Stakeholders

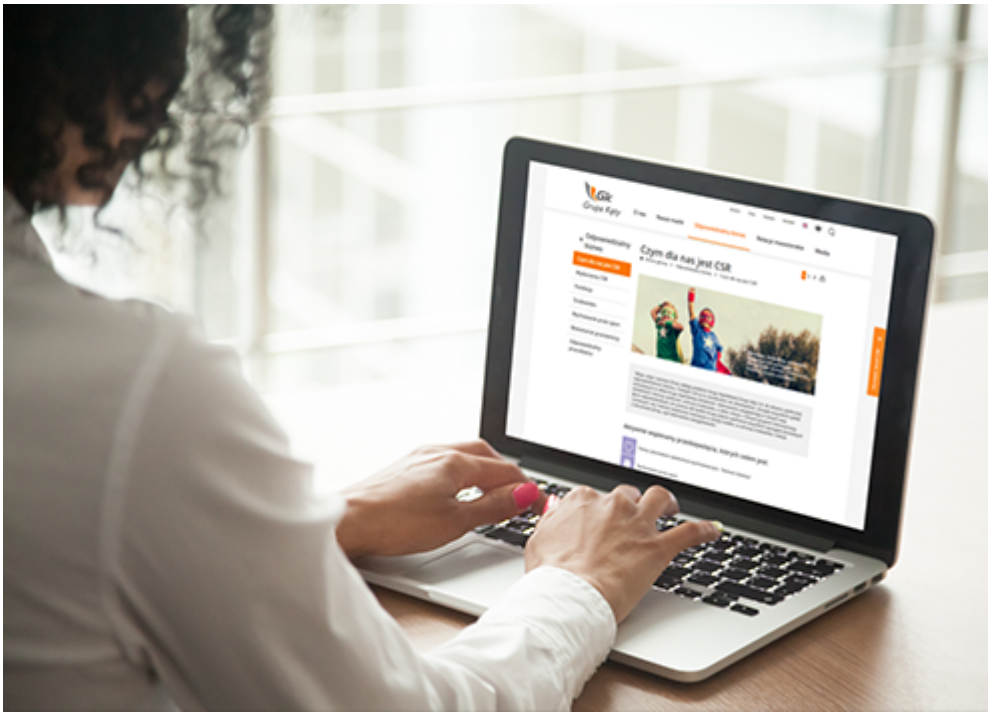
GRI:**102-42**,**102-43**,**102-44**

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.

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

A quote from the CSR Policy

Dialogue with Stakeholders



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 http://grupakety.com/pl/26,czym-dla-nas-jest-csr.html; www.dziecipodbeskidzia.pl; and on the Facebook page of the 'Grupa Kęty for the Children of the Podbeskidzie Region' Foundation. Ongoing communication with the employees is maintained through meetings, the Intranet, newsletters and notice boards.

Already in the business model of the organisation one can see that the entire process is a dialogue initially conducted and consulted with external circles and later – in production and logistics processes – within the organisation, so that it can be consulted again outside at the stage of the final product.
The dialogue is simply the day-to-day life of the organisation – everyday work, business and team-building meetings, telephone calls. We inform a broad group of stakeholders about our business plans, our organisation development plans and our impact on local communities and the environment.

Together with other Group companies and the local community, the Company supports in local initiatives and participates in them, creating the future of the region. The Entrepreneurship Council of Kęty, established in the District of Kęty and headed by the Vice CEO of Grupa Kęty S.A., is an example of such activities.
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

In 2018 the organisation continued its dialogue and cooperation with a defined group of stakeholders. As compared to the previous year, there was no change in the leading stakeholders defined by the Grupa Kęty S.A. Capital Group, who include the employees, customers, suppliers, shareholders and supervisory authorities, i.e. the groups that exert the greatest impact on the business value of our 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