GRI Table

The table below comprises links to the indicator descriptions in online version.
All indicators are available in the report of the Management Board of Grupa Kęty S.A. on the operations of the Company and the Capital Group in 2019

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
STRATEGY AND ANALYSIS					
102-14 CEO or equivalent senior position statement on the relevance of sustainability to the organisation and the organisation's strategy	Letter of the President of the Management Board	4-5; 36-37			
102-15 Description of key impacts, risks, and opportunities	Risk management	32-35; 60-61			G.3.1; G.3.2
ORGANISATIONAL PROFILE					
102-1 Name of the organisation		6			
102-2 Primary brands, products, and services	Extruded products Aluminium systems Flexible packaging	6; 10-12			
102-3 Location of the organisation's headquarters		6			

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
102-4 Number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report		6;10-12; 32-33			
102-5 The nature of ownership and legal form	The Company on the capital market	6; 62			
102-6 Markets served, including geographic breakdown, sectors served, and types of customers and beneficiaries	Extruded products Aluminium systems Flexible packaging	6; 10-12; 32-33			
102-7 Scale of the organisation	Strategy in figures Financial capital	6; 9-12; 17-27			
102-8 Total number of employees and workforce by employment type, employment contract type, region, and gender		42-43	Principle 1		S.2.1

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
102-41 Percentage of total employees covered by collective bargaining agreements		44			
102-9 Description of the organisation's supply/value chain		10-11			
102-10 Any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain	About the Report	9; 35-36; 62			
102-11 Report whether and how the precautionary approach or principle is addressed by the organisation		48	Principle 8		
102-12 Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	Corporate Social Responsibility	36-37			G.2.2

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
102-13 Memberships of associations (such as industry associations) and/or national or international advocacy organisations	Corporate Social Responsibility	36-37			
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES					
102-45 The organisational structure of the organisation, including main departments, subsidiaries, related parties and joint ventures, indicating which of them are not covered by the report		9-10			
102-46 Process for defining the report content and the aspect boundaries. The implementation of the reporting principles for defining the report content	About the Report	35-36			
102-47 All the material aspects identified in the process for defining the report content	About the Report	35-36			

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
103-1 Aspect boundary within the organisation for each material aspect	About the Report	35-36			
103-1 Aspect boundary outside the organisation for each material aspect	About the Report	35-36			
102-48 Effect of any restatements of information provided in previous reports, and the reasons for such restatements	About the Report	35-36			
102-49 Significant changes from previous reporting periods in the scope and aspect boundaries	About the Report	35-36			
STAKEHOLDER ENGAGEMENT					
102-40 A list of stakeholder groups engaged by the organisation	Stakeholders	37-38			
102-42 Basis for identification and selection of stakeholders with whom to engag	Stakeholders	37-38			

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
102-43 Organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	Stakeholders	37-38			
102-44 Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded, including through its reporting, indicating the stakeholder groups that raised each of the key topics and concerns	Stakeholders	37-38			
REPORT PROFILE					
102-50 Reporting period	About the Report	35-36			
102-51 Date of most recent previous report	About the Report	35-36			
102-52 Reporting cycle	About the Report	35-36			

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
102-53 Contact point	About the Report	35-36			
102-54		35-36			
a) Reporting option the organisation has chosen	About the Reporte	35-36			
b) Table indicating the place of standard information in the report	About the Report	56-59			
c) Reference to the external assurance report, if the report has been externally assured	About the Report	35-36			
102-55 Organisation’s policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, the scope and basis of any external assurance provided and the relationship between the organisation and the assurance providers	About the Report	35-36			
GOVERNANCE					

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
102-18 Governance structure of the organisation, including committees of the highest governance body, indicating any committees responsible for decision-making on economic, environmental and social impacts	Management Board and Supervisory Board	67-78			
102-19 The process of delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees		67-69			
102-26 The highest governance body's and senior executives' roles in the development, approval, and updating of the organisation's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts	Corporate Social Responsibility	36-37; 66-69		Governance	

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
102-35 The remuneration policies for the highest governance body and senior executives		14-16			
ETHICS AND INTEGRITY					
102-16 Organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	Professionalism and ethics	39	Principles 1, 2, 3, 5, 7, 8,10	Fair operating practices Labour practices Human rights	G.4.1; G.4.5; G.4.6; S.3.4;
102-17 The internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines	Professionalism and ethics	39			G.4.1; G.4.5; G.4.6; S.3.4;
102-17 he internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotline	Professionalism and ethics	39			G.4.1; G.4.5; G.4.6; S.3.4; S.10.2

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ECONOMIC INDICATORS					
Economic performance					
201-1 Direct economic value generated and distributed	Strategy in figures	26-27			
103-1,2,3 Management approach to the economic performance aspect	Financial capital	26-27			
Procurement practices					
204-1 Proportion of spending on local suppliers at significant locations of operation		10-11			
103-1,2,3 Management approach to the procurement practices aspect		10-11			
ENVIRONMENTAL INDICATORS					
Materials					
301-1 Materials used by weight or volume	Environmental policy - Group for the world	50-51			E.1.1

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
301-2 Percentage of materials used that are recycled input materials	Environmental policy - Group for the world	50-51		Environment / Sustainable use of resources	E.1.1
103-1,2,3 Management approach to the materials aspect	Environmental policy - Group for the world	50			
Energy					
302-1 Energy consumption within the organisation, by primary energy sources	Environmental policy - Group for the world	51-52			E.2.1
103-1,2,3 Management approach to the energy aspect	Environmental policy - Group for the world	51			
Water					
303-1 Total water withdrawal by source	Environmental policy - Group for the world	52			E.3.1
303-3 Percentage and total volume of water recycled and reused	Environmental policy - Group for the world	52-53		Environment / Sustainable use of resources	E.3.2
103-1,2,3 Management approach to the water aspect	Environmental policy - Group for the world	52			
Emissions					

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
305-1 Direct greenhouse gas emissions by weight	Environmental policy - Group for the world	48-49			E.5.1
305-7 NOX, SOX and other significant air emissions by compound type and weight	Environmental policy - Group for the world	49			E.5.2
103-1,2,3 Management approach to the emissions aspect	Environmental policy - Group for the world	48-49		Environment / Pollution prevention	
Effluents and waste					
306-1 Total effluent discharge by quality and destination	Environmental policy - Group for the world	53			
306-2 Total weight of waste by type and disposal method	Environmental policy - Group for the world	53-54			E.6.2
103-1,2,3 Management approach to the effluents and waste aspect	Environmental policy - Group for the world	53-54			
Environmental compliance					

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
307-1 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Environmental policy - Group for the world	54			E.7.4
103-1,2,3 Management approach to the environmental compliance aspect	Environmental policy - Group for the world	54			
Overall					
103-2 Total environmental protection expenditures and investments by type	Environmental policy - Group for the world	55			
Environmental grievance mechanisms					
103-2 Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Environmental policy - Group for the world	55			E.7.3
SOCIAL INDICATORS					
Labour practices and decent work					

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
Employment					S.2.2; S.2.3
401-1 Total number and rates of new employee hires and employee turnover by age group, gender, and region	HR policy	43		Labour practices / Employment and employment relationships	S.2.15
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		44			
103-1,2,3 Management approach to the employment aspect".	HR policy	39-40	Principle 1		
Labour – Management relations					
402-1 Minimum notice periods regarding operational changes, including whether these are specified in collective agreements		44		Labour practices / Social dialogue	
Occupational health and safety					
403-9 Rate of injuries		45-46			

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
403-5 Rate of employee training in OHS		46			
403-6 Health promotion among the employees	HR policy				
103-1,2,3 Management approach to the OHS aspect	HR policy	45-46		Labour practices / Occupational health and safety	
Training and education					
404-1 Average hours of training per year per employee by employee category		44-45			
103-1,2,3 Management approach to the training and education aspect		48-49		Labour practices / Human development and training in the workplace	S.6.2
Diversity and equal opportunity					

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
405-1 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity		13-14; 40-41			S.2.9
103-1,2,3 Management approach to the diversity and equal opportunity aspect		40-41	Principles 1,6	Human rights / Discrimination and vulnerable groups	
Equal remuneration for women and men					
405-2 Ratio of basic salary and remuneration of women to men by employee category		40-41	Principles 1,6		
Labour practices grievance mechanisms					
103-2 Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	Professionalism and ethics	39	Principles 2,6		

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
103-1,2,3 Management approach to the labour practices grievance mechanisms aspect	Professionalism and ethics	39	Principles 2,6		
Human Rights					
Non-discrimination					
406-1 Total number of incidents of discrimination and corrective actions taken	Professionalism and ethics	41-42	Principles 1,6		
103-1,2,3 Management approach to the non-discrimination aspect		40-41	Principles 1,6	Human rights / Discrimination and vulnerable groups Human rights / Due diligence Human rights / Fundamental principles and rights at work	
Human rights grievance mechanisms					

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
103-2 Number of grievances about human rights violation filed, addressed, and resolved through formal grievance mechanisms	Professionalism and ethics	39	Principles 2,6		
103-1,2,3 Management approach to the human rights grievance mechanisms aspect"	Professionalism and ethics	39	Principles 2,6		
Impact on the society					S.9.3
Local communities					
413-1 Percentage of operations with implemented local community engagement, impact assessments, and development programmes	Community involvement	46-47	Principles 1,8		
103-1,2,3 Management approach to the local communities aspect.	Community involvement Corporate Social Responsibility	46-47	Principles 1,8	Community involvement and development / Community involvement Education and culture Employment creation and skills development	

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Anti-Corruption					
205-2 Communication and training on anti-corruption policies and procedures within the organisation	Professionalism and ethics	39	Principles 10		
Public policy					
415-1 Total monetary value of financial and in-kind political contributions made by the organisation by country and recipient/beneficiary	Professionalism and ethics	39	Principles 10		