

12 Case Studies



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Allegro

In its report, Allegro presents its ESG impact.

Allegro consistently works towards sustainability by reducing greenhouse gas emissions, introducing sustainable packaging and recycling warehouse waste. The company is committed to employee development, promoting diversity and providing a safe workplace. In addition, Allegro actively supports social and educational initiatives, which contributes to a positive social and environmental impact.

Our vision is to make Allegro the leading platform in Central and Eastern Europe and beyond. We want to offer customers the best shopping experience (according to the criteria: wide choice, price and convenience), the most convenient place for sellers to grow their business and the most convenient place for top international professionals to work and develop. Allegro's mission is focused on providing consumers with the best possible shopping experience and effectively supporting sellers. We focus on providing the widest selection of products at the best prices and shopping convenience. - Allegro

Allegro takes a variety of measures to protect the environment, including reducing greenhouse gas emissions, using eco-friendly packaging and recycling warehouse waste. In addition, the company is actively involved in climate change education, offering customer and community education programmes and employee training on environmental issues.

- 10.4% lower emissions across the value chain (Scope 1, 2 and 3)
- 23% of energy from renewable sources, thanks to guarantees of origin
- 3.7 million sustainable packages brought to market by Allegro
- 98% of Allegro's warehouse waste was recycled



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Allegro

Allegro engages with the community by supporting charitable initiatives, organising local charity collections and grants for community initiatives. The company promotes diversity and equality by creating an inspiring and friendly working environment for all employees. In addition, Allegro supports educational and social initiatives such as the Allegro Academy, conferences and partnerships with organisations that support diversity.

- 92% of employees having attended at least one training course
- 85% of employees perceive Allegro as a workplace where everyone is respected regardless of gender, age or any other dimension of diversity
- 1,159 employees involved in employee volunteering
- almost 14,400 development activities (including internal and external workshops, webinars, e-learning, conferences, coaching sessions, etc.).

Allegro implements its corporate governance strategy by adhering to ethical and legal standards, being transparent in its operations and implementing policies to prevent undesirable developments. It has a Code of Ethics and policies on legal compliance, anti-money laundering and counter-terrorist financing, and security issues. In addition, the company actively invests in employee development, promotes diversity and equality and supports social and educational projects.

- One data privacy breach (reported to relevant authorities)
- 95% of new suppliers, have been assessed and have met social, environmental and ethical criteria
- Allegro is committed to preventing: human trafficking, forced labour, child labour
- No cases of corruption reported in 2022





Amica

"We are aware of climate change and the needs of the communities in which we operate. We want to be part of the change for the better, so we will continue to strive to decarbonise our production and develop social responsibility. We plan to achieve environmental neutrality by 2040 and to eliminate wage inequality by 2030, while remaining a sensitive partner for the social side. (...)

Our overarching goal in our ESG activities is to be a resilient and sustainability-oriented European white goods manufacturer with a positive social impact." - Jacek Rutkowski President of the Amica Group

The Amica Group wants to actively participate in reducing the negative impact of industry on the climate and the environment, not only through its production and commercial activities, but also by providing products that support customers in the transition to a low-carbon economy and meet their new preferences.

- In 2023, the Amica Group consumed 59,577.41 MWh of energy, 10.2% less than in 2022.
- The Group does not produce, use or distribute potentially hazardous substances or substances of potential concern.
- In 2023, 94.8% of non-hazardous waste was recycled
- The Group has made a number of improvements to its products in order to be environmentally friendly, e.g. the EcoBar indicator has been introduced in washing machines and dishwashers, informing about the approximate energy and water consumption of a given programme, which allows parameters to be selected according to individual preferences.
- Selected dishwasher models also feature a 'water tank' system that reduces total water consumption by up to approximately 20%.



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Amica

The Amica Group cares for society by ensuring stable employment and gender balance in employment. It also implements occupational health and safety measures and facilitates access to information and support for users of household appliances in the use of products. It works for families by providing friendly working conditions and support during parental leave. It is also involved in social activities, supporting local communities, funding sports academies and supporting the Amicis Foundation. Additionally, responding to the humanitarian crisis, the Amica Group organises support for refugees. Through employee education and health programmes and social initiatives, the company continues its contribution to the well-being of society.

- 51.2% of employees are women
- Employees who chose to take parental leave were guaranteed 100% of their salary under the "Family is important" programme
- The Amicis Foundation allocated a total of PLN 205,000 to charitable activities in 2023
- Amica S.A. donated over PLN 1 million to charity in 2023

The Amica Group consistently strives to maintain corporate governance through the involvement of top management bodies, overseeing strategic plans and managing ongoing sustainability issues. Company values such as respect and development are integral to business and interpersonal relationships. There is also a system for ensuring legal and ethical compliance, including a code of ethics, whistleblowing mechanisms and a purchasing policy. Through these measures, the company strives to maintain high standards of cooperation, taking into account environmental, human and employee rights aspects.

- A training I test on all applicable policies in the Amica Group was conducted. It was attended by 100% of the employees involved.
- The company maintains constant, ongoing contact with suppliers. Supplier audits are also carried out on a cyclical basis, covering a number of areas
- In 2023, no incidents related to violations of anti-corruption regulations were confirmed.





Asseco

The company is taking action to mitigate climate change, adapt to climate change, impact on water and marine resources, the circular economy, pollution, biodiversity and ecosystems. The analysis is based on the descriptions of eligible activities contained in the Technical Eligibility Criteria, a review of the companies' activities with ESG experts and scrutiny. There is an ongoing dialogue with stakeholders, long-term partnerships are built and communication includes information on environmental and community activities.

Technology has a huge impact on the world and people. We believe that with modern IT solutions we have the opportunity to build a better, more sustainable future. This is made possible by the trust and commitment of our employees, customers, investors, and other stakeholders who share our vision, goals and values. This is a huge potential for us, motivating us to do more. - Gabriela Żukowicz, Vice-President of the Management Board of Asseco Poland

The company takes measures to reduce emissions of greenhouse gases and other harmful substances, plans ways to reduce energy consumption and invests in activities in line with the principles of a closed-loop economy. In addition, the company engages in employee training on environmental protection and also checks suppliers to ensure they meet environmental requirements.

- Installation of solar panels to heat domestic water in Rzeszów, resulting in a 14% reduction in gas consumption,
- Commissioning of so-called 'cold aisles' in the server room in Rzeszów - anticipated effects are approximately 10 MWh/month savings on electricity.
- In 2023, 3.62 Mg of waste was generated in the Company, of which 2.694 Mg was waste electrical and electronic equipment, and 100% of waste was sent for recycling





Asseco

The company is committed to corporate social responsibility by taking care of important social interests, supporting Polish sport, helping the needy and working to protect the environment. In addition, the company promotes initiatives and innovative approaches, accumulates knowledge by maintaining a stable team and develops high expert and sector-specific competencies.

- 100% of trainees of the 8th edition of the Asseco Starter programme continue to be employed by Asseco Poland
- In 2023, the number of participants in all training courses under individual development activities reached 2,508 people
- 34% of employees are women

The company takes measures to ensure legal compliance, avoid corruption, promote business ethics and counteract anti-competitive behaviour. In addition, the company engages in social dialogue, collective bargaining and promotes diversity and fair pay for employees. These actions are aimed at ensuring the stability of the company's operations and minimising risks related to corporate governance issues.

- 93% of employees have received 'Compliance and Ethics' training as part of the adaptation block
- Cyclical meetings as part of sales activities and ongoing contracts
- For 2023, Asseco Poland paid income tax to the state budget in the amount of PLN 27.4 million



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CD Projekt

CD PROJEKT is committed to sustainable operations, investing in environmental protection, social development and promoting transparent relationships and corporate governance. The company's activities include reducing greenhouse gas emissions, investing in environmentally friendly infrastructure and employee development programmes. CD PROJEKT operates in accordance with ESG principles, creating a workplace that respects values and ensures comfort for employees.

In 2023, we improved our non-financial data reporting process and streamlined our management of non-financial critical areas. In a materiality survey conducted for the second time in our history, to which we invited a wide range of stakeholders, we redefined the list of key ESG areas for the CD PROJEKT Group. We have also established an ESG Management Group composed of, among others, representatives of senior management, who are responsible for the identified material ESG areas within the scope of their competences - Michał Nowakowski Joint CEO

CD PROJEKT takes measures to reduce its negative impact on the environment by reducing greenhouse gas emissions, investing in environmentally friendly infrastructure and promoting the sustainable use of natural resources. Through its environmental policy, environmental audits and transparent reporting, the company seeks to minimise the negative consequences of its activities on the environment. The company's activities aim to manage its environmental, social and economic impacts in accordance with ESG principles.

- The company was the first gaming company in Poland to implement an Environmental Management System, in accordance with ISO 14001 and the EMAS regulation, to develop an Environmental Declaration and to obtain an EMAS certificate.
- The company expanded the installation of photovoltaic panels on the Warsaw campus of CD PROJEKT
- Regularly collected rainwater and used it to water the greenery



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CD Projekt

CD PROJECT has a positive impact on the community by investing in improving working conditions and employee welfare, engaging in social initiatives and cooperating with NGOs. In addition, the company builds trust and credibility through transparent business practices, which can have a positive impact on society and the economy. CD PROJEKT's activities are aimed at building engaged communities around their products, implementing game accessibility features and responsible communication and product marketing.

- In 2023. The company donated a total of PLN 880,000 to charity.
- The company created a "Girls in the Game" scholarship and mentoring programme, which provided the opportunity to learn many practical aspects of the work
- Employees participated in more than 9 training courses

CD PROJEKT has had a positive impact on corporate governance by promoting transparent relationships, community involvement and caring for the health and safety of employees at every stage of their lives. The company's activities also include holding significant positions in the bodies of other companies and creating workplaces with respect for values and providing comfort for employees. CD PROJEKT operates in accordance with ESG principles, which contributes to building a positive corporate image and strengthening corporate governance.



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Coca-Cola HBC

Coca-Cola HBC has focused on sustainability by focusing its activities on social, environmental and economic aspects. Through environmental, social and economic initiatives, the company aims to minimise negative environmental impacts, promote social diversity and create value for stakeholders. Achieving sustainability through innovative solutions and community involvement is a priority.

We are grateful that by working with such employees, partners and customers, we can achieve ambitious goals for climate neutrality and a sustainable packaging agenda, as well as positively impact our socio-economic environment. - Ruža Tomić-Fontana General Manager Coca-Cola HBC Poland and the Baltics,

Natalia Stroe General Manager Coca-Cola Poland Services

Coca-Cola HBC is taking steps to reduce its environmental impact by increasing energy efficiency, reducing CO2 emissions, managing water resources sustainably and investing in environmental projects. The main goal is to achieve sustainability through innovative approaches and collaboration to minimise environmental impact.

- 52% of consumer packaging is recycled
- 100% of packaging in Poland is recyclable
- Approximately 25,000 m3 were saved at the Kraków plant
- 100% of purchased electricity used in production facilities in Poland comes from renewable energy sources.



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Coca-Cola HBC

Coca-Cola HBC undertakes community activities such as youth development initiatives, community improvement and supporting local initiatives. It works with communities by organising local events, partnership programmes and educational tours. In addition, the company engages in dialogue with local authorities and water suppliers, shares information about its activities in local media and supports NGOs and industry organisations.

- 12% of our employees engage in employee volunteering, including during working hours.
- Coca-Cola HBC Poland employs 1557 people
- Coca-Cola HBC Poland supports more than 10 charitable organisations
- Nearly 200,000 people in Poland have benefited from the tools offered by the partnership in the "YOUTH EMPOWERED PROGRAM" to date

Coca-Cola HBC focuses on corporate governance through its Code of Conduct, which governs ethics, compliance and the protection of the organisation's resources. It also implements an Anti-Corruption Policy and ensures compliance with the Code through its Ethics and Compliance Committee. Key documents, such as the Equal Opportunities Policy and the Code of Business Ethics, are publicly available on the corporate website.

- 55% of Management Team positions are held by women
- The majority of purchases are made locally - around 90% in Poland
- 100% of staff have up-to-date anti-corruption awareness



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Dell

The company has focused on achieving ambitious, defined goals, sharing progress towards them and impacting business, people and the planet through sustainable environmental, social and corporate actions. In 2023, Dell Technologies focused on using technology to create a better and more sustainable future for humanity.

In our Environmental, Social and Governance (ESG) report for the 2016 financial year, you can see how our commitments are driving climate action, accelerating the circular economy, supporting digitally inclusive communities and promoting our inclusive workforce. The report outlines our progress and areas where we still have more to do. And we will get the job done - with the right programmes, partnerships and technology we will achieve positive outcomes for business, people and the planet. - Cassandra Garber Vice President of Corporate Sustainability I ESG

Dell Technologies has a strong focus on sustainability in all areas of the business. The company is embracing specific commitments and taking the right actions to combat climate change, minimise negative environmental impacts and deliver positive benefits for business and society. This approach ranges from how we create innovative products to how we support our customers, partners and communities in taking action towards a better, more sustainable future.

- 155.5 million kilograms (£343.3 million) of sustainable materials in products and packaging in FY23.
- 94.5% of packaging across the product portfolio was made from recycled or renewable materials.
- 59% of the electricity used across all Dell Technologies facilities came from renewable sources.
- 39.2 million plastic bottles were removed from the ocean as of 2019.



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Dell

The company is committed to driving digital inclusion and building opportunities for all in the digital society to contribute to a fairer world. In addition, the company identifies with the principles of ethical AI, focusing on beneficial, fair, explicit, responsible and accountable use of technology.

- 34.8% of the global workforce is female.
- 16.1% of the US workforce identifies as Black/Afro-American. In addition, 12.3% of leaders in the US workforce identify as Black/Afro-American or Latino.
- #10 ranked as the top employer in the world in 2022 by Forbes magazine and #68 ranked as the top employer in America for diversity in 2022 by Forbes magazine.
- 52% of team members participated in an employee resource group.

Dell puts trust first. The company has spent decades listening to its customers, and the lesson is clear: security, privacy and ethics are critical to establishing and maintaining trusted relationships. This company understands the critical importance of data and product security, data privacy and ethical behaviour to long-term business success.

- 11x recognised as one of the world's most ethical companies® by the Ethisphere® Institute.
- Established 5 ethical artificial intelligence (AI) principles to focus on beneficial, fair, transparent and responsible use.
- Added 148 geographic locations to the privacy centre, providing customers around the world with greater transparency into our privacy practices.
- First computer, server and storage manufacturer to offer a public bug reporting programme for its products.



Współfinansowane przez
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Eurocash

Eurocash is actively involved in ESG initiatives, including reducing CO2 emissions, promoting green products and supporting local care facilities. Eurocash Group also focuses on sustainable demand, health, safety, education and quality. Measures to minimise the negative impact on the environment are also important.

We do not want to limit ourselves to implementing a plan once adopted. We follow good practices, monitor trends and review our responsibility tasks. We are working on updating the current sustainability strategy to reflect the most up-to-date and state-of-the-art solutions for tackling climate change, protecting health, caring for wellbeing and many, many other areas that responsible companies should consider in their day-to-day operations. This is the direction of business development that we believe is right and in which we will continue to invest. - Paweł Surówka President of the Management Board of Eurocash Group

Eurocash is taking measures to minimise its negative impact on the environment. By reducing CO2 emissions, limiting energy consumption, promoting recycling and ensuring the rational use of natural resources, Eurocash strives to operate with respect for the environment. Through a sustainable approach to management, the company aims to create a business that is environmentally and community friendly.

- 52.63% of packaging materials recovered from private label products and their packaging sold
- Direct greenhouse gas emissions amounted to 42899.17 tonnes of CO2e equivalent and were 3338.78t CO2e lower than in 2022
- Eurocash Logistics effectively minimised transport mileage by 220,000 kilometres, using direct deliveries from suppliers to intermediate locations
- Eurocash Group, together with Interzero, has launched the first Bottle Machine. Customers can return bottles to it. The bottle kiosk accepts around 825 bottles per week, which is approximately 24% of average sales at the point.



Współfinansowane przez
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Eurocash

Eurocash engages with the community through social activities such as supporting local care facilities and educational initiatives. By promoting health, safety and education, the company strives to have a positive impact on the local community. In addition, Eurocash cares about the physical and mental wellbeing of its employees, which translates into better working conditions and professional development. The company's actions reflect a commitment to creating a positive social impact and building relationships with different stakeholder groups.

- ca. 63% of employees are women
- 74% of employees positively assessed their supervisor's care for safe working conditions
- Eurocash donated more than PLN 250 thousand in voluntary activities
- The company conducted over 43 thousand hours of safety training

Eurocash is committed to promoting ethical business behaviour through the implementation of procedures and policies and the establishment of a Confidence Line for employees. In addition, the company focuses on responsible management through attention to working conditions, employee development, product quality and safety, and respect for human rights. Eurocash's actions reflect a commitment to positive corporate and management governance.

- In 2023, not a single case of corruption was recorded in the Eurocash Group.
- Customers throughout Poland receive products from 1,257 Eurocash Group trade suppliers. Most of them are domestic companies, including regional producers
- Risk monitoring and risk mitigation measures in place, such as an anti-bullying and discrimination policy, a conflict of interest management process and an anti-corruption policy.





FedEx

FedEx's 2023 report showcases its ESG impact.

The company focused on testing autonomous driving technology for freight, working with various partners in AV pilot programmes and monitoring ESG priorities, including achieving carbon neutrality by 2040 by investing in electrification of the delivery fleet and sustainable fuels. FedEx also continued its Diversity, Equality and Inclusion (DEI) efforts, supporting the development of diverse suppliers and employees, and striving to ensure safety and sustainability in its logistics operations.

The success of our efforts is based on our robust environmental, social and governance (ESG) practices, which are aligned with our company's strategic objectives. We have been communicating our environmental and social impact since 2009 and have been steadfast in our commitment to transparently share our progress in three areas that are central to everything we do - our principles, our planet and our people. - Raj Subramaniam, President and CEO

FedEx is undertaking a number of green initiatives, such as research into autonomous freight technology, investment in the electrification of its delivery fleet and sustainable fuel sources. It is also working with partners in pilot programmes for autonomous vehicles. In addition, the company focuses on reducing greenhouse gas emissions, improving energy efficiency and minimising its environmental impact by investing in renewable energy and waste management. FedEx is also committed to promoting sustainable solutions for customers, offering packaging options made from recycled materials and promoting environmentally neutral transport.



Współfinansowane przez
Unię Europejską





FedEx

- 48% of diesel fuel sold to service providers by FedEx Ground consisted of various biodiesel blends
- > 6,213 vehicles powered by alternative fuels
- 150 million gallons of jet fuel avoided through aircraft upgrades, reducing total jet fuel consumption in FY22 by 10.76%.
- A FedEx® Sustainability Insights tool was also introduced in 2022 to make it more accessible for customers and suppliers to calculate estimated carbon emissions at the parcel and account level.

FedEx has focused on people-related activities, such as recruiting and retaining talented employees, supporting diversity and employee engagement, and providing health benefits and development programmes. In addition, the company conducts regular employee engagement surveys, offers career development and training support, and promotes a culture of openness and integrity through ethics and compliance programmes. FedEx is also committed to employee safety through safety-related policies and programmes and working with suppliers and contractors to minimise risks associated with operations.

- 518,249 full- and part-time team members worldwide
- 36% of FedEx employees in leadership positions in the US are minorities.
- > US\$5 million donated to various non-profit organisations consistent with our DEI commitment
- > USD 23 million in tuition assistance to more than 12,000 employees





FedEx

FedEx takes corporate governance steps such as regularly reviewing key strategic priorities, identifying public policy risks and opportunities, and developing action plans in collaboration with the company's management. In addition, the company actively supports public policies that encourage free trade, the elimination of trade barriers and the improvement of the transport system in terms of efficiency, sustainability, safety and capacity. FedEx engages in political activities to promote and defend the future economic stability of the company, the interests of shareholders and the welfare of employees, remaining an active participant in various industry associations and industry organisations.

- 33% of FedEx's board of directors are women
- 20% of FedEx board members are racially or ethnically diverse.
- 98% completion rate of assigned employee compliance training
- >6,500 team members representing 81 countries registered to attend our Cyber Smart event.
- \$18.8 billion in goods and services purchased from diverse and small suppliers within our US operations.



Współfinansowane przez
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Inpost

The company addresses ESG by aligning its business practices with sustainable development, environmental care, social responsibility and effective corporate governance. It implements initiatives to reduce emissions, promote diversity and equality in the workplace and ensure transparency and ethics in corporate management. These actions are not only aimed at generating profits, but also at creating social value and protecting the environment.

The company takes measures to protect the environment by reducing emissions, limiting the consumption of natural resources, promoting recycling and using green technologies. It implements sustainability initiatives, taking care of clean air and water, and minimising the negative impact on ecosystems. These activities aim to reduce the company's environmental footprint and contribute to protecting the environment for future generations.

- The company was the first to test eco-friendly reusable packaging for e-commerce.
- The company is intensively developing its electric fleet and network of EV chargers located near the InPost parcel machines
- Company introduces recycled packaging
- Installs air quality sensors on Parcel Machines
-

The company takes social action by promoting diversity and equality in the workplace, investing in employee development and supporting local communities. It implements social, educational and charitable programmes, engaging in social and cultural initiatives. These activities aim to build a positive corporate image, improve stakeholder relations and create social value.

- Introduced facilities for people with reduced mobility in our machines
- Supports the business development of women
- Takes care of the preventive health care of our employees



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Inpost

The company actively promotes good corporate governance through the application of transparent management principles, ethical operating standards and meticulous oversight of decision-making processes. It applies policies to prevent conflicts of interest, promotes honesty and integrity in business relationships, and complies with applicable laws and ethical standards. These measures are taken to build the trust of investors, business partners and the community, and to ensure the stability and long-term growth of the company.

- Inpost makes public all policies and codes that govern the work and management of the InPost Group (from the anti-corruption and anti-money laundering policy to the code of ethics for employees).
- Continuously trains employees in Compliance, and strives to make the working environment friendly for everyone
- The company undergoes ESG ratings and continuously improves its performance
- The company wants to be a model of corporate governance for other companies



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PGE

PGE influences ESG areas by pursuing climate neutrality, decarbonisation, investing in renewable energy sources, minimising environmental impact, and promoting sustainable development. In addition, the company engages with business partners, nurtures relationships with contractors, employees and customers, and implements key social projects. PGE takes steps to manage ESG issues by implementing systematic management of the sustainability area in the organisation.

PGE influences ESG areas by pursuing climate neutrality, decarbonisation, investing in renewable energy sources, minimising environmental impact, and promoting sustainable development. In addition, the company engages with business partners, nurtures relationships with contractors, employees and customers, and implements key social projects. PGE is taking measures to manage ESG issues by implementing systematic management of the area of sustainable development in the organisation.

- Wojciech Dąbrowski President of the Management Board of PGE Polska Grupa Energetyczna SA

PGE impacts the environment by decarbonising power generation, developing its renewable portfolio, decarbonising its portfolio and developing a closed-loop economy. In addition, the company cares about air quality, biodiversity, water resources and takes measures to achieve climate neutrality. Through sustainable development and investment in green technologies, PGE aims to minimise its negative impact on the environment.

- Strategic goals towards zero carbon 2.5 GW (2030), >6.5 GW (2040) Capacity in offshore wind farms
- 50% Renewable energy portfolio share (2030)
- 85% Zero- and low-carbon sources (2030)
- 682 tonnes Less coal burned thanks to electrode boilers



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PGE

PGE influences society by creating numerous jobs, ensuring employment stability throughout Poland and supporting local communities. In addition, the company actively participates in important social projects, maintains good relations with its contractors and customers, and builds trust by transparently communicating its activities. PGE also initiates activities to improve the quality of life and working conditions in local communities, thus contributing to their social and economic development.

- Share of women among employees 20.30%
- Total number of training days per year: 42 872

PGE influences corporate governance by applying the principles of ethics and integrity in its relations with business partners, customers and employees, and by countering corruption and unfair practices. PGE cares about the transparency of business relationships, building cooperation based on partnership, respect and trust, which is a priority for the Group. Through the Code of Conduct for Business Partners of PGE CG Companies, the company defines principles and minimum requirements for cooperating companies, which contributes to the development of positive corporate governance.



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PKP Cargo

The company has contributed to ESG by implementing an ESG strategy for 2024-2028, taking into account dialogue with stakeholders, optimising business processes from an ESG perspective and promoting a sustainable service offering. In addition, the company is committed to attracting new talent, developing collaborations on new technologies, and integrating ESG criteria into its rolling stock modernisation and procurement process, taking into account the need for decarbonisation.

The company has contributed to environmental protection by setting environmental management objectives, monitoring emissions, complying with environmental legislation, and controlling the consumption of raw materials and materials. In addition, the company involves environmental staff in planning investments to reduce emissions, such as building paint booths or replacing boilers with more energy-efficient ones. Cooperation with external parties, audits and monitoring of environmental results are also key for the company in terms of environmental protection.

- The 6 highest rated impacts from the ESRS E1 disclosure area for PKP CARGO Group.
- 3 highest rated risks for PKP CARGO Group from the ESRS E1 area
- 2 highest rated opportunities for PKP CARGO Group

The company has contributed to society by implementing additional initiatives to support employee engagement and improve working conditions. Long-term pro-social activities are in line with the Sustainable Development Goals, and the company engages in the social area through the implementation of international challenges. In addition, the company has an active policy against bullying and discrimination, which includes prevention and intervention measures to prevent such situations in the workplace.

- Employee support programmes e.g. Legal Advice or Psychological Accident Support
- 25% of employees are women
- 100% of employees are covered by a health and safety management system

The company has contributed to corporate governance through the implementation of a Code of Ethics and an Anti-Corruption Policy, which set out the values and principles of conduct in relations with employees, customers, suppliers and the social environment. These standards are tailored to the company's business needs and aim to raise awareness of the role of partnership in finding optimal solutions for both parties involved in the dialogue. In addition, the company plans to unify regulations in the area of ethics and corruption prevention for the entire PKP CARGO Group, which demonstrates its commitment to building positive relations with stakeholders.

- 16% Women on Supervisory Boards
- 5% Women on Boards
- The 4 highest rated impacts for PKP CARGO Group.



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Śnieżka

The company has had an impact on ESG by including key issues such as workplace safety, product composition, equality and diversity, and waste management in its strategy. In addition, the company is committed to employee engagement, employee development, occupational safety and community involvement, which contributes to sustainability. By adopting ESG criteria for suppliers and implementing a sustainability strategy, the company is improving its environmental and social footprint.

By implementing the tenets of the new strategy, we are achieving the selected Sustainable Development Goals. In doing so, we are becoming part of a global initiative to improve the quality of life of communities and counteract the negative effects of climate change. - Piotr Mikrut President of the Management Board

The company has had an impact on the environment by minimising its environmental footprint, reducing water and energy consumption, and limiting greenhouse gas emissions. In addition, the company is making efforts in sustainable packaging, waste management and cyber protection. Through product analysis, the introduction of green certifications and supply chain activities, the company aims to reduce its environmental impact.

- The company used 100% green energy in 2022.
- 100% of industrial waste was recycled and reused





Śnieżka

The company has influenced ESG on the issue of people through its commitment to health and safety, equal pay and opportunity, and respect for diversity. In addition, the company is committed to employee engagement and development, building a safety culture and implementing community outreach activities. Through training programmes, professional development and community engagement, the company creates an inclusive and safe working environment, which contributes to sustainable development.

- <5% adjusted wage gap
- Each employee participated for an average of 9 hours in various training courses
- The company made a donation of PLN 745,000
- 33 hospital wards were renovated as part of the "World in colours" project

The company influenced ESG in terms of corporate governance through transparency of market and communication activities, compliance and business ethics. Attention to fair competitive practices, the prevention of corruption and fraud, and the development of IT systems to ensure the digital security of the organisation, are central to the company. Through these activities, the company creates high standards of cooperation with shareholders, business partners and counterparties, which contributes to building the company's long-term value.

- The company has implemented a Code of Ethics
- 100 % of management and employees have been trained in the "Book of Values"





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