by a few 100 EUR/MWh within just one single day.

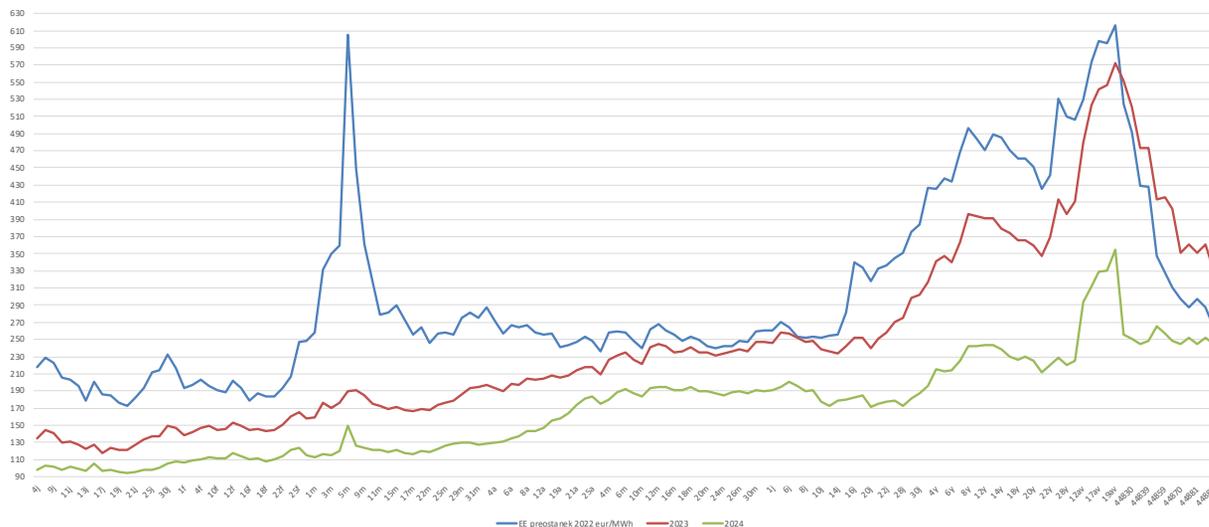
The electricity prices for the years ahead were growing slowly but surely, and so were the prices of natural gas and other energy products. Every critical event in Europe, Russia or Ukraine caused the prices to increase again, but the decrease that followed was typically much slower.

Everyone who is directly involved in purchasing energy products on the European market was anxiously waiting for the EU to adopt a common measure in order to contain these unreasonable and unacceptable energy prices. During the summer, some EU member states tried to find their own alternative sources of energy, mostly natural gas and oil, but nothing happened. Then autumn came and we still failed to see any progress. After multiple meetings of the representatives of EU states, it was determined that on October 20 and 21, a common EU strategy and measures will be adopted to define the maximum price of energy products, but October passed and still nothing. The only thing that happened was an address from Mrs. von der Leyen who said that the only way Europe can contain the wave of price increases is to keep its unity and solidarity.

In the meantime, individual states keep trying to find solutions for their households and economies on their own. Unfortunately, there is currently no unity and no solidarity among the EU member states.

It is becoming increasingly obvious that the EU lacks a prominent political personality who would be capable of using their authority to really unify Europe and bring it to an equal position with other global superpowers. For now, it seems as if Europe became a hostage in its own backyard.





Average day-ahead electricity price on different energy exchanges



Movement of offered natural gas prices for 2023 and 2024

Source: borza CEGH VTP

As I mentioned before, our company had a guaranteed fixed price for about 80% of the energy needed in 2022, which somehow limited the effect of price fluctuations throughout this year. Still, we had to monitor the current prices (which changed intensely, sometimes within a single day) very closely and regularly to adjust our production as necessary.

There were also concerns about the possible supply restrictions for individual energy products, so we immediately started searching for potential alternative energy products. The obvious choices for fuel were liquid natural gas and extra light fuel oil. Taking advantage of the opportunity we got in Germany, we bought a steam boiler with

two burners adapted for the use of natural gas and extra light fuel oil. This boiler will be our 100% backup in case the existing Bosch boiler fails or needs an overhaul. At the same time, it will provide a sufficient amount of steam if the production grows.

So, we are entering the next year with an upgraded Energy sector, two steam boilers that can use natural gas or ELFO, two new 8 MW - 20/6.3 kV transformers, as well as partially purchased electricity and natural gas.

If 2021 was a storm, then 2022 was a downright hurricane. My hope for 2023, however, is that we will not have to ask ourselves: Quo Vadis, EU?!

# Installing a new backup steam boiler

**At the end of last year, one of the two transformers on the 20 kV power supply line failed and we were forced to start the cogeneration of power and steam. That way, we replaced the missing part of the power purchased with our own production, and thus ensured uninterrupted paper production.**

The combination of the turbine generator and the applicable Wagner Büro steam boiler has to be pushed from cold reserve to full operation following regulatory procedures. This process tends to take more than a day, which is absolutely too long for our production process, so we have returned to the idea of a backup steam boiler of appropriate size that would use less natural gas and be capable of switching from idleness to operation much faster. Furthermore, our decision was affected by the trading of energy products on European exchanges, where we saw record prices on a daily basis.

We received an offer for a used steam boiler from Germany and after extensive logistical preparations, were able to transfer it to Goričane. In addition to the external lead engineer, four teams from Slovenia went to Germany to deinstall the boiler: a company for lifting and transporting large cargo, locksmiths, a company that would deinstall the electrical equipment, and our internal workers from electrical maintenance who installed most of the electricity equipment, cables and electric cabinets.

Before setting up the boiler in its operational spot, we coordinated the details among the engineering companies involved: the company for electrical and mechanical installations, the architectural design studio and the statics expert. We also prepared the project and connection of the main electrical switch in the energy sector's switching room for the whole new annex to the old building. Then it was time for construction works, mainly preparing the ground and moulding a reinforced concrete slab, followed by the metal construction assembly and sandwich sheet roofing. The steam boiler is still waiting for chimney sweeping, the installation of two new burners and all the electrical equipment, machinery, steam lines, pipes and a new chimney. We plan to start up the new machinery at the end of this year. The newly purchased steam boiler will thus replace the old Wagner Büro one which was kept as a cold reserve.



Arrival of the steam boiler



placement on location



# Development of new products

**The journey of developing a new product is demanding and dynamic. Efforts are invested either in optimising the existing products to be used in new applications, or in developing completely new products. In Development, we attend online conferences to connect with new suppliers, as well as learn about the novelties and trends in the paper industry. The decision for developing a new product is made on an initiative from our customers, the Sales department or legislative requirements. Once the decision is made, a new project is created and added to the list of developmental projects. It is planned systematically, by scheduling the timeline of the project completion and defining individual steps along the way. In order to work successfully, it helps if we have a good relationship with other departments in the company, as well as with our suppliers and buyers.**

One of the most important factors in developing new products is the connection with the suppliers of raw materials. In times of covid-19 restrictions, we communicated via video calls, which enable us to schedule a meeting more quickly and can have more experts present, so we have turned them into a good practice. During the meetings, we get information on the suppliers' products and their experience with raw materials, and can explain what we need. We value reliable suppliers who provide laboratory testing and have experts available for support during the industrial tests. Once we have a deal with them, we sign a non-disclosure agreement, followed by laboratory testing here or on the supplier's location. Based on the results, we decide to either continue the cooperation or find new suppliers. When searching for new raw materials or alternative suppliers, we mostly work together with Purchasing.

A laboratory test presents a big step in the process of developing a new product because it clearly shows whether a raw material has the potential for meeting our requirements or not. If we are satisfied with the laboratory results, we can move on to the next step. The switch from laboratory tests to production trials is a huge change. If we anticipate potential complications on the paper machine, we can decide to do the test on a pilot device that simulates conditions similar to the ones on our paper machine, conditions necessary for a quality product. We can also use them as ideas for new investments. When a sufficient amount of good data is collected, we can switch to the paper machine, but only after checking if the raw material is compatible with our system and has no negative effects. A mutual cooperation of Production and Development is key for a successful test. Experts sent by the company supplying raw materials are also often present at industrial tests. But even if the initial data and indicators seem promising, we do not always get good results. Once the test is completed, we create a report to describe the process and list further steps. When the desired product quality is achieved, we can start testing it on the market. If needed, we perform several industrial trials to check which conditions provide for the best quality. Any new product is also tested in production, where we

confirm the repeatability of parameters in production for achieving the required quality.

When an industrial trial is successfully completed, the product is tested by our buyers, occasionally with our presence as well. Such tests are very important because they tell us how our customers use our products, what their needs are and what kind of control methods they use. In this phase, it is also essential that we cooperate well with the Sales department. A good relationship with the buyers is crucial because they allow us to test new products and receive feedback, which we then use to improve the quality of paper or to implement new control methods. In addition, product validation is also done by the buyers, who can confirm whether the quality of the new paper is good enough for the selected application.

Grease-resistant packaging papers are an example of a multi-year paper in development. When we started developing a new product, we decided to use fluorine-based chemicals. Our current standard grease-resistant paper is SORA barrier 2GO 5 WS-M, but based on legislative requirements, we decided to also develop grease-resistant packaging papers without using fluorine-based chemicals. We named the product SORA bar eco GO WS and during its development last year, we applied all the aforementioned steps. Raw materials of different producers were tested in a laboratory. The testing was done on a pilot device, where we were looking for conditions which would guarantee quality paper but at the same time, we kept searching for alternative raw materials that we could use on our paper machine. Several industrial trials were needed to create a product that was good enough to be tested by our buyers. We visited our buyers to observe these tests, which helped us learn about their processes, requirements and the possible applications of paper on the market.

In the packaging industry, there can be several converters before the end user, which is why with packaging papers, the path of information is longer and very important.

# Environmental Report



**MATERIAL LOSS**

**WATER CONSUMPTION**

## Introduction

In 2021 and the first six months of 2022, Papermill Goričane met all the legislative requirements concerning emissions to the environment as required by the environmental permit for waste water, emissions to air and emissions of noise into the environment.

In 2022, we received a request from the Ministry of the Environment asking us to complement the documentation for amending the environmental permit. We are actively monitoring activities related to water consumption and energy efficiency, as well as analysing noise by determining the area of influence.



### Use of natural resources

The rational consumption of natural resources is measured with the index of material loss from the production process. Material loss calculated on the wastewater treatment plant is based on the amount of extracted sludge. In 2022, it is by as much as 0.24% lower than in 2021, and amounts to 0.55%. The target, which has a maximum value of 0.7%, was achieved as well.

The consumption of well water for cooling purposes depends on the time of operation of individual boilers, Bosch and Wagner, which require different amounts of cooling water for their operation. Water used for cooling purposes by the Bosch steam boiler is treated as waste process water in the production process, whereas in the case of cogeneration and power generation, cooling water is treated as process water in thermal power plants. In the production process, we open the water loop with waste cooling water from the Energy sector or well water. Because of our production programme involving speciality papers, and due to the large number of production programme changes, Papermill Goričane is categorised as a speciality paper mill with the defined maximum specific water consumption of 20 m<sup>3</sup>/ton of net production.

The specific water consumption in paper production increases every year due to the numerous programme changes, as well as the development of new speciality papers such as lightweight papers, various colour papers and speciality coatings. In 2021, the specific consumption of water per net production amounted to 17 m<sup>3</sup>/ton and is approaching the ceiling of 20 m<sup>3</sup>/ton in 2022.

**TABLE 1: Average material loss from production process**

Indicator	Goal	2018	2019	2020	2021	2022 1st half-year
% (calculation per gross production)	<b>0.7</b>	<b>0.61</b>	<b>0.87</b>	<b>0.81</b>	<b>0.79</b>	<b>0.55</b>



**TABLE 2: Consumption of water**

Indicator	Goal	2018	2019	2020	2021	2022 1st half-year
Fresh water (water wells) 1,000 m <sup>3</sup>		<b>1,851</b>	<b>1,982</b>	<b>1,606</b>	<b>2,033</b>	<b>940</b>
Fresh water (cooling in the power station) 1,000 m <sup>3</sup>		<b>552</b> (cooling as thermal power plant)	<b>506</b> (cooling as thermal power plant)	<b>0</b> (cooling as thermal power plant)	<b>565</b> (cooling as thermal power plant)	<b>0</b> (cooling as thermal power plant)
		<b>1,299</b> (cooling as technological purposes)	<b>1,429</b> (cooling as technological purposes)	<b>1,562</b> (cooling as technological purposes)	<b>1,461</b> (cooling as technological purposes)	<b>940</b> (cooling as technological purposes)
Fresh water (technological purpose, paper production) 1,000 m <sup>3</sup>		<b>1,127</b>	<b>1,278</b>	<b>1,255</b>	<b>1,417</b>	<b>640</b>
Spec.consumption of process water m <sup>3</sup> /ton net	<b>15 (BAT 20)</b>	<b>13.5</b>	<b>16.2</b>	<b>15.4</b>	<b>17.3</b>	<b>15.1</b>



**TABLE 3: Consumption of energy products**

ENERGY CONSUMPTION	Indicator	Goal	2018	2019	2020	2021	2022 1st half-year
	Natural gas 1.000 Sm <sup>3</sup>		<b>11,713</b>	<b>11,386</b>	<b>10,632</b>	<b>12,169</b>	<b>5,405</b>
	Electricity purchased MWh		<b>48,303</b>	<b>48,820</b>	<b>52,628</b>	<b>48,234</b>	<b>26,072</b>
	Net consumption of electricity Net MWh/ton	<b>0.7 do 0.9</b>	<b>0.625</b>	<b>0.671</b>	<b>0.646</b>	<b>0.652</b>	<b>0.616</b>
	Net consumption of thermal energy GJ/ton	<b>7 do 8</b>	<b>3.71</b>	<b>3.525</b>	<b>3.686</b>	<b>3.696</b>	<b>3.587</b>

The energy efficiency of our production process in 2022 is again on a high level, resulting in low electricity and heat specific consumption in comparison with the BAT techniques.

### Emissions

#### TO AIR

Emissions to air are generated during steam production and during paper drying and cutting. The monitoring of emissions to air is stipulated by the environmental permit and has to be conducted by an accredited external institution every third year for boiler devices and every fifth year for dust collectors. We have two medium-sized combustion plants with separate emissions to air - the Bosch steam boiler (metal chimney) and the Wagner steam boiler with electricity cogeneration (concrete chimney). With the new Decree on the Emission of Substances Into the Atmosphere from Medium-sized Combustion Plants, Gas Turbines and Stationary Engines

(OG RS 17/18), a target NO<sub>x</sub> value of 200 mg/m<sup>3</sup> and a mandatory annual monitoring apply to any device older than 27 years. The Bosch steam boiler is a newer combustion plant that falls under the required target values of under 150 mg NO<sub>x</sub>/m<sup>3</sup> of air, and a mandatory monitoring conducted once every three years.

In 2021, we completed all the required measurements on both boilers, Bosch and Wagner. The monitoring on all devices confirmed their compliance with legislative targets. In 2022, we were exempt from any additional monitoring of emissions to air.

#### TO WATER

Before being discharged to the water course, process waste water is treated on the mechanical chemical waste water treatment plant. The monitoring from 2021 and another one done in the first half of 2022 both show compliance with the environmental permit requirements.

**TABLE 4: Emissions to air**

	Indicator	Environmental permit	2018	2019	2020	2021	2022 1st half-year
Emissions to air (Bosch boiler)	NO <sub>x</sub> mg/m <sup>3</sup>	<b>150</b>	<b>68*</b>	<b>68*</b>	<b>68*</b>	<b>65**</b>	<b>65**</b>
Emissions to air (Wagner boiler)	NO <sub>x</sub> mg/m <sup>3</sup>	<b>200</b>	<b>156*</b>	<b>156*</b>	<b>Non-operational</b>	<b>169**</b>	<b>169**</b>
All emissions	Dust mg/m <sup>3</sup>	<b>150</b>	<b>8*</b>	<b>8*</b>	<b>8*</b>	<b>8*</b>	<b>8*</b>

\*monitoring 2018 \*\*monitoring 2021

TABLE 5: Emissions to water

Emissions to water	Indicator	Environmental permit (targets after 1. 1. 2013)	2018	2019	2020	2021	2022 1st half-year
Suspended solids	mg/l		9.8	12.5	8.5	7.5	4.28
	kg/t	0.4	0.12	0.17	0.11	0.12	0.06
COD	mg/l		65.4	76.7	60.5	43.3	29.83
	kg/t	4**	0.81	1.04	0.79	0.70	0.40
BOD <sub>5</sub>	mg/l	25**	9.3	13.1	8.2	6.3	5.17
	kg/t	0.5	0.12	0.18	0.12	0.10	0.07
N tot	mg/l		3.8	4.7	3.9	3.03	1.75
	kg/t	0.2	0.05	0.06	0.054	0.05	0.02
P tot	mg/l		0.09	0.034	0.11	0.245	0.284
	kg/t	0.01	0.001	0.005	0.0015	0.0039	0.004
AOX	mg/l		0.11	0.13	0.09	0.07	0.105
	kg/t	0.005	0.0014	0.0017	0.0013	0.0011	0.002

\*\* target is defined for production with more than one production programme change a day

## Noise

In accordance with the environmental permit, noise monitoring is conducted every third year by an accredited external institution. In 2022, the level of noise was measured on three locations in the vicinity of the papermill, and was below the maximum permitted target for daytime and evening time, whereas the measurements for nighttime, performed in two different spots, remain within the legislative requirements. The regulatory target of 48 dB was exceeded in one measuring spot. We inspected the main sources of noise and determined that the increased noise is being caused by the fan silencer for the top wire. To remove the non-compliance, we will fix the silencer in December and then repeat the measurements.

## Waste

Papermill Goričane has a well-established system of separating waste at its source - we have smaller containers for separate types of waste being disposed of by our employees on a daily basis. There are waste disposal units available with separate containers for different types of waste. In 2021 and 2022, waste packaging management has been contractually arranged with an external contractor.

TABLE 6: Waste generated on the premises of Goričane, d.d.

	Indicator	Waste management plan	2018	2019	2020	2021	2022 1st half-year
Paper sludge	ton	1,600	1,494	2,058	1,934	1,894	673
Municipal waste	ton	35	34	30	32.5	44.5	17
Paper packaging	ton	600	579	702	982	997	554
Metal packaging	ton	130	138	134	141	139	66
Plastic packaging	ton	40	20.4	19.5	14.8	12.8	9
Composite packaging	ton				18.8	15.9	31
Wood packaging	ton	50	43.8	37	67	58	22

### Hazardous substance management

In hazardous substance management, our well-kept and regularly maintained storage tanks and pumpings enabled us to retain a low risk rate. We have a well-established plan of hazardous chemicals management outlining all activities that are necessary in order to harmonise our operations with the legislation. Our employees are being regularly trained for hazardous substance management and the course of conduct in cases of accidental spillage of hazardous substances.

### Exceptional events

In 2021, we received a complaint from the local residents, reporting increased noise due to the safety releases of steam caused by the transformer

breakdown in the Energy sector. In 2022, noise measurements will be done on the source using sound cameras to determine the measures for reducing the emissions of noise into the environment.

### Environmental goals and projects

The company management regularly reviews the environmental aspects and potential risks, and implements projects to achieve the environmental goals.

Text: **Beti Miklavčič**

# Novelties in customs operations

**In customs, changes are happening all the time. The customs systems are gradually being updated and unified both on the EU and the national level. On the EU level, this year brought new requirements (additional data) in Intrastat reporting related to the supply of goods. We had to update our software to make sure we pull the correct data from our system.**

January 1, 2022 was also important for import because it was the launch of the new application AIS2, which represents a complete overhaul of the import system. We had to learn how to accurately fill in customs declarations and e-communicate with the customs.

This year was especially complicated, mainly due to the monitoring of restrictions on the import and export to and from Russia and Belarus. We are subjected to numerous customs control because a part of our product range (matt paper) is not allowed to be exported to Russia, but the uncoated paper, on the other hand, is not on the list of restrictions. Importing from Russia is equally difficult. As part of the eighth restriction, adopted in the beginning of October, our main raw material, pulp, was added to the list of goods prohibited for import from Russia.

In February next year, we expect the transit system NCTS F5 to be updated. The list of data required for a better traceability of goods is increasing. Because we have the status of an authorised consignee, we are allowed to receive shipments before the customs check with the NCTS transit customs procedure, meaning that we can start unloading the goods minutes after having logged the data into the system.

In May next year, we are supposed to get a new application for the AES export system, so we will again have to update and adjust our software. The changes in the customs operations are therefore quite constant and significant, and our job is to follow them and learn how to apply them correctly.



# Finance, accounting and controlling

## - meet the team

**What is the first thing that comes to your mind when you hear about "finance and accounting"? Surely, most of us immediately think of money or salary. Money is really something we cannot do without, neither in business nor in our private lives.**

And even if you do not admit it, I am sure some of you might have also thought of a group of women who want all the documents and who make such a fuss not only about full euros but also those little cents, who keep reminding you of deadlines and "properly sorted papers", and who do not seem to understand critical events and situations in other departments.

However, I do believe that if given more time to ponder upon the process of work and acquiring the information we need in our department, you would be able to say much more about us. After all, we are often in contact with many of you when we work together on any business process necessary to turn the raw materials into end products and make our buyers happy. And in turn, it makes us happy when we get their payments for the quality and quantity guaranteed.

So, dear colleagues, I am sure that you think of us at least 12 times a year on pay days - those days that we all like so much. Also, whenever you receive a "paper" (document) that has a monetary value on it, you probably think (quite correctly) that it would be best to make sure we get it.

The world, whether it is in business or in private, cannot exist without an organised flow of value or - in our case - money, which also makes the contribution of us, seven women, all the more significant. The company would be unable to operate without the business processes that we create and are responsible for, the systems so deeply integrated with the work of our department. That is not our vanity speaking, it is simply a fact. The work in our department is divided to individual

appropriately delineated areas. Each of us has their own separate responsibilities but we also complete some assignments together through mutual help and cooperation. Yes, that is us: Tadeja, the head of the department, who watches over our work and gives us directions if needed, and her colleagues: Marinka, Mojca, Jana, Vesna, Breda and Damjana. With some of you, we work more closely and more often when we have to join forces on our tasks or yours. Several of my colleagues have been with the company for a while so you know them better, others a bit less.

Let me introduce you to the main segments of the content and specifics of our work.

Our department handles three business areas: accounting, finance and controlling.

In accounting, we monitor and examine our property and financial situation to determine the business and financial results of the company. We take care of bookkeeping, and we categorise and verify financial data. The end result is the disclosure of profit or loss, and the value of assets, liabilities and equity.

Simply put, we could say that the accounting reflects all the activities of all our employees and all the assets stated in monetary value, of course, and necessary for the company's operation, which includes everything from purchasing raw materials and energy, equipment, maintenance of equipment and buildings, employee salaries, tax payments and other duties ...

Accounting also includes bookkeeping. The name says it all - any business-related documentation is properly recorded in relevant accounts in a way that complies with our national regulations. However, it is not just about simply entering data into a computer program. Each entry, each record represents a part of the so-called tax operations of the company or tax returns, and is subjected not

just to internal inspections and inspections of independent external auditors, but also to the control of the national fiscal authorities.

Some people may think that accountants are drowning in paper. That is something that absolutely does not apply to our company - on a daily basis, many of you are surrounded by more paper and of much greater formats. However, it is true that there can be no accounting without proper documents as evidence of purchases, sales, work etc. Also, we cannot imagine our work without computers. Monitoring the company's business operations, comprehensive recording and monitoring of all business events, resource management etc. is all made possible by the Navision accounting software, which many of you know very well.

Legally, we are bound to submit certain financial data to external institutions on a monthly or yearly basis (FURS - Financial Administration of the Republic of Slovenia, Ajpes - Agency of the Republic of Slovenia for Public Legal Records and Related Services, Bank of Slovenia).

In our work, we are consistently following the international accounting standards and the applicable legislation. It is also very important that we regularly follow any novelties in regulation and legislation amendments. Our company is disclosing its operations to an external audit, so the accounting department works together with external auditors twice a year (at the pre-audit and the audit itself). The purpose of an audit is to provide an independent review of the authenticity, compliance and accuracy of all accounting records. With its findings, an audit helps determine or substantiate the actual image of the company's market and financial situation as recorded in the books, and strengthen the credibility of its financial statements, thus increasing their value.

The finance (financial function) part of our department is there to ensure short-term and long-term financial solvency of the company. That might seem simple, but the daily/weekly/monthly planning and the ability to ensure liquidity resources for settling any payable liabilities are far from that. In addition, we also have to take care of optimum liquidity reserves for any unforeseen events. It is definitely fair to say that the rules here are the same as at home: there is never enough or too much money. We certainly do not have it in stock in our storage, and all the volumes of paper produced are not helping with that either, but with careful and prudent financial management, we can ensure that the company is doing well - which is important not



only for the business results as such, but also for the good credit standing of the company, the profitability of its operations, the growth of its capital value and last but not least, for quality human resources.

In controlling, we prepare various types of information for the needs of our management as part of its strategic planning. In addition, we ensure the transparency of operations and results, and prepare the financial plan and the plan of financial flows. We regularly monitor and analyse the company's operations, compare actual results with the values planned, and determine deviations. For the management, this information is key in any decision making.

So as you see, it is not just that the company cannot function without our department, but we would not be able to work properly without other departments either. We cooperate with human resources, sales, purchasing, management, maintenance ... to only list a few. There is practically no department in this company that we do not work with.

In this very short presentation of our activities, I have shown you that while we handle data from the past, we record and analyse it to plan the future.

So in the end, let me thank all of you for the strong partnership. In the coming year, I wish you and your loved ones lots of health, happiness and success at work - and in our mutual cooperation as well.

Text: Nina Stegu Bobnar

# Protocol and rules of etiquette

As much as people can be very different from one another, we still have to function together as a society. To do that, we have protocol and the rules of etiquette that guide us along. Etiquette starts at home, with our loved ones, and continues in schools and jobs and any other segment of our lives. Knowing the basic rules of proper manners helps us maintain a respectful relationship with other people, facilitates

**Questions:** circle the letter before the correct answer. Below the questions, we have listed the correct answers and explanations of situations mentioned in the quiz.

## 1. HANDSHAKE

Who offers their hand first?

- a.) A lady to a gentleman - a senior to a junior - a person higher in status to a person lower in status.
- b.) A lady to a gentleman - a junior to a senior - a person lower in status to a person higher in status.
- c.) A gentleman to a lady - a senior to a junior - a person lower in status to a person higher in status.

## 2. BEING LATE

What do we do if we are late to a meeting, event or lecture?

- a.) We knock, enter the room and apologise to everyone for being late.
- b.) We enter the room quietly and find the nearest available seat.
- c.) We knock, enter quietly and find a seat farthest from the door.

## 3. CAR ETIQUETTE

What is the proper seating arrangement in cars when we have an important visitor?

- a.) The guest sits in the front passenger seat, the host in the back seat to the right, and the translator in the left back seat.
- b.) The guest sits in the back seat to the left, the translator in the right back seat next to the guest, and the host is in the front passenger seat.
- c.) The guest sits in the back seat to the right, the host in the right back seat next to the guest, and the translator is in the front passenger seat.

## 4. COTTON NAPKINS AT MEALS

How do we properly use a cotton napkin at a meal?

- a.) We place the napkin on our knees.
- b.) We fold the napkin under the silverware, to the right side of the plate.
- c.) We tuck the napkin into the collar of our shirt.

## 5. SILVERWARE AFTER A FINISHED MEAL

How to correctly place the silverware after a finished meal?

- a.) We place the silverware next to the plate, to its right side.
- b.) We cross the fork and knife on the plate.
- c.) We place the fork and knife parallel to each other.

## 6. GIFTING FLOWERS

When gifting flowers, it is important to keep in mind the following:

- a.) We offer the flowers in decorative paper, additionally wrapped in white protective paper.
- b.) We offer the flowers in decorative paper and remove the white protective paper.
- c.) We offer the flowers wrapped in white protective paper.

successful communication and can get us out of potentially embarrassing situations that sometimes happen to all of us. If we take a closer look at these rules, we can actually see that we already live with many of them and use them unknowingly, but surely there are some we have not learned yet that could be useful in our daily lives. Use the quiz below to check how many rules of etiquette you already know, and which are the ones that might have surprised you.

## 7. FIRST IMPRESSION

What is the first impression based on?

- a.) Appearance (how we look) 55%, posture (how we carry ourselves) 38%, speech (how we talk) 7%.
- b.) Appearance (how we look) 32%, posture (how we carry ourselves) 20%, speech (how we talk) 48%.
- c.) Appearance (how we look) 68%, posture (how we carry ourselves) 21%, speech (how we talk) 11%.

## 8. TOASTING

How do we properly make a toast?

- a.) Standing up, with our glass raised.
- b.) Sitting down, with our glass raised.
- c.) Standing up, raising our glass at the end of the toast.

**Answers:**

### 1. Correct answer: A

It is very impolite if a gentleman first offers his hand to a lady. We definitely also have to pay attention to how we shake hands, how we offer our hand and how firm our handshake is. A limp, cold or even sweaty hand can say a lot about someone. Just by shaking hands, we can therefore gather quite a lot of information about the other person. When introducing people to each other, there are also certain rules we must follow: we introduce a newcomer to those already present, a person lower in status to a person higher in status, a junior to a senior, a gentleman to a lady and a stranger to acquaintances.

### 2. Correct answer: B

The rules of proper etiquette require punctuality - the academic quarter is a thing of the past. If, however, we are late anyway and need to enter a room where a meeting or a lecture has already started, we have to follow certain rules. Any

extra clothing should be left in front of the entrance if there is a designated space there for it. Then, we enter the room quietly so as not to disrupt the meeting or the lecture, and we do not apologise. If possible, we make a short gesture to the lecturer to signal our apology, find the nearest available seat and start following the meeting/lecture.

### **3. Correct answer: C**

The car seating arrangements are also very important if we want to make a good impression on the guest. If our guest/business partner is accompanied by his spouse, we always make sure they have separate cars. The host and his guest still sit together, whereas the spouse is seated in a different car, either with the host's spouse or another person whose position is a match for the important guest.

### **4. Correct answer: A**

If there is a cotton napkin available, it is important to place it on our knees as soon as everyone starts sitting down. It is a common mistake to wait and place the napkin on our knees when the food is served. The napkin should stay on our knees until the end of the meal. When the meal is finished, we place the napkin to the left side of the plate. If there are stains on it, we fold it to hide them. If we have to leave the table during the meal (phone call, bathroom etc.), we place the napkin to the left side of the plate.

### **5. Correct answer: C**

The proper use of silverware is important but - when we know the rules - really simple. At the start of the meal, we always take the utensil on the outermost side. Then for every course that follows, we take the one next to it. There is a strict rule: by the end of the meal, we have to use all the silverware on the table. When you finish the meal, place the utensils parallel to each other, like it is twenty minutes past five in the afternoon; the knife should be on the upper side, with its blade pointing toward you. The fork should be on the bottom side pointing upwards and not downwards, as was the rule in older books on etiquette. This is also a sign for the waiter to take the plate and the utensils away.

### **6. Correct answer: B**

When we give flowers to someone, we have to use the right words since this is usually a moment for saying thanks, congratulating, expressing joy or hope. The flowers should be properly selected to match the opportunity, and before we offer it to the giftee, we should remove the white protective wrapping paper. Decorative wrapping paper can stay. We also have to pay attention to the right environment for accepting a well-created bouquet of flowers. Similarly, it is important to be present when other gifts are offered. Make sure you always know what is in the gift in case the giftee asks about it - we should be able to explain the content. We never give presents with cultural or historical background if we do not know or understand it. Gifts are not offered over the table - instead, we approach the giftee, shake their hand and say a few words.

If we are the ones accepting the gift, it is polite if we gently open it and properly thank the other person.

### **7. Correct answer: A**

You will never have the opportunity to make the first impression twice. In just 30 seconds to 3 minutes after the first meeting, people will form an impression of you, which is only rarely and slowly changed. Upon first contact, it is important to appear optimistic, smiling and well put together, and to communicate with our eyes and facial expressions.

### **8. Correct answer: C**

A toast is made standing up, either at the start of a meal or after the main course and before dessert. We should raise our glass right before the end of the toast and avoid clinking glasses (the glass should be raised breast high, in the direction of the person we are toasting). When a toast is made, everyone at the table should stand up.

# New website

## www.goricane.si

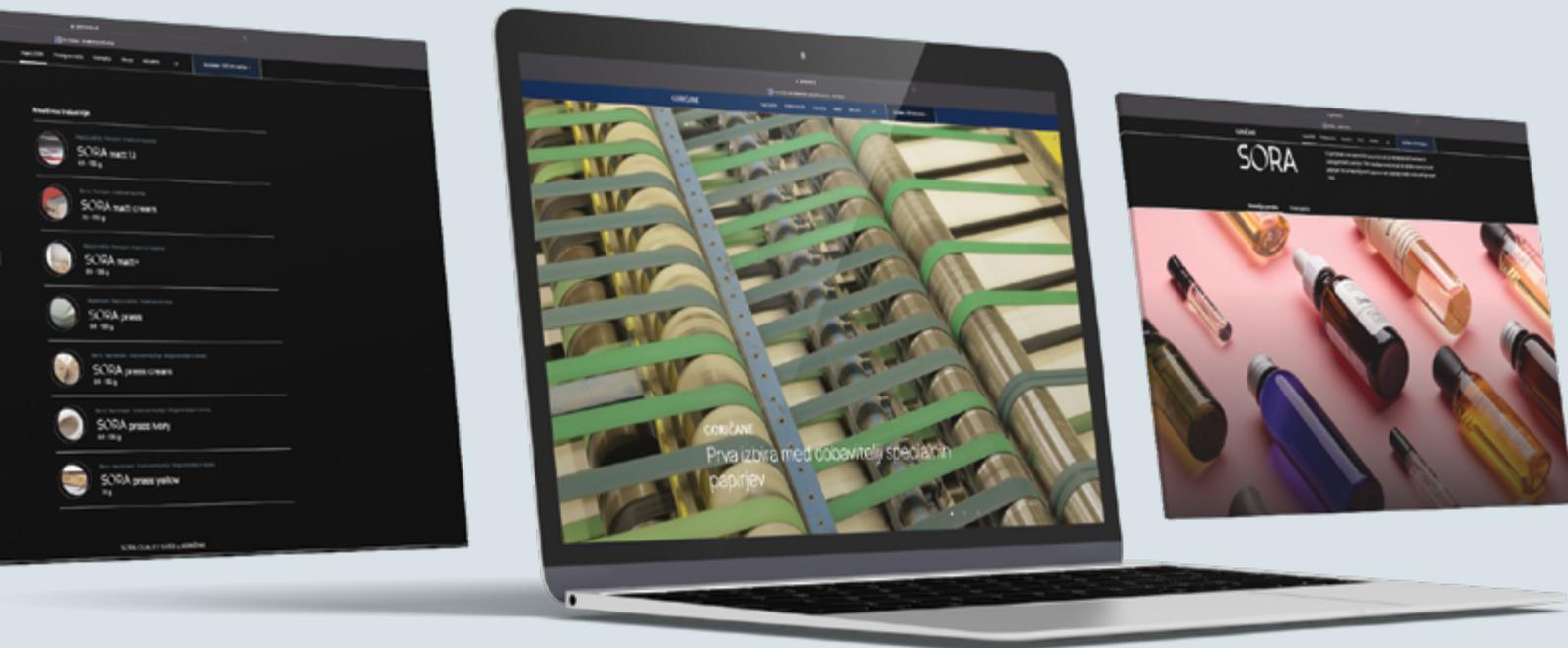
**This year, we managed to not only update but completely redesign our company's website - [www.goricane.si](http://www.goricane.si).**

It was a major project that took several months because the site has many subpages and a ton of information. Most of our time and energy was spent on sorting out the SORA papers section, where we had to organise our whole product range, which is really extensive. In this section, papers are presented by types of paper and areas of application, and each has a specification added.

In addition to the complete product range and basic information about the

company, the website also contains a section on the environment, our annual reports and newspapers, the latest news, general conditions for sales and purchase, standards and certificates, as well as the company's history. A separate section is dedicated to our sales network where we have listed the contacts of all our agents worldwide.

And hopefully, we made the content even more interesting by adding pictures and short videos. You are most welcome to have a look!



# Printing infrastructure

**Printers and multifunctional devices are just one of the IT components that have been causing us issues in the past two years, both in terms of maintaining the existing (spare parts) devices as well as purchasing new ones. We are having problems with extended or amended delivery deadlines, and consequently with higher prices of these devices.**

The situation on the market of semiconductors, that was partially caused by the pandemic, is reflected in the supply chain throughout the whole IT sector. The shortage of chips affects the availability of electronic devices and of course also the costs, with many companies now deciding to lease printers or multifunctional devices because the bestselling models are just not available for purchase. With leasing, we can avoid the initial investment of buying a proprietary device, as well as the subsequent costs of maintenance, repairs and supplies. In addition, we have a better overview over the total costs of printing, which are defined upon the conclusion of the lease agreement for colour and black and white printing separately.

The printing infrastructure at our company now includes more than 80 printers. Most of them are HP printers, which are used as a standard in our work because they are easier to maintain, but we also have printers of other brands that we need for specific processes (Canon, Epson, Datamax, Brother).

Like many other companies, we have also struggled with situations when a device was beyond repair and a new comparable model was impossible to purchase because the delivery would just take too long. Our lease dealer, the printing brand Ricoh, helped us install either printers or multifunctional devices throughout our company, depending on the specific requirements of different departments (printing system, type of device, number of copies, black and white/colour printing ...). The lessor is then granted remote access to their devices in order to continuously monitor their condition, plan maintenance and repairs, schedule potential cartridge changes, and calculate the number of copies made on a monthly basis. These calculations are also useful information for us to analyse the justification of colour or black and white printing.



# Basic resuscitation procedures with AED

**To mark October 16, the annual World Restart a Heart Day, we decided to organise a seminar for all our employees here at Goričane to learn about the basic resuscitation procedures with external heart massage and the use of an automated external defibrillator (AED). We have prepared a similar event before but we have had many new employees since and it is such a relevant topic, so we decided to do it again. The training course took place at the end of October and was held in organised groups.**

First, the speaker gave us some statistics. In Slovenia, we have 1,600 to 1,900 cases of sudden cardiac arrest per year. A cardiac arrest is an abrupt cessation of normal heart muscle contractions. The heart stops pumping blood through the body, resulting in the interruption of constant flow of oxygen and nutrients to the cells. As a consequence, the brain is unable to perform its function, and a person experiencing a cardiac arrest becomes unresponsive, showing no signs of life. The lack of oxygen causes the cells in all organs, the brain included, to die off. In just three to five minutes, so many cells die off that even subsequent help and treatment do not help anymore. It is therefore extremely important to help and resuscitate immediately.

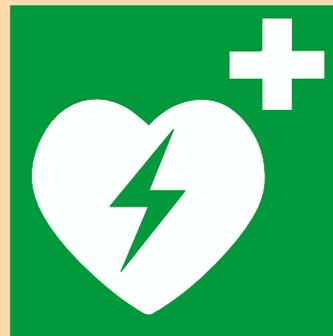
If we find ourselves next to someone experiencing cardiac arrest, we have to act right away. By performing external heart

massage, we can keep the affected person and their vital organs alive. We should immediately call the emergency number and if we have an AED available, we should use it right away.

At Goričane, we have an external defibrillator available; it is installed in production control room.

We are glad to report an almost 100% attendance at these workshops.

May we always be guided by the thought that any help is better than no help.



AED is a portable electronic device capable of detecting if a person is experiencing a cardiac arrest. By administering an electric shock, it can restart the heart and save their life. It is easy and safe and can be used by anyone. When we turn it on, it self-guides us through the procedure.

Text: **Petra Hunjadi**

# Visiting Luka Koper

**In November, on the initiative of our employees, we organised a trip to Luka Koper.**

And so we went. In the early morning hours, a bus full of our employees headed towards the coastal region of Primorska. The weather was quite gloomy and it did not look like we would have any sun but no one needed it - the atmosphere and energy were just incredible.

Luka Koper is the only Slovenian international cargo port. Its geographical position makes it the shortest link between Central and Eastern Europe and the Mediterranean.

It has several things in common with our company, including a 24-hour workday. Luka Koper is actually a town within a town - it is spread out on 260 hectares of surface area and even has its own clinic.

They load 1 million containers per year on average. The company has around 1,700 employees

and other hired help, like retirees and students. It just so happens that 1,700 is also the number of trucks entering the port every day. Occasionally, there are even more than 2,000 of them.

The port is divided by the estuary of river Rižana, which flows into the Adriatic sea. In addition, it has 37 km of railway tracks just within the port itself.

It was awarded by the European Union as the most sustainable port.

Furthermore, Luka Koper has planted 300 olive trees, grows about a ton of olives a year and produces 700 litres of olive oil, which is then gifted to their business partners.

After a one-hour visit, we stopped for lunch in Marezige, a wine village with beautiful views of the sea. And for a moment, even the sun shone through.

It was a fantastic day.



## A few other interesting facts about Luka Koper:

- It takes 42 to 45 days for a ship to reach China, depending on the weather conditions.
- The port has a parking house for 18,000 luxury cars.
- They produce 10,000 tons of waste per year.
- Wood wastes are ground and used for heating buildings and water.
- The seabed in the port is deepened to a maximum 18 metres.
- The capacity of the silo for storing cereals, corn, soy etc. is 70,000 tons.
- They have their own stalls for livestock.
- The steel piles are inspected by divers.

# Training and education in electrical maintenance in 2022

**In the past two years, due to well-known reasons, it was impossible to organise suitable expert training and education, so we tried to partially make up for it this year.**

The first training course was focused on AUMA electric actuators. It was organised for two employees and took place at the APIS CENTAR in Zagreb, the official agent and service for AUMA products. During the one-day course, the attendees learned about the different types of actuators, settings for individual actuator parameters, as well as the slightly more "intelligent" actuators. It included both theory and practice.

The second training course was about the TIA Portal control system. It was organised by the Dankon company and took place at the Celje School Centre. The five-day course was attended by two employees from the electrical department, and the goal was to acquire or add to their knowledge of the Siemens control system (PLC). They learned about the functionalities of the TIA Portal: SIMATIC STEP 7 and SIMATIC WinCC engineering tools, the configuration and networks within the Simatic S7 family, various binary and other operations in programming language, detecting and troubleshooting potential issues, and other options provided by this system.

The last and most extensive training course in the electrical maintenance department this year was organised in September, when we were hosting Mr. Michael Brandt from Valmet. For many years, Mr. Brandt has been leading training courses for Valmet DNA (Dynamic Network of Applications) systems, which are being held at the Gernsbach Paper Centre in Germany or elsewhere in Europe. The so-called application training was attended by almost everyone in the electrical department. It was held in the maintenance sector and took four

days. That way, our "senior" employees had a chance to refresh their knowledge, and the "juniors" learned the basics about the Valmet DNA system. The topics included an overview of the DNA system's structure, programming language, the use and operation of the most common function blocks, signal simulation, the test mode of a function block or programme components etc. Each participant had their own "engineering" station so they were able to test the functionalities of the relevant topic right away, in real time.

Education and training courses are very useful for employees because they give them the opportunity to adopt specific skills and knowledge. However, they have an added value for the company as well because in case of a failure or a need for an upgrade, the employees are trained well enough to recognise and properly address the issue.





## INTERVIEW:

# Lojze Jeraj

## When did you start working at Papermill Goričane and how?

I got this job back in 1976 when the company was called Tovarna Aero. I was a 15-year old apprentice and wanted to become a mechanic. In 1979, when I finished school, I became a full-time employee in the electrical workshop.

## How do you remember your first days in Goričane?

I remember vividly how the foreman took me around the different halls. As a novice, I was in awe of all those hot, noisy, puffing, enormous machines. Everywhere we went, we were greeted by friendly workers who wished me luck.

## What do you like most about your work?

My job as an electrician is very creative, interesting, full of challenges, dynamic and never boring.

## What do you see as the biggest differences in the work process between then and now?

The work itself has changed a lot. The machine-controlling equipment is completely different. The relay technology we used before has been replaced with the latest computer-guided controlling.



## What do you do in your free time, do you have any interesting hobbies?

I enjoy gardening and spending time with my two granddaughters, but I also like to take my bicycle and do a tour of 30 km or so when I can.

## Is there something you would like your colleagues to know?

After such a long period of operation, our paper mill is still in good condition. To maintain stability and avoid unnecessary shutdowns, we need committed employees who care about the machine operation. My wish, therefore, is for all my colleagues to get along well, because only a happy worker is also a good worker.



**When did you start working at Papermill Goričane and how?**

I started working at Goričane in 2000. I saw a job ad in newspaper Delo and made the decision to submit my application.

**How do you remember your first days in Goričane?**

It wasn't too difficult because I had work experience and my colleagues accepted me really nicely, too.

**What do you like most about your work?**

I like all aspects of my job because I like to work and I am committed to working well.

**Years later, what is the thing that stands out the most for you about your employment here? Perhaps a particular event?**

The thing I remember the most is the time when the pulp production was shut down and many employees lost their jobs.



**INTERVIEW:**

# Vrhovac Zoran

**What do you see as the biggest differences in the work process between then and now?**

In my opinion, the most evident differences are in machine automatization, modern IT support and the paper machine reconstruction.

**What do you do in your free time, do you have any interesting hobbies?**

I don't have a lot of spare time. I am always active, doing something for myself or for the people around me. I love to spend time with my grandchildren, and I also like picking mushrooms and gardening.

**What are your values, what is important to you?**

Respecting everyone and understanding others - that means the most to me.

**Is there something you would like your colleagues to know?**

I would like for our paper mill to keep developing, gaining recognition and operating well. For people to have a stable employment. For everyone to retire at the right moment, and get a decent pension.



INTERVIEW:

# Ken Bobnar

**In a nutshell, what would you tell us about yourself?**

My name is Ken Bobnar and I am 24 years old. I enjoy doing different sports, I like a nicely organised space around me, and I am happy to help anyone.

**When did you get a job at Goričane, which work position do you hold and what are your responsibilities?**

I started here at the beginning of 2022, and I work in the storage hall for raw materials. My job is to receive input raw materials, pulp and packaging. Everything has to be properly arranged in its place to keep the storage tidy and orderly.

**What do you think our paper mill is known for?**

It is known for its quality products and a decent, fair treatment of all employees.

**Which department in our paper mill are you cooperating with the most?**

Logistics and Purchasing.

**What motivates you at work?**

The thought of a tidy, well-organised workspace. I like to think about how to put away the materials received in a sensible way that at the same time makes space for the next batch in order to simplify the process of taking materials out of the storage hall as much as possible. Also, I am always happy to help my colleagues if they need anything, especially if it is related to the storage organisation.

Text: **Andreja Kalan**

**Do you have any favourite hobbies, what do you do in your free time?**

My hobbies are mostly based on sports activities that include a moderate dose of adrenaline. I like mountain biking, I train in martial arts and I do weightlifting and bodyweight workouts several times a week. In winter, I like to go snowboarding.

But beside all these active hobbies, I also like to occasionally stop in the kitchen and bake a delicious dessert to pamper my loved ones.

**What is your ideal work environment?**

As mentioned before, my ideal work environment is an organised space that is easy to use. Because I work closely with several people and each of us has their own assignment, general order and discipline are also very important to me.

**What are your biggest strengths?**

Reliability, friendliness and willingness to help others.

**Favorite book?**

Be Water, My Friend (Shannon Lee).



**RETIREMENTS IN 2022**

Seven long-time colleagues retired this year:

*Silvo Bernard, Mirko Laznik, Vukosava Cvijanović, Mirko Soprenič, Sonja Blagovič, Marjan Dolenc and Branimir Lenardič*

**ANNIVERSARIES IN 2022**

Just like before, long-time service awards for loyalty to the company were presented to some of our colleagues.

**For 40 years of employment:**

*Rašid Mušič, Slavko Omejc, Šačir Velič and Marija Šiljič.*

**For 20 years of employment:**

*Aleš Kralj, Tadej Sirnik and Jernej Čarman.*

**For 10 years of employment:**

*Semir Duranović, Vukosava Cvijanović, Selvad Čelič, Marko Šušteršič, Suzana Jovič, Zdenka Cvajnar, Vilko Malovrh, Marko Žagar, Erazem Jamnik and Jernej Jurčič.*

Thank you, everyone!

**NEW FAMILY MEMBERS OF OUR COLLEAGUES:**

In 2022, our company was blessed with nine new »papermakers«. New family members were welcomed by the following employees:

*Matej Eržen - son Jakob, Nuriya Đogić - daughter Ella, Benjamin Jerina - son Nejc, Selvad Čelič - daughter Aleina, Miroslav Dežman - son Mateo, Suzana Jovič - son Aleksej, Andrej Stržinar - daughter Ajda, Erazem Jamnik - daughter Katarina, Dejan Novak - son Patrik and Rok Primc - son Oskar.*

*Congratulations!*

# New year wishes

December. Time for turning back and making an "inventory" of the year that is almost behind us, but also a time for looking forward, into the future and the new year. Promises, resolutions, wishes ... Wishes for ourselves and for our loved ones.

Because we want you to have a wonderful and festive end of the year, here are our colleagues' wishes for us, for everyone: Peace and well-being :)!

*May our decisions  
be wise, and luck and  
health immense.*

*In the new year, I wish  
everyone lots of health  
and happiness, without  
sadness or suffering ...*

*I have always wanted everyone  
to have lots of health but since  
my son got diabetes type 1,  
I mainly wish for someone to  
find a cure for this disease.  
That is my biggest wish.*

*In the new year, I wish  
everyone health, happiness and  
understanding in our families.  
An only good news! I would  
also like to travel, read many  
good books, see some awesome  
concerts and spend time  
with my loved ones.*

*I wish the new year  
to be filled with lots  
of business success.*

*Most of all, I wish for the new  
year to remain healthy, without  
new epidemics and closures, so we  
can move and socialise freely and  
without restrictions. I wish for the  
war in Ukraine to end so we can all  
live in peace. Moreover, I hope our  
company continues to be so successful  
so we can keep working and have  
decent salaries because that defines  
how we are going to live.*

*Health, joy,  
inner peace and  
a little bit of luck.*

*I wish to keep  
working in such  
a good team.*

*In the new year, I wish  
everyone health, good  
relationships with colleagues  
and more excursions like  
the one to Luka Koper.*

*I wish to be healthy  
and to maintain  
such professional  
relationships in team  
Goričane.*

*For 2023, I hope for  
the foundations of our  
paper mill to keep their  
stability, and of course  
a happy, healthy and  
joyful new year.*

*In 2023, I wish my colleagues  
all the best and may almost all  
your wishes come true ... but  
save some for the next few years  
as well. I hope we continue to  
work together so well for the  
well-being of our company.*

*A happy and  
healthy new year  
to all employees!*

*For the upcoming year,  
I wish everyone health  
and excellent relations in  
the company, as well as  
low prices of pulp  
and energy.*