

# CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY OF GRUPA KĘTY S.A.






Corporate Social Responsibility (CSR) Policy is our response to the challenges related to sustainable development, not only in economic and market terms, but also as regards social and ecological aspects.

**We declare** that, as part of the Company's operations, we have made and will continue to make efforts to ensure the creation of better society, retain balance and protect the environment.

**We believe** that, in the long term, the success of GRUPA KĘTY S.A. depends on the cooperation with a broadly-defined group of stakeholders. We place special emphasis on efforts that positively affect the Company's employees, their families and local community.

**We operate** in line with the adopted code of ethical conduct and corporate governance principles, and partnership is the basic value that drives us in our Company. We are aware that we impact the environment in a direct and indirect way, therefore we operate in such a way so as to reduce this influence to minimum.

## Our Corporate Social Responsibility Policy is based on the following foundations:

-  Employees health and safety,
-  Environmental stewardship,
-  Social impact through Grupa Kęty to the Children of Podbeskidzie Region Foundation,
-  Educating through sport,
-  Supporting social responsibility in cooperation with suppliers and partners, projects and local projects affecting the segment's relationship with the local community.

Orangebook strategic processes management system implemented in the Capital Group of Grupa Kęty S.A. ensures the management and control platform for all areas. As part of this system, we established decision-making procedures to ensure legal, transparent and socially responsible action. The overall implementation of the CSR policy is supervised by the Management Board of Grupa Kęty S.A.

Dariusz Mańko  
President & Chief Executive Officer



Rafał Warpechowski  
Member of the Management Board



Piotr Wysocki  
Member of the Management Board



Tomasz Grela  
Member of the Management Board

