

The **ALIPLAST Group**
Corporate Social
Responsibility Strategy
for 2021–2025



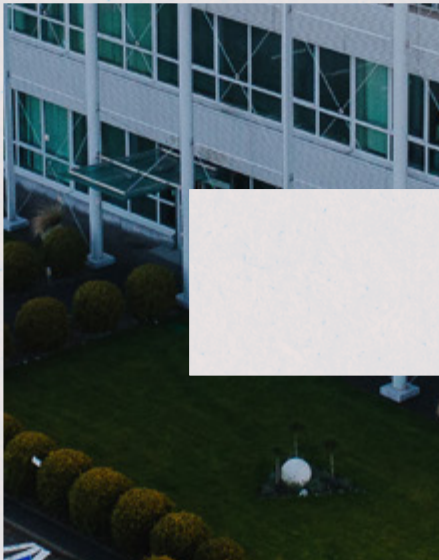


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Jan Kidaj

President of the ALIPLAST Group

Introduction

Our Companies are among the largest firms operating in Lublin, as well as essential in the industry of aluminium systems for construction in Poland. For years, we have been following the principles of social responsibility and sustainable development, ensuring that production complies with environmental requirements, safety policy and guarantees respect for human rights.

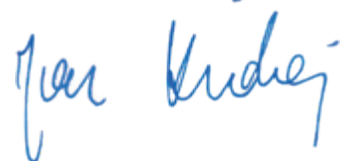
We are aware of the impact our activities have on the natural environment, so we try to minimize the effect of production and products on nature and humans, while maximizing the benefits for our Group's stakeholders, among which the local community of Lublin, our employees and the Corialis Group are especially significant.

By introducing the presented Corporate Social Responsibility Strategy of the ALIPLAST Group, we want to prove that while implementing our business goals, we rely on the standards of social responsibility, sustainable development, and internationally-recognized measures of safer and sustainable products designed for the circular economy.

Our mission is to implement social interests, build responsible relations with the company's stakeholders, and care for the natural environment. We want to implement our mission through the presented ALIPLAST Group Corporate Social Responsibility Strategy.

Jan Kidaj

President of the ALIPLAST Group



1. The ALIPLAST Group

principles

In our activities, we are guided by ethical values, social responsibility and sustainable development. Our production processes guarantee safe working conditions for employees and safe aluminium products for our clients. In accordance with the principle of sustainable development, aluminium is recovered and recycled, which extends the life cycle of this raw material.



Fig. 1. The ALIPLAST Group principles



Social interest

- supporting programs and initiatives in various spheres of social life by engaging in promoting culture and art, popularizing a healthy lifestyle, education, recreation as well as various sports disciplines as part of sponsorship activities



Positive relations with the local community

- raising awareness and disseminating environmental knowledge among employees and the local community
- supporting institutions and associations working for people in need and the local community



Protecting and sustaining natural environment

- minimizing the harmful impact on the natural environment caused by the ALIPLAST Group activities
- implementing innovative and environmentally-friendly technologies



Social responsibility

- improvement in the area related to the impact on the natural environment
- ensuring to maintain the highest standards in the field of management and staff development
- taking care of employees and their development

Our social responsibility of respecting **human rights** is implemented through the Code of Ethics and procedures preventing unethical activities, i.e., mobbing and discrimination. We create fair working conditions, collaborate with the social environment, and search for systems to minimize the negative impact on the natural environment.

2. Policies of social responsibility and sustainable development of the ALIPLAST Group

To effectively implement our capacities, we put into action policies that set the direction of our activities and constitute the basis of the ALIPLAST Group CSR Strategy. Our Strategy is characterized by the following qualities:

- **accountability**
 - we declare transparent reporting our activities
- **transparency**
 - we oblige to communicate openly our successes and failures
- **ethical conduct**
 - we ensure compliance with the provisions of the Code of Ethics
- **respect for the stakeholders' interests**
 - we guarantee to lead a dialogue and cooperate with internal and external stakeholders
- **respect for the law**
 - we ensure the implementation of our activities in accordance with Polish and international legal regulations
- **respect for human rights**
 - we guarantee respect and protection of each person's dignity.

2.1. Diversity Policy



We are guided by the principles of equal treatment of every person and counteracting all forms of discrimination. The respect for diversity in cooperation with our suppliers and the recruitment policy is the basis of our Group's business activities.

Our diversity policy aims to:

have respect

for each person, respect for the dignity of each person

have credibility,

which we understand as keeping the undertaken commitments

have reliability

in all business activities and social spheres.

In our business, we apply the universal provisions of equal treatment, including preventing discrimination and mobbing. The basic regulation is the Polish Labour Code (Journal of Laws 1974, No. 24, item 141, as amended) and the established anti-mobbing procedure.

In our corporate practice and cooperation with stakeholders, we make a commitment to support, cultivate, and preserve a culture of diversity, equality and inclusion.

Our human capital is the most valuable resource we have. The sum of individual differences, life experiences, knowledge, creativity, innovation, self-expression, unique abilities and talent is an essential part of our organizational culture, which determines our reputation and achievements.



2.2. Policy on the Respect for Human Rights



We develop an organizational culture based on respect and protection of human rights.
Our policy goes along with international standards:

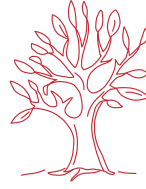
- **Universal Declaration of Human Rights**
- **Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO).**
- **Guidelines for multinational enterprises of the Organization for Economic Co-operation and Development (OECD).**
- **The United Nations Guiding Principles on Business and Human Rights.**

The Policy on the Respect for Human Rights of the ALIPLAST Group formalizes our long-term commitment to respect for human rights. We believe that this policy reflects the basic standards of business conduct and fosters transparent cooperation with our stakeholders.

The scope of the Policy on the Respect for Human Rights of our Companies applies to all employees, partners, suppliers and subcontractors, and protects the human rights of all stakeholders.

We believe that the implementation of the Human Rights Policy helps to complete our mission, it will contribute to strengthening the high market position and good name of the ALIPLAST Group, as well as increasing our credibility among stakeholders.

2.3. Environmental Policy



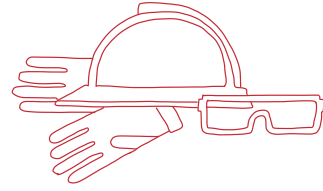
We recognize that environmental degradation and climate change are major global problems. As a firm, we feel obliged to minimize our negative impact on the environment and climate. We believe that our corporate responsibility extends beyond the boundaries of ownership. We ensure compliance of all activities with the legal regulations regarding the natural environment. We also try to go beyond the applicable standards and regulations to contribute to the protection of the planet's natural resources as best we can.

We use collected rainwater and low-emission technologies in our production processes. We also take steps to reduce our carbon footprint.

The main material of our products is aluminium, which can be recycled endlessly. In addition to being recyclable, we also invest in research and development to improve the quality of our products, which in turn improves the quality of life of our clients, e.g., through easier cleaning and no need to use aggressive cleaning ingredients.



2.4. Health and Safety Policy



The health and safety of employees is a fundamental value and a strategic priority of our Companies. The management of the Companies is committed to ensure a safe working setting and protect employees against any threats. We believe that all accidents and environmental incidents can – and should – be prevented.

We want to be recognized as a company operating with a true commitment to a safe and healthy future, therefore:

- Our main goal is for all employees to return home safely and healthy after a day of work.
- We take care of our employees' and other cooperants' health and security. We assure that our actions will not harm any person.
- We encourage employees to promote health and security.
- We provide information, work instructions, procedures, training and resources to enable employees to avoid hazards, to work safely and in such a way that we shape a healthy and safety organizational culture.



2.5. Human Resources Policy



Our Human Resources Policy ensures ethical and safe working conditions, benefits, insurance and compensation, in accordance with the law and ethical codes. It also guarantees the development and training of talents, evaluation of work performance in accordance with established criteria, and the possibility of personal development of employees as well as responsible human resources management.

2.6. Social Policy



- We do our best to develop products that are as environmentally friendly as possible to protect the health and safety of people who use our products in their houses and workplaces.
- We constantly improve the construction of our products to improve their recyclability.
- We support local communities in which we carry out our production through active participation in charity campaigns, partnership in aid actions, and cooperation with scientific and educational centres.
- We promote the participation of employees in activities for the local community. We support the cultural activities of our employees and the local community by co-financing important events.
- We sponsor the sports activities of our employees, stakeholders and the local community.
- We prefer to use local suppliers and local employees without violating the diversity policy and the principles of honesty in employment and remuneration.

3. Structure of the ALIPLAST Group

CSR Strategy

As part of the ALIPLAST Group Corporate Social Responsibility Strategy, we distinguish 5 strategic goals that result from the Group's business strategy.



Objective 1: Building the ALIPLAST brand

Our competitive advantage is the brand of our products, which is the result of organizational governance and cooperation with our partners. Our priority is to comply with the law and the provisions of the Code of Ethics, which guarantees the achievement of business goals.

To successfully develop the ALIPLAST brand, we undertake the following goals as part of our corporate social responsibility strategy:

CSR goals	Projects	Indicators
Responsible management of the value chain based on clear and transparent rules of cooperation with partners.	Promoting the Code of Ethics among employees of the Companies and other stakeholders. Good practices promotion.	Number of violations of the Code of Ethics in Companies.
	Anti-mobbing and anti-corruption policy monitoring.	Number of mobbing and discrimination cases. Number of corruption cases.
Implementation of the Companies' operating activities based on the principles of trust, respect and cooperation.	Analysis of good practices in the field of a sustainable supply chain.	Number of suppliers and other partners' complaints.
	Analysis of the cooperation with suppliers of products and services for Companies.	Number of regular suppliers. Number of new suppliers.

Objective 2: Clients' satisfaction

The dynamic changes taking place in the global world concern not only the sphere of new technologies or production. Today, the client is increasingly aware of his/her needs and expectations, which he/she communicates openly. Therefore, we want to adapt to these needs by creating conditions for the greatest satisfaction of our clients.

To effectively adjust to the challenges posed by our clients, we make the following commitments:

CSR goals	Projects	Indicators
Increasing client satisfaction with the products offered and customer service.	Research on the needs and expectations of clients. Continuing customer satisfaction surveys.	Number of clients. Customer satisfaction index.
	Research on trends in the market to develop the offer of expected products and services.	Indicators of revenue from the sale of products and services.



Objective 3: Sustainable development of the ALIPLAST Companies

For many years, the ALIPLAST Group has been taking steps to reduce the negative impact of production and used resources on the natural environment. The usage of modern technologies, the introduction of systems that save the consumption of raw materials, water or energy, and optimization of postproduction materials management are important elements of the sustainable development of our Companies.

A special role in the operations of the ALIPLAST Group is played by the recycling of postproduction waste, such as aluminium, which can be reprocessed without losing its properties.

To ensure the further sustainable development of the Companies and at the same time to support the sustainable development of the natural environment, we undertake the following commitments:

CSR goals	Projects	Indicators
Economical management of natural resources. Economical waste product management.	Introducing saving programs in the use of water, gas and electricity.	Emission factors of CO ₂ and other gases. Water consumption rates, including groundwater consumption. Rainwater indicator. Electricity consumption indicators.
	Effective and efficient management of postproduction materials.	Aluminium utilization rate. Post-production materials reuse index.

Objective 4: Motivated employees

The employees of the ALIPLAST Group are the most important group of stakeholders. Therefore, the Companies ensure fair and responsible employment, remuneration and personnel development policies for all groups of employees.

To create an opportunity for every employee to develop his/her skills and competencies, we undertake the following obligations:

CSR goals	Projects	Indicators
Ensuring high professional competence of the staff by creating conditions for professional development of the employees.	Competitions for development projects.	Number of submitted projects. Number of completed research and development projects.
	Training programs to develop employees' qualifications.	Number of employees trained. Number of employees who undertook the task of a mentor. Number of training hours.
Fair recruitment and selection policy.	Organizing fair competitions for job positions.	Employees' job satisfaction surveys.
Developing employees' knowledge of their rights as well as on the obligations of the ALIPLAST Companies as employers.	Promoting the CSR Strategy, the Code of Ethics, and all regulations that ensure fair working and payment conditions.	Number of employees' complaints about the Company, working conditions and payments.
Employee involvement in socially-responsible projects within the framework of sustainable development.	Projects addressed to employees related to the socially-responsible activities of Companies.	Number of submitted projects. Number of employees taking up the challenge of social responsibility. Number of projects undertaken for the implementation of the social responsibility idea.

Diversity policy promotion through open communication, and employees' participation in this process.	Appointing a Plenipotentiary for Diversity.	Number of complaints regarding violations of the Companies' Diversity Policy.
Ensuring a life – work balance.	Monitoring the workload of employees.	Number of interventions of the Plenipotentiary for Diversity.
Promoting diversity in the local community.	Providing diversity training for employees.	Number of training hours on the diversity issue.

Objective 5: Dialogue with the local community

The ALIPLAST Group attaches particular importance to building long-lasting relations with the local community based on trust and cooperation. For years, the Companies have been supporting this community through active participation in its cultural, sports, educational and scientific life. In the following years, we want to support citizens, youth, educational and scientific centres even more actively, that is why we undertake the following commitments:

CSR goals	Projects	Indicators
Scientific and research cooperation with universities in Lublin and the Lubelskie voivodeship.	Cooperation with students of architecture.	Number of completed projects. Number of participants.
Cooperation with the authorities of Lublin and its surrounding communes.	Educational initiatives for residents of municipalities.	Number of participants in educational projects prepared by the Companies.

Summary

For the transparency of our activities, we declare to publish annual reports disclosing the implementation of the assumed responsibilities resulting from our Social Responsibility Strategy. Reports will be prepared in accordance with the recommendations of ISO 26 000.

