

# Stakeholders



**Relations are one of the most important assets of each organisation.** At the Grupa Kęty S.A. Capital Group we apply utmost effort to establish dialogue within the company and outside of it. Our business relations are based on the values set forth in the Code of Ethics. The several-thousand group of defined stakeholders obliges us to apply due diligence within relational capital.

## Dialogue with Stakeholders

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The nature of the Grupa Kęty S.A. Capital Group described in the business model emphasises the importance of a broadly understood dialogue in the strategic and operating activities. The dialogue is simply the day-to-day life of the organisation – everyday work, business and team-building meetings, telephone calls. Our business plans, the development plans of our organisation and our impact on local communities and environment are confronted with the stakeholders' expectations. Stakeholders set out the development directions of our organisation, in the first place. This happens by changes in legal requirements, the needs of new employee generations, or challenges posed by the care for climate issues. Processes are continuously adjusted to the challenges the business faces in the 21st century. We strive for introducing climate-friendly solutions, caring for the business culture and strongly emphasising human rights in the contemporary world.

The Grupa Kęty S.A. Capital Group maintains high standards of communication. For years now, the Company has been perceived by market participants as a recognised brand and a credible partner. The Company social activities are reported on external portals such as [www.grupakety.com/odpowiedzialny\\_biznes](http://www.grupakety.com/odpowiedzialny_biznes); [www.dziecipodbeskidzia.pl](http://www.dziecipodbeskidzia.pl); and on the Facebook page of the 'Grupa Kęty for the Children of the Podbeskidzie Region' Foundation.

New information channels were prepared in response to the stakeholders' needs: a [Facebook](#) account, a [Linkedin](#) account and a dedicated [Youtube](#) channel. Meetings, the Intranet, newsletter and notice boards are used in current contacts with the employees.

The Company actively supports and engages in local initiatives together with other companies and the local community, creating the future of the region. Each year, the

reporting process is consulted on an ongoing basis with the selected groups of stakeholders (including employees and representatives of local communities).

## Stakeholders table

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Each organisation with aware approach to management is focused on broad dialogue and feedback from the stakeholders as regards its actions, investments made, or products marketed. Our organisation focuses on the main stakeholders of the Grupa Kęty S.A. Capital Group, including employees, customers, suppliers, shareholders or supervisory authorities, namely the groups which have the greatest impact on the creation of the business value of the organisation. The table below presents the individual groups of stakeholders and the method of communicating with them:



### **Employees**

#### **Communication method**

- Intranet, 'Aluway Express' Newsletter
- Periodical meetings with managers
- Team-building meetings

#### **Frequency (at least)**

- On an ongoing basis

#### **Key topics raised by stakeholders**

- Safety at work
- Payroll policy
- Additional processes and supporting programmes

#### **Reference to a given topic in the Management Board report**

- Chapter: The Company and its employees
- Chapter: Community involvement



## **Customers**

### **Communication method**

- Face-to-face meetings
- Newsletters
- Telephone calls
- Trade fairs

### **Frequency (at least)**

- On an ongoing basis

### **Key topics raised by stakeholders**

- Quality of products and services
- Product innovation
- R&D activities
- Production safety

### **Reference to a given topic in the Management Board report**

- Chapter: Investment projects and R&D activities
- Chapter: Risk management



## **Shareholders and potential shareholders**

### **Communication method**

- Face-to-face meetings
- General Meetings
- Stock exchange disclosures
- Website: [www.grupakety.com](http://www.grupakety.com)

### **Frequency (at least))**

- Annually or more frequently, as needed by the particular groups of shareholders

**Key topics raised by stakeholders**

- Dividend policy
- Corporate governance
- Development strategy
- Company current activities

**Reference to a given topic in the Management Board report**

- Chapter: Grupa Kęty S.A. on the capital market
- Chapter: Development strategy
- Chapter: Corporate governance

**Suppliers****Communication method**

- Face-to-face meetings
- Telephone calls
- Trade fairs

**Frequency (at least)**

- On an ongoing basis

**Key topics raised by stakeholders**

- Transparent terms of cooperation

**Reference to a given topic in the Management Board report**

- Not discussed in the report

**Supervisory Board**

**Communication method**

- Face-to-face meetings
- Stock exchange disclosures

**Frequency (at least)**

- On a quarterly basis

**Key topics raised by stakeholders**

- Risk management
- Corporate governance
- Development strategy
- Company current activities

**Reference to a given topic in the Management Board report**

- Chapter: Risk management
- Chapter: Development strategy
- Chapter: Corporate governance

**Polish Financial Supervision Authority****Communication method**

- Announcements
- Face-to-face meetings

**Frequency (at least)**

- On an ongoing basis

**Key topics raised by stakeholders**

- Compliance with legal regulations

**Reference to a given topic in the Management Board report**

- Chapter: Corporate governance



## **Warsaw Stock Exchange**

### **Communication method**

- Announcements
- Face-to-face meetings

### **Frequency (at least)**

- On an ongoing basis

### **Key topics raised by stakeholders**

- Compliance with legal regulations
- Corporate governance principles

### **Reference to a given topic in the Management Board report**

- Chapter: Corporate governance



## **Local authorities**

### **Communication method**

- Face-to-face meetings

### **Frequency (at least)**

- Once in 6 months

### **Key topics raised by stakeholders**

- Supporting local initiatives
- Development of the local labour market

### **Reference to a given topic in the Management Board report**

- Chapter: Community involvement

- Chapter: The Company and its employees



## **Local communities**

### **Communication method**

- Participation in local sports and social events
- Face-to-face meetings, e.g. with the educators from children's homes

### **Frequency (at least)**

- Annually or more frequently, as needed by the particular groups

### **Key topics raised by stakeholders**

- Supporting local initiatives
- Support for children from children's homes
- Sports development

### **Reference to a given topic in the Management Board report**

- Chapter: Community involvement



## **Issuers organisations**

### **Communication method**

- Participation in the works
- of the Polish Association of Listed Companies

### **Frequency (at least)**

- On an ongoing basis

### **Key topics raised by stakeholders**



- Corporate governance principles

**Reference to a given topic in the Management Board report**

- Chapter: Corporate governance



**Business organisations**

**Communication method**

- Membership of and engagement in selected business organisations

**Frequency (at least)**

- On an ongoing basis

**Key topics raised by stakeholders**

- Engagement in joint projects

**Reference to a given topic in the Management Board report**

- Not discussed in the report



**Mass media**

**Communication method**

- Press conferences
- Face-to-face meetings

**Frequency (at least)**

- On an ongoing basis

### **Key topics raised by stakeholders**

- Company current activities
- Company strategy

### **Reference to a given topic in the Management Board report**

- Chapter: Development strategy



### **Competitors**

### **Communication method**

- Trade fairs
- Industry meetings

### **Frequency (at least)**

- On an ongoing basis

### **Key topics raised by stakeholders**

- Market conditions
- Business environment
- Business issues

### **Reference to a given topic in the Management Board report**

- Not discussed in the report



### **In-house trade unions**

### **Communication method**

- Face-to-face meetings

**Frequency (at least)**

- Once in 6 months or more frequently, as needed

**Key topics raised by stakeholders**

- Working conditions
- Company current activities
- Company strategy

**Reference to a given topic in the Management Board report**

- Chapter: The Company and its employees
- Chapter: Development strategy