

# 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
<b>STRATEGY AND ANALYSIS</b>					
<b>102-14</b> CEO or equivalent senior position statement on the relevance of sustainability to the organisation and the organisation's strategy	<a href="#">Letter of the President of the Management Board</a>	4-5; 36-37			
<b>102-15</b> Description of key impacts, risks, and opportunities	<a href="#">Risk management</a>	32-35; 60-61			G.3.1; G.3.2
<b>ORGANISATIONAL PROFILE</b>					
<b>102-1</b> Name of the organisation		6			
<b>102-2</b> Primary brands, products, and services	<a href="#">Extruded products</a> <a href="#">Aluminium systems</a> <a href="#">Flexible packaging</a>	6; 10-12			
<b>102-3</b> Location of the organisation's headquarters		6			

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<b>102-4</b> 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			
<b>102-5</b> The nature of ownership and legal form	<a href="#">The Company on the capital market</a>	6; 62			
<b>102-6</b> Markets served, including geographic breakdown, sectors served, and types of customers and beneficiaries	<a href="#">Extruded products</a> <a href="#">Aluminium systems</a> <a href="#">Flexible packaging</a>	6; 10-12; 32-33			
<b>102-7</b> Scale of the organisation	<a href="#">Strategy in figures</a> <a href="#">Financial capital</a>	6; 9-12; 17-27			
<b>102-8</b> 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
<b>102-41</b> Percentage of total employees covered by collective bargaining agreements		44			
<b>102-9</b> Description of the organisation's supply/value chain		10-11			
<b>102-10</b> Any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain	<a href="#">About the Report</a>	9; 35-36; 62			
<b>102-11</b> Report whether and how the precautionary approach or principle is addressed by the organisation		48	Principle 8		
<b>102-12</b> Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	<a href="#">Corporate Social Responsibility</a>	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
<b>102-13</b> Memberships of associations (such as industry associations) and/or national or international advocacy organisations	<a href="#">Corporate Social Responsibility</a>	36-37			
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES					
<b>102-45</b> 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			
<b>102-46</b> Process for defining the report content and the aspect boundaries. The implementation of the reporting principles for defining the report content	<a href="#">About the Report</a>	35-36			
<b>102-47</b> All the material aspects identified in the process for defining the report content	<a href="#">About the Report</a>	35-36			

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

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
<b>102-43</b> 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	<a href="#">Stakeholders</a>	37-38			
<b>102-44</b> 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	<a href="#">Stakeholders</a>	37-38			
<b>REPORT PROFILE</b>					
<b>102-50</b> Reporting period	<a href="#">About the Report</a>	35-36			
<b>102-51</b> Date of most recent previous report	<a href="#">About the Report</a>	35-36			
<b>102-52</b> Reporting cycle	<a href="#">About the Report</a>	35-36			

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<b>102-53</b> Contact point	<a href="#">About the Report</a>	35-36			
<b>102-54</b>		35-36			
a) Reporting option the organisation has chosen	<a href="#">About the Reporte</a>	35-36			
b) Table indicating the place of standard information in the report	<a href="#">About the Report</a>	56-59			
c) Reference to the external assurance report, if the report has been externally assured	<a href="#">About the Report</a>	35-36			
<b>102-55</b> 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	<a href="#">About the Report</a>	35-36			
<b>GOVERNANCE</b>					

INDICATOR AND ITS DESCRIPTION	ONLINE	PAGE NUMBER IN THE MANAGEMENT BOARD REPORT	GLOBAL COMPACT PRINCIPLES	PN-ISO 26000 KEY AREAS	SIN
<p><b>102-18</b> 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</p>	<p><a href="#">Management Board and Supervisory Board</a></p>	67-78			
<p><b>102-19</b> The process of delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees</p>		67-69			
<p><b>102-26</b> 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</p>	<p><a href="#">Corporate Social Responsibility</a></p>	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
<b>102-35</b> The remuneration policies for the highest governance body and senior executives		14-16			
<b>ETHICS AND INTEGRITY</b>					
<b>102-16</b> Organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	<a href="#">Professionalism and ethics</a>	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;
<b>102-17</b> 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	<a href="#">Professionalism and ethics</a>	39			G.4.1; G.4.5; G.4.6; S.3.4;
<b>102-17</b> 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	<a href="#">Professionalism and ethics</a>	39			G.4.1; G.4.5; G.4.6; S.3.4; S.10.2

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<b>ECONOMIC INDICATORS</b>					
Economic performance					
<b>201-1</b> Direct economic value generated and distributed	<a href="#">Strategy in figures</a>	26-27			
<b>103-1,2,3</b> Management approach to the economic performance aspect	<a href="#">Financial capital</a>	26-27			
Procurement practices					
<b>204-1</b> Proportion of spending on local suppliers at significant locations of operation		10-11			
<b>103-1,2,3</b> Management approach to the procurement practices aspect		10-11			
<b>ENVIRONMENTAL INDICATORS</b>					
Materials					
<b>301-1</b> Materials used by weight or volume	<a href="#">Environmental policy - Group for the world</a>	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
<b>301-2</b> Percentage of materials used that are recycled input materials	<a href="#">Environmental policy - Group for the world</a>	50-51		Environment / Sustainable use of resources	E.1.1
<b>103-1,2,3</b> Management approach to the materials aspect	<a href="#">Environmental policy - Group for the world</a>	50			
Energy					
<b>302-1</b> Energy consumption within the organisation, by primary energy sources	<a href="#">Environmental policy - Group for the world</a>	51-52			E.2.1
<b>103-1,2,3</b> Management approach to the energy aspect	<a href="#">Environmental policy - Group for the world</a>	51			
Water					
<b>303-1</b> Total water withdrawal by source	<a href="#">Environmental policy - Group for the world</a>	52			E.3.1
<b>303-3</b> Percentage and total volume of water recycled and reused	<a href="#">Environmental policy - Group for the world</a>	52-53		Environment / Sustainable use of resources	E.3.2
<b>103-1,2,3</b> Management approach to the water aspect	<a href="#">Environmental policy - Group for the world</a>	52			
Emissions					

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<b>305-1</b> Direct greenhouse gas emissions by weight	<a href="#">Environmental policy - Group for the world</a>	48-49			E.5.1
<b>305-7</b> NOX, SOX and other significant air emissions by compound type and weight	<a href="#">Environmental policy - Group for the world</a>	49			E.5.2
<b>103-1,2,3</b> Management approach to the emissions aspect	<a href="#">Environmental policy - Group for the world</a>	48-49		Environment / Pollution prevention	
Effluents and waste					
<b>306-1</b> Total effluent discharge by quality and destination	<a href="#">Environmental policy - Group for the world</a>	53			
<b>306-2</b> Total weight of waste by type and disposal method	<a href="#">Environmental policy - Group for the world</a>	53-54			E.6.2
<b>103-1,2,3</b> Management approach to the effluents and waste aspect	<a href="#">Environmental policy - Group for the world</a>	53-54			
Environmental compliance					

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<b>307-1</b> Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	<a href="#">Environmental policy - Group for the world</a>	54			E.7.4
<b>103-1,2,3</b> Management approach to the environmental compliance aspect	<a href="#">Environmental policy - Group for the world</a>	54			
Overall					
<b>103-2</b> Total environmental protection expenditures and investments by type	<a href="#">Environmental policy - Group for the world</a>	55			
Environmental grievance mechanisms					
<b>103-2</b> Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	<a href="#">Environmental policy - Group for the world</a>	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
<b>401-1</b> Total number and rates of new employee hires and employee turnover by age group, gender, and region	<a href="#">HR policy</a>	43		Labour practices / Employment and employment relationships	S.2.15
<b>401-2</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees		44			
<b>103-1,2,3</b> Management approach to the employment aspect".	<a href="#">HR policy</a>	39-40	Principle 1		
Labour – Management relations					
<b>402-1</b> Minimum notice periods regarding operational changes, including whether these are specified in collective agreements		44		Labour practices / Social dialogue	
Occupational health and safety					
<b>403-9</b> Rate of injuries		45-46			

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<b>403-5</b> Rate of employee training in OHS		46			
<b>403-6</b> Health promotion among the employees	<a href="#">HR policy</a>				
<b>103-1,2,3</b> Management approach to the OHS aspect	<a href="#">HR policy</a>	45-46		Labour practices / Occupational health and safety	
Training and education					
<b>404-1</b> Average hours of training per year per employee by employee category		44-45			
<b>103-1,2,3</b> 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					

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<b>405-1</b> 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
<b>103-1,2,3</b> 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					
<b>405-2</b> Ratio of basic salary and remuneration of women to men by employee category		40-41	Principles 1,6		
Labour practices grievance mechanisms					
<b>103-2</b> Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	<a href="#">Professionalism and ethics</a>	39	Principles 2,6		

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<b>103-1,2,3</b> Management approach to the labour practices grievance mechanisms aspect	<a href="#">Professionalism and ethics</a>	39	Principles 2,6		
Human Rights					
Non-discrimination					
<b>406-1</b> Total number of incidents of discrimination and corrective actions taken	<a href="#">Professionalism and ethics</a>	41-42	Principles 1,6		
<b>103-1,2,3</b> 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					

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<b>103-2</b> Number of grievances about human rights violation filed, addressed, and resolved through formal grievance mechanisms	<a href="#">Professionalism and ethics</a>	39	Principles 2,6		
<b>103-1,2,3</b> Management approach to the human rights grievance mechanisms aspect"	<a href="#">Professionalism and ethics</a>	39	Principles 2,6		
Impact on the society					S.9.3
Local communities					
<b>413-1</b> Percentage of operations with implemented local community engagement, impact assessments, and development programmes	<a href="#">Community involvement</a>	46-47	Principles 1,8		
<b>103-1,2,3</b> Management approach to the local communities aspect.	<a href="#">Community involvement</a> <a href="#">Corporate Social Responsibility</a>	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					
<b>205-2</b> Communication and training on anti-corruption policies and procedures within the organisation	<a href="#">Professionalism and ethics</a>	39	Principles 10		
Public policy					
<b>415-1</b> Total monetary value of financial and in-kind political contributions made by the organisation by country and recipient/beneficiary	<a href="#">Professionalism and ethics</a>	39	Principles 10		