

## RAFAKO CSR STRATEGY IN PRACTICE



### 1. MINIMIZING THE NEGATIVE IMPACT ON THE NATURAL ENVIRONMENT

The specific of the activities of RAFAKO and of the entire PBG Group is associated with the effects on the natural environment. We carefully analyse the potential negative impact of our activities both at our project sites and in our own facilities. We spare no efforts in order to minimize it.

We have given the priority to the following areas: monitoring of the consumption of natural resources and emissions of selected substances into the environment, emissions of harmful substances, proper waste management, safety in case of environmental failure, raising the awareness of employees and contractors within the field of environmental protection. We continuously improve the environmental management system.



### 2. PARTNERSHIP WITH THE BUSINESS ENVIRONMENT

We create, together with other major Polish companies, the responsible process of building and development of modern and sustainable market economy.

We apply modern solutions in our day-to-day activities, always driven by the precision, quality and responsibility in action. We try to anticipate the expectations of the customer and, through education, share our experience with our subcontractors

We participate actively in the quality-oriented, industrial and regional organizations, associations, providing access to the latest scientific and technical knowledge and participation in the exchange of good practices and experiences.

We create the best possible value for all shareholders. As a public company, we take actions that are beyond the mandatory scope. We follow the rules of transparency and adhere to the principles of corporate governance and good practices. We do treat individual and institutional investors on an equal basis.



### 3. CREATION OF THE BEST DEVELOPMENT ENVIRONMENT FOR EMPLOYEES

People are seen as the most important potential of both RAFAKO and the entire PBG Group. Constant development and improvement of personnel as well as the assurance of better than standard working and salary conditions are our areas of priority within the field of human resources.

We create a competitive working environment with high internal organizational culture, proper shaping of motivation and loyalty based remuneration system, knowledge management and continuous improvement through an appropriate training programme, extensive opportunities for personal development and professional career both in the Company and in the Group.

We develop sensitivity to art and culture and care about the personal needs of our employees.



### 4. IMPROVEMENT OF THE FUNCTIONING OF LOCAL COMMUNITIES

For us, the community is one of the fundamental values. We are involved in numerous projects related to culture, art, education and sports as well as focused on helping those who need it the most. We are both sponsor and patron of many valuable projects involving people with passion.

We constantly diagnose the needs and provide support to local communities in key investment areas.