



## Social engagement

Owing to the pandemic, the activities of the Group in that regard were limited in 2020. Within the internal measures, we focused on the employees' health protection and adjustment of work to the sanitary conditions requirements and, in consequence, protection of workplaces.

In the area of external engagement, the organisation supported medical services in fighting Covid-19 pandemic, donating money and assets to the hospitals and emergency service in the places where the plants of the Capital Group of Grupa Kęty S.A. are located.

Preparing the Strategy for the years 2021–2025, the Company had analysed the prior social engagement and introduced parameters for the major aspects.

Following the analysis of the prior directions of the Group social engagement, we made an aware decision on continuing actions in the selected areas. Seeing the measurable effects of our engagement, we will focus our efforts and resources on:



### Supporting local communities - mainly by social and voluntary programmes.

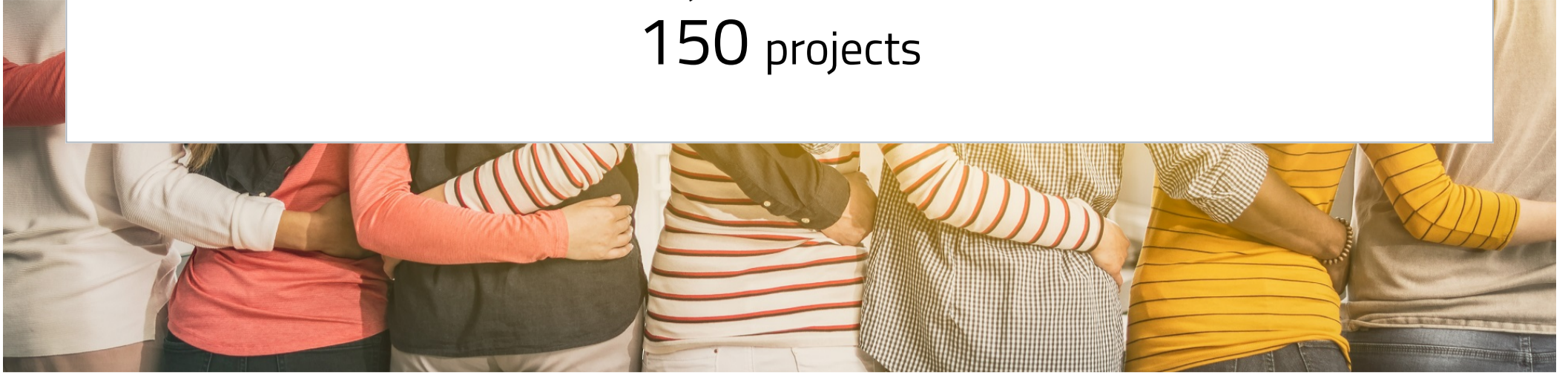
Voluntary work is an important element of the corporate culture of the Grupa Kęty S.A. Capital Group. It integrates the employees around valuable initiatives and encourages them to undertake joint charitable activities. For many years now, the organisation has run the 'Together with the GROUP' programme – a combination of engagement and voluntary work of our employees with financial support of the company, which brings wonderful results to the local community. Despite the pandemic, we managed to carry out another, 6th edition of the ['Together for the Earth'](#) initiative. There were 30 local projects performed devoted to environmental protection. Grupa Kęty S.A. allocated PLN 45,000 on the performance of the initiatives.



Actions for the benefit of local communities fall under one of the nine indicators of sustainable development within the Strategy 2021–2025. We wish to measure them by way of the performance of projects under the 'Together with the Group' programme.

Objective 2021-2025

150 projects



## Care for the people threatened with social exclusion

Mainly through the activities of the ['Grupa Kęty for the Children of the Podbeskidzie Region'](#) Foundation.



This is a response of the organisation to the problems of children and youths threatened with social exclusion, as defined in the region. The Foundation's objective is to cooperate with and to take care of children from children's homes and special educational establishments, for example by implementation of the 'To ensure a better start' action, namely helping the children to get education, expertise and qualifications, which, in consequence, will give them a better start in their independent adult lives. The idea behind the activities of the Foundation is to gradually abandon state-run children's homes and propagate the concept of foster families. In 2020, the activities of the Foundation focused on supporting the children's homes during the pandemic, i.e. providing them with visors, disinfectants and laptops for remote learning. The Foundation spent PLN 264,000 on statutory activities.

## Propagation of the idea of educating through sport

Sports means discipline, fair play, principles, and consequence – all values we care for in business. Sports also means a perfect tool for cooperation and employee engagement. For many years now, the Capital Group of Grupa Kęty S.A. has been investing in and developing 'the idea of educating through sport'. By way of engaging the organisation in various sports events in the region, we cope with the challenge of the 21st century, namely encouraging young people to actively spend their leisure time and fight obesity – the modern-age disease. Caring for the health of the future generations, the Group has officially adopted the following objectives in its Corporate Social Responsibility Policy:



We take an active approach to sport – apart from the local communities the events are actively attended by the employees of the Grupa Kęty S.A. Capital Group and their families as well as the children under the charge of the 'Grupa Kęty for the Children of the Podbeskidzie Region' Foundation.

Year 2020 practically eliminated group sports activities, however, the Company supported all of the forms of individual running with an application, encouraging the employees to participate and to be active during the pandemic.