



SAMSIC NEWS

02/2026

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Dear Reader,

We're pleased to present the latest issue of Samsic News (02/2026)! This issue is packed with practical insights — in it, we show how innovative technologies and a responsible approach to people are transforming everyday life in facility management, logistics, and employee dining.

What have we prepared this time?
In a few words:

- **New HR Standards:** We reveal how our “HR Fast-Track” works and explain important changes to the MOS system.
- **Technology in Action:** We're taking you to the Interclean Amsterdam 2026 trade show to see demonstrations of exoskeletons designed to assist with warehouse work.
- **Knowledge and Quality:** We report on the expert training our team received at the KIEHL Center in Berlin.
- **A Revolution in HORECA:** We're serving “ŚniadaNOWE,” global cuisine, and the new myfoodie app, which makes ordering meals as easy as possible.
- **The environmentally friendly side of business:** We summarize the 100-tree planting campaign and the Green Week series, and share insights from the Samsic Group's 2025 CSR Report.

We hope you'll find plenty of industry inspiration here. We invite you to read on!

The Samsic Team

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HR FAST-TRACK: NO MORE WAITING FOR EMPLOYEES

In the facility management and logistics industries, time is a scarce commodity - both from the perspective of operational continuity and candidates' expectations. Whether we're recruiting for a logistics facility or a modern office building, at Samsic we know that a stable partnership begins with that first, immediate contact.

That is why we have developed a recruitment process that is fast, fully transparent, and based on the concept of Candidate Experience. Candidates are never left on their own with us. They receive clear communication and genuine support, which directly translates into the quality of the services we provide to you and our adherence to the highest standards.



EFFECTIVENESS HIDDEN IN THE NUMBERS

Hard data speaks to us best. We have optimized our procedures to provide you with qualified teams in record time, without compromising the quality of the match in any way:

- **Response time for resumes:** The market average is as long as 9 days. At Samsic, we shorten this stage to less than 2 days.
- **Time from order to hire:** For manual labor positions, the industry standard is 29 days. We do it in just 13 days.

This is definitive proof that it is possible to act quickly while remaining fully attentive to the candidate.

WHAT DOES THE CANDIDATE GAIN?

Quick hiring is essential, but the key is properly preparing the employee for their first day, which effectively prevents turnover. Our strategy is based on complete transparency:

- **Workplace Visualization:** We provide candidates with dynamic video content and modern promotional clips filmed right at your facilities.
- **Getting to Know the Leader:** We arrange meetings with your future supervisor before you sign the contract.
- **Logistical and Training Support:** We provide transportation to occupational health examinations and organize specialized training (e.g., on operating forklifts).
- **Help for Foreigners:** We actively assist with administrative procedures, such as obtaining a PESEL number or opening a bank account.

WHY IS THIS IMPORTANT?

This approach builds trust from the very beginning and helps create stable teams. At Samsic, we believe that respecting candidates' time, clear communication, and concrete support from the start are of paramount importance not only for the recruitment process but also for employees' future engagement and loyalty.



Tomasz Olejnik

Director of the Recruitment Department

SAFETY WITHOUT LIMITS

At Samsic, we believe that good work begins with a sense of security - regardless of where a person comes from or where they are in their career. That is why we place such a high priority on ensuring the legal employment of workers from around the world, making sure that every process is conducted fairly, transparently, and with full support.



Our goal is not only to meet formal requirements, but above all to create an environment in which employees feel supported from the very first point of contact. In practice, this means helping them complete paperwork, assisting with formalities, organizing the most important steps before they start work, and providing ongoing support to candidates and employees throughout the entire process. This allows us to build trust and make the transition easier for people who often come to us high hopes, but also with many questions.

Our compliance team plays an invaluable role in these efforts; it monitors changes in regulations and ensures that companies and employees can operate with peace of mind and in accordance with applicable law. This is particularly important in a dynamic legal environment, where both knowledge and a quick response are essential.



**THE FULL ARTICLE
IS AVAILABLE HERE**

Samsic views legal employment not only as an obligation, but as part of a responsible approach to people. We believe that transparent policies, good communication, and practical support help create a work environment where everyone can feel safe, regardless of their language, country of origin, or prior work experience.



Iwona Polańska
Head of the Legalization Department

THE MOS SYSTEM AND THE MANDATORY TRUSTED PROFILE - WHAT YOU NEED TO KNOW

As of April 27, 2026, paper forms have been almost entirely replaced by the fully electronic and free **MOS system, or Case Management Module**. This change applies to applications for temporary residence, permanent residence, and EU long-term resident status, which from that point on are submitted exclusively electronically via the portal **mos.cudzoziemcy.gov.pl**.



In practice, **this means you must create an individual account in the system, fill out an online form, and submit all required attachments in digital form**. These include, among other things, a photograph, a scan of all pages of a valid travel document, proof of payment of the 440,00 PLN stamp duty, and the 100 zł fee for issuing the residence card.

A key element of the entire process is the Trusted Profile. Without it, it will not be possible to submit an application in the MOS system, because the Trusted Profile - or a qualified digital signature - is used to sign electronic

documents. It is a free tool that verifies your identity online and allows you to handle official matters online.

The new system also changes the employer's role. When submitting an application for a single permit for temporary residence and work, the system sends a special link to the employer's email address, which the employer must complete and sign electronically. Failure to provide this document will prevent the submission of a complete application.

That's why it's a good idea to take action now:

- Check your PESEL number,
- create a Trusted Profile
- verify that your information matches your documents.

On our [LinkedIn](#) profile and [website](#) you'll find the full article, in which we describe in more detail the most important changes, practical steps, and how best to prepare for working with the new MOS system.



URZĄD DO SPRAW
CUDZOZIEMCÓW

m moduł
obsługi
spraw **os**

Learn more!



**THE FULL ARTICLE
IS AVAILABLE HERE**

INTERCLEAN AMSTERDAM 2026

TECHNOLOGY, AUTOMATION, AND NEW CLEANING STANDARDS

In April, the Samsic team had the opportunity to attend Interclean Amsterdam 2026—the most important event for the European facility management and professional cleaning industries. It was four incredibly intense days filled with inspiration and substantive business discussions with leading suppliers. The scale of the event speaks for itself:

Modern machines:

- They map their surroundings on their own and dynamically avoid obstacles.
- They automatically return to their docking stations.
- They manage water intake and waste discharge without human intervention.

VISITORS

30 000 people

COUNTRIES

140

EXHIBITORS

850

SESSIONS ON SUBSTANCE

more than 100

Amsterdam has become a global hub for knowledge exchange, and we returned from there with a roadmap of trends that are already radically transforming facility management.

WHAT DID WE SEE?

The clear highlight of this year's event was **advanced robotization and process automation**. Autonomous sweepers, next-generation scrubbing robots, and smart solutions for cleaning restrooms took center stage in the exhibition halls. We took a close look at the performance of machines from market leaders such as *Gausium*, *LionsBot*, *Tennant*, *Kärcher*, *Pudu*, *Numatic*, *Sparkoz*, and *Adlatus*, as well as innovative platforms for digital fleet management, such as the *ToolSense* system. What attracted the most attention was the shift from the "technological curiosity" phase to rigorous operational applications.

In practice, this means unwavering **quality consistency** (which is crucial for rigorous audits of standards-based management systems such as ISO 9001), significant time savings, and the ability to intelligently assign service teams to tasks requiring greater precision.

THE MOST INTERESTING TRENDS

Innovation in FM today is not just about spectacular technology, but also about smart improvements. We observed a strong emphasis on combining **maximum efficiency with safety and comfort at work**. Compact machines and lightweight, intuitive dispensing systems genuinely reduce the workload on staff, supporting the highest standards of workplace safety culture.

The second major pillar of the trade show was **sustainability (ESG)**. Systems that precisely limit water consumption, minimize the use of chemicals, eco-friendly packaging, and recycled tools are now the industry standard. In an era of growing importance of non-financial reporting

and the implementation of carbon intelligence strategies, operational efficiency must go hand in hand with environmental responsibility. Carefully selected cleaning technologies provide a strong argument in support of environmental goals - not only for us as service providers but, above all, for our clients.



CONVERSATIONS THAT MADE A DIFFERENCE

For us, the most valuable insights came off the main stage - in direct, behind the scenes conversations with the producers. We asked not only about the specifications listed in the promotional brochures, but also about issues that were fundamental to our clients:

- Total operating costs and actual return on investment.
- The difficulty of integrating solutions into a rigorous manufacturing or logistics environment.
- The reliability of local authorized service centers.

The market has matured. Today, the device alone is not enough. What matters is secure implementation, full integration with facility processes, and absolute assurance of operational continuity. This approach is embedded in Samsic's DNA, we implement only those innovations that generate real savings, support the achievement of ESG goals, and flawlessly address the specific needs of a given work environment.



“

Automation is no longer a vision of the future. It is happening right now and is having an increasingly significant impact on the way we think about FM services.



JOANNA CABANEK
CEE Operation Director



Would you like to find out which of the technologies showcased at InterClean 2026 can optimize processes and reduce operating costs at your company?

Please feel free to contact your coordinator or reach out to us directly.



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EXPERT KNOWLEDGE FROM BERLIN - SAMSIC AT THE KIEHL TRAINING CENTER

Modern facility management requires not only advanced technologies, but above all, knowledgeable professionals who know how to use them. In early May, key members of our operations team - Coordinators, Contract Managers, and experts from the Procurement Department - took part in an intensive training program at the prestigious **JOHANNES KIEHL KG Training Center in Berlin**.

For us, this is much more than just an industry event. Direct contact with engineers from a leading manufacturer of professional cleaning chemicals allows us to view our daily cleaning processes from a completely new, broader perspective.

FROM LABORATORY TESTING TO ON-SITE IMPLEMENTATION

At Samsic, we believe that training never ends in the conference room. The greatest value is realized when our employees return to the facilities they manage on a daily basis, equipped with new skills and industry know-how. This enables them to recommend tailored solutions with even greater precision, respond quickly to non-standard challenges, and support our clients with full accountability. This knowledge guarantees the highest quality of service, fully compliant with the rigorous requirements of quality standards.



The benefits of such training are very tangible.

- **Higher operational efficiency:** Selection of optimal cleaning agents tailored to the specific characteristics of surfaces at the facility.
- **Cost optimization:** Use of high-performance concentrates and precise dosing systems that protect the client's budget.
- **Environmental responsibility:** Implementation of certified, eco-friendly technologies that support the achievement of sustainability and ESG goals.

We believe that committed, highly qualified people are the foundation of our success. When a service is backed by knowledgeable professionals, everyone benefits.

“We invest in knowledge that translates into quality service”

SUPERPOWERS IN WAREHOUSE!

WE ARE TESTING TECHNOMEX EXOSKELETONS

We're evaluating two solutions designed to support warehouse operations: **Apex2 HeroWear** and **EKSO EVO**, to select the model that best meets our teams' day-to-day needs.

In response to growing needs related to workplace ergonomics, we have begun testing two passive exoskeletons from Technomex: **Apex2 HeroWear** and **EKSO EVO**. These are state-of-the-art solutions designed for employees who perform repetitive physical tasks, particularly those involving lifting, bending, and working with their arms raised above shoulder level.

A passive exoskeleton operates without motors or batteries, it uses spring-like elements, a passive exoskeleton operates without motors or batteries - it uses spring elements, straps, or mechanical support mechanisms that partially take over the load from the user's body. In practice, this means less fatigue, greater relief for the back or shoulder girdle, and greater comfort during prolonged work.



Egzoszkielet -
Apex2 HeroWear



The **Apex2 HeroWear** model was designed primarily to provide back support, especially during lifting and bending movements. The **EKSO EVO**, on the other hand, focuses on relieving pressure on the shoulder girdle and supports tasks performed with the arms raised.

During the tests, we evaluated, among other things, fit, comfort, pressure relief, freedom of movement, ease of use, and the impact on work pace and safety.



After reviewing the results of the first phase of testing, the Apex 2 HeroWear model clearly emerged as the one that best meets our needs and the specific requirements of the facilities we serve. However, this is just the beginning - the next phases will allow us to evaluate even more thoroughly how this solution performs in the face of day-to-day operational challenges.

BREAKFASTNEW AND GLOBAL CUISINE

IS YOUR EMPLOYEE CAFETERIA KEEPING UP WITH THE MARKET?

In today's workplace, an employee cafeteria is no longer just a place to serve meals. It's an important part of employees' comfort, energy, and daily experience, which is why not only taste and quality but also convenience, speed of service, and tailoring the menu to the rhythm of the day are becoming increasingly important.

After carefully analyzing market trends, we have identified two dominant trends that are already setting the standards for modern institutional food service:

- **BreakfastNew** – energy right from the start of the day: Breakfast at the office or workplace is no longer just a “quick coffee and a pastry.” We treat this meal as a nutritious, key moment of the day. Our guests expect dishes that are balanced, rich in nutrients, and served in a way that helps them get off to a quick start with their new tasks.
- **Global Cuisine** – the world on a plate: We bring absolute freshness and variety to the daily menu. Thanks to culinary inspirations from the farthest corners of the globe, a standard cafeteria is transformed into a space where employees can take a little culinary journey during their lunch break without having to leave the company premises.

AWARENESS, PERSONALIZATION AND EASE OF MANAGEMENT

Today's employee is an extremely savvy consumer.

It requires complete transparency: intuitive access to information about ingredients, allergens, and nutritional values.

From the operator's perspective, this means implementing modern solutions that allow us to instantly analyze guests' preferences and tailor the menu in real time to their actual, everyday needs.

A FLAVOR THAT LINGERS

Managing the dining space is now a strategic investment in employee wellbeing. A professionally designed employee restaurant dramatically improves the work environment, helps build a positive Employee Experience, and sends a clear, tangible message to the staff: “This organization cares about its people.” A modern approach to institutional dining starts with putting people first and we know how to translate that focus into perfect service.



PAWEŁ KASTELIK

Director of the HORECA Department

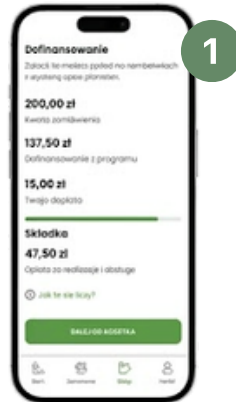
A kitchen that keeps up with the pace of work

MYFOODIE - THE DIGITAL REVOLUTION IN YOUR TEAM'S DAILY NUTRITION

At Samsic Bistro, we're constantly looking for solutions that truly make our customers' daily lives easier. That's why, at one of our key locations where we deliver ready to eat meals directly to customers - we've implemented the modern **myfoodie** app.

This solution works particularly well in places where time, convenience, and efficient organization are key. Thanks to the app, ordering meals becomes easier, and access to information is faster and more transparent. As a result, the entire process proceeds without unnecessary red tape.

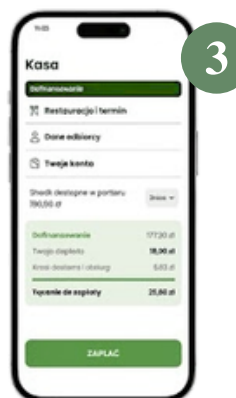
The implementation of **myfoodie** is an important step for us toward better tailoring our offerings to users' needs. The app allows us to analyze user preferences and better understand their daily expectations, which helps us create more relevant and appealing offerings.



An employee logs in to the app, where they are assigned a vendor and have funds available for meal subsidies.



Order the dish of your choice for delivery to the location of your choice at a specific time.



The cost of the order will be covered by available funding. Any additional payment: only if necessary!

A major advantage of the app is its simplicity. An employee logs into the app, is assigned a vendor, and has access to funds allocated for meal subsidies. The employee can then select a meal, specify a delivery location, and choose a convenient time, which significantly enhances the user experience.

Thanks to **myfoodie**, the entire process remains clear and convenient, and any additional charges are applied only when necessary. At Samsic Bistro, we believe that modern technology can truly support our day to day operations and enhance the quality of our customers' experience.



100 TREES THAT GROW ALONGSIDE US

THE POWER OF PARTNERSHIP IN THE SPIRIT OF ESG



We strongly believe that small actions can have a big impact, especially when we do them together. That's why we're thrilled to return to our joint initiative, thanks to which **100 trees have found a home and are already growing, helping to build a greener future.** This wasn't just a symbolic gesture, but a real step toward responsibility, cooperation, and care for the environment.

This initiative was particularly meaningful to us because it came about thanks to the commitment of our partners and teams. **As many as 12 companies we work with on a daily basis responded to our invitation, and together we planted trees** that will soon become part of the forest ecosystem. This initiative showed that together we can build something lasting, not just in business.

Although we're talking about 100 trees, the scale of this initiative is much larger. As part of the overall campaign organized by the posadzimy.pl foundation, **101,220 trees** have already been added to the forest ecosystem, and thanks to the involvement of over 1,000 companies, a total of more than 600,000 trees have been planted.

The spring initiative also resulted in concrete, measurable benefits for the environment.

112 354 m²
a new forest

607 320 kg
carbon dioxide absorbed annually

5 870 760 kg
returned paper

Our 100 trees are already growing, and along with them, something even more important is growing, the awareness that businesses can and should make a real difference in supporting the environment. Every action like this matters, especially when it becomes part of a larger, well thought out sustainability strategy.

We would like to thank all of our partners who have joined this initiative. It is thanks to gestures like these that we can work together to build a greener, more conscious, and more responsible future.

INNOVATION AND ECOLOGY IN PRACTICE

EVENTS IN THE GREEN WEEK SERIES

In May, we had the pleasure of visiting our client with all our equipment and plenty of ideas for activities that combine education, environmental awareness, and fun. That day, we set up an area full of practical solutions, inspiration, and interesting experiences that engaged the employees and allowed them to view their daily activities from a new green perspective.

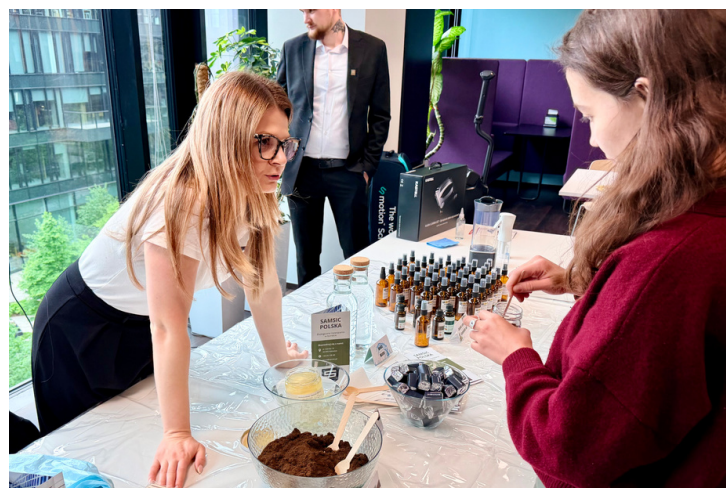
One of the highlights of the program was a DIY eco-workshop, during which participants could make their own simple **body scrub using coffee grounds and coconut oil, as well as a natural air freshener made from water, baking soda, and essential oil.**

Also very popular were **alcohol and drug goggles, which safely demonstrate how our perception changes after consuming alcohol or drugs.** Participants could try their hand at a slalom course, navigating a maze, and even bowling, all while wearing the goggles. This experience is not only impressive but, above all, serves as a powerful reminder of how important responsibility and safety are, both at work and in everyday life.

During the event, we also presented state of the art cleaning solutions, including equipment from Dryft, the Zaco 1000, and a window cleaning robot. **We demonstrated how technology can enhance efficiency, improve workplace comfort, and ensure high quality services, while also simplifying day to day tasks in modern facility management.**



There was also a relaxation corner for participants, where they could slow down for a moment and take care of their own comfort. Guests could use a massage mat and a neck massager, which created a pleasant space for rest during an intense day full of activities.



These kinds of meetings are particularly valuable to us because they allow us to combine education with practical experience, while also fostering a positive atmosphere and engaging employees in an interesting and inspiring way.

SAMSIC GROUP'S NEW CSR REPORT

2025 YEAR IN SUMMARY

We are pleased to share with you the Samsic Group's new CSR Report, which highlights the many initiatives our organization is undertaking in the areas of social responsibility and care for people and the environment. For us, this is an important summary of a year filled with concrete actions that demonstrate that, for Samsic, sustainable development is not just a slogan, but a daily practice.

In this report, you will find the key pillars of our strategy: **environmental protection, building trust and employee engagement, and operating in a transparent, responsible, and ethical manner.** In it, the Samsic Group describes, among other things, initiatives related to reducing its carbon footprint, developing more sustainable mobility and procurement practices, supporting the circular economy, and reducing waste. Significant attention is also devoted to safety, well-being, diversity, and talent development.

Other important initiatives included specific projects carried out in various countries and across our Group's areas of operation ranging from efforts to decarbonize the fleet, to reducing water and energy consumption, to initiatives supporting the community, education, and professional development. This publication demonstrates that Samsic is fostering responsibility not only within the organization but also throughout the entire supply chain, by strengthening responsible procurement, that is, dialogue with suppliers and data security.

We find the perspective of **Katarzyna Pudłowska**, *Marketing Manager at Samsic*, particularly important; she emphasizes the value of participating in the ESG Group Committees. As she says, it is a space for genuine collaboration, the exchange of experiences, and a joint search for solutions to the major challenges facing not only the business sector but also society as a whole. Her perspective clearly shows that CSR at Samsic is shaped by people who are committed, full of ideas, and have a real impact on day-to-day work.

Samsic's goals are very consistent and clear: to operate responsibly, to grow in a sustainable manner, to care for people, and to create value that matters both today and in the future. This approach is evident throughout the report - in our care for employees, in our efforts on behalf of our customers, in our social projects, and in our consistent efforts to build a values based organization.

Read the full report
here



2025 CSR REPORT

LET'S DO IT TOGETHER!

If you're interested in our solutions and would like to test them or implement them in your organization, don't wait any longer!

Please contact our office or your on-site coordinator, and we will prepare a comprehensive proposal and implementation plan for you.

LET'S STAY IN TOUCH



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