Stakeholders



4500
Customers

2992
Suppliers

4853
Employees



We believe that the long-term success of GRUPA KĘTY S.A. depends on its cooperation with a broadly-defined group of 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



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; 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

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

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