



Corporate Social Responsibility

'We declare that within the Company operations we have made and will continue to make efforts to ensure the creation of a better society, retaining balance and protecting the environment.' This is an excerpt from the Corporate Social Responsibility Policy of the Grupa Kęty S.A. Capital Group, which has been setting out the direction of our social engagement. The Corporate Social Responsibility Policy, respecting, promoting and developing the 10 Principles of the UN Global Compact, to which we are a signatory, as well as other CSR standards and processes determine the framework and horizons of our actions.

The Corporate Social Responsibility area, owing to its broad scope and our priority approach to the sustainable development affairs, is managed by the division of the CSR Director, whereas strategic decisions are made at the meetings of the **Steering Committee for Sustainable Development and Corporate Social Responsibility**.

Year 2020 brought about an unexpected and unforeseen social and economic situation, with regard to COVID-19 pandemic.



The Capital Group of Grupa Kęty S.A. focused on priority securing of the health and safety of its employees, protection of workplaces and proper functioning of the company.

At all companies, within internal activities, a series of security procedures and preventive measures were applied. Remote working solutions were introduced as far as possible. All employees were provided with hands disinfectants, workplaces sanitization agents, and protective masks. Also temperature measurement was made available, spraying of disinfectants in the common office parts and production halls were introduced, as well as division of organisational units into safety zones in order limit contacts among the employees to the absolute minimum.

These measures were introduced with the employees protection in mind. The Capital Group maintained workplaces without financial limitations for the employees, increasing headcount by 2% compared to the year 2019 (as at the end of 2020 and 2019).

WE WISH TO THANK the Healthcare Staff

7 April
World Health Day

The Group has engaged in supporting healthcare services in fighting coronavirus. The Capital Group of Grupa Kęty S.A. donated **PLN 660,000** to local hospitals and emergency service (including PLN 260,000 donated by Grupa Kęty S.A.). Moreover, Aluporof S.A. manufactured and donated **over 10,000 visors.**

Logos: Grupa Kęty, ALUPROF, Alupol

In 2020, we prepared and published the [Strategy for the years 2021–2025](#), in which, for the first time ever, the Company parametrised and presented its commitment in the Environmental, Social and Corporate Governance area (ESG) in the form of sustainable development goals, which comprises the impact on the environment, safety and development of the employees, responsibility within the supply chain and engagement in local communities among the key elements of the strategy performance.

Preparing ourselves to such approach and including some major aspects in the new strategy, we had analysed the previous directions of the Capital Group engagement, verifying their effectiveness, and qualified them to the specific sustainable development goals. We had taken into account new challenges, including those related to climate changes, respecting human rights, and responsibility within the supply chain. We had focused on the expectations of the employees, one of the leading stakeholders of our organisation. We had analysed our impacts and risk, **and strived to follow the Mission, Vision and Values**, which are of paramount importance to us.



Mission

For the future... 'Ensuring employee development, effective use of natural resources, safety, environmental protection, and long term economic value.'



Vision

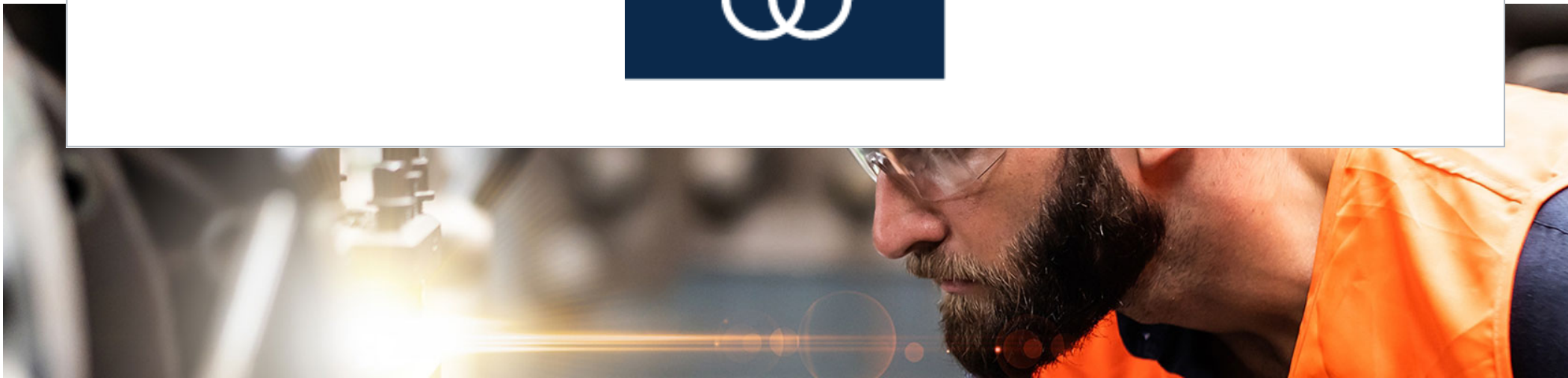
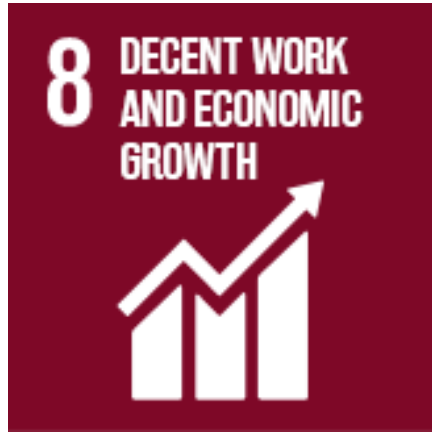
A world-class company in the areas of its operation.'



Values


Our values comprise moral standards, business ethics and culture, innovative solutions and social responsibility, reflecting the way the Grupa Kęty S.A. Capital Group operates

Taking into account the business specifics of the Grupa Kęty Capital Group, and the consequently followed path of the assumed CSR Policy, the focus on 10 principles of the Global Compact of which Grupa Kęty S.A. is a signatory, as well as segment consultations, we have selected and declared engagement and activities for the support of sustainable development goals.



We set out specific quantitative and qualitative objectives for ourselves, to be achieved within the Strategy period.

FOR THE FUTURE...
STRATEGY
2020-2025
Our ambitions,
declarations and
goals


ENVIRONMENTAL PROTECTION AND CLIMATE CHANGE PREVENTION 
Our ambition is to strive for climate neutrality in 2050

Reduction
by **15%**
of the value of greenhouse gas emissions per production unit
(scope 1 and 2; base year 2016)



ENVIRONMENTAL PROTECTION AND CLIMATE CHANGE PREVENTION 

ENVIRONMENTAL PROTECTION AND CLIMATE CHANGE PREVENTION 

SAFETY 
Our ambition is to strive for elimination of serious or fatal accidents and create a safe

Our ambition is to strive for climate neutrality in 2050

Increase to **75%**
of the share of aluminium scrap in the products made of soft alloys, extruded from low-emission LOW CARBON KETY billets

(base year 2020, Extruded Products Segment)

Our ambition is to strive for climate neutrality in 2050

Growth of the share of aluminium systems in certified, energy-saving, passive projects
by **20%**

(base year 2020, Aluminium Systems Segment)

accidents and create a safe working environment (zero accidents)

Total Recordable Incident Rate (TRIR), i.e. the number of injuries per 100 workers – we strive for
less than 1
(base year 2020)



SOCIAL ENGAGEMENT



We have an ambition to support local communities

By 2025 we shall perform
150
projects within the 'Together with the Group' grants programme

ENVIRONMENTAL PROTECTION AND CLIMATE CHANGE PREVENTION



Our ambition is to strive for climate neutrality in 2050

Growth of the share of the manufactured packaging films and laminates fit for recycling
by **5%**

(base year 2020, Flexible Products Segment)



ATTRACTIVE EMPLOYER, DECENT JOBS



We have an ambition to create and develop a team of engaged and professional employees

Staff rotation level by 2025
-5% y/y

(base year 2020)

COMMON DEVELOPMENT



We have an ambition to develop business and share the generated profit with a broad group of stakeholders

Maintenance of stable dividend policy by the year 2025
(at the level of
60-100%
of consolidated net profit)



BALANCED SUPPLY CHAIN



Our ambition is to respect human rights, prevent corruption and carry out a responsible environmental policy within the broad chain of supply

Our objective by 2025 is to cover
100%
of suppliers with the principles resulting from the Suppliers Code of Conduct