

## **GTC'S APPROACH TO CORPORATE SOCIAL RESPONSIBILITY (CSR)**

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Gdańsk Transport Company SA has taken initiative to address issues of corporate social responsibility. Many of our activities are long-term with a goal to leave neutral or achieve a positive impact on future generations life. It should be emphasized these includes not only actions for environmental protection, but also actions supporting education and development of future generations of users. Corporate social responsibility is strongly associated with the idea of sustainable development of an enterprise, which assumes that business is not limited to achieving the assumed economic results, but also includes taking wider initiatives serving the natural environment and local society. It should be emphasized here that a number of actions that we undertake, and which relate to corporate social responsibility, result from the Ethical Compliance Manual adopted by us as well as other policies, which are supplemented by this document.

The most important issues of corporate social responsibility refer to five areas: employees, environment, safety, local community and business partners.

### Employees

As a company, we promote behaviour in accordance with our Ethical Compliance Manual, we do not accept any form of discrimination, we are open to diversity and we comply with applicable law.

Employees are our key resource, which is why we strive to create a friendly, partner-like atmosphere in our organization that motivates employees to carry out the tasks entrusted to them in a committed, reliable manner. Employees are encouraged to participate in relevant trainings and conferences, raising their professional qualifications or developing additional competences. Our goal is to create and maintain a well-coordinated, committed and well-cooperating team, therefore we organize among others cyclical integration meetings. Our employees are eager to engage in charity campaigns, such as the annual collection of children's clothing and toys from children's homes. We know how important it is to apply the idea of "work life balance". If required by an employee, we encourage possibilities to work remotely and with flexible working hours. We also encourage our employees to spend their free time actively by organizing Fit and Eco campaigns.

### Natural environment

We want our activities, both directly and indirectly, to have the least possible impact on the natural environment. Our activities aimed at environmental protection are not only to comply with applicable regulations, but where possible to go beyond them. That is why we have set ourselves the goal of reducing the emissions of substances created as a by-product of our business. We constantly initiate, implement and realize programs, activities and solutions

aimed at reducing the impact of the motorway on elements of the natural environment, such as water, air, soil, local fauna and flora. The goal of our activities is to implement as many green solutions as feasible connected with protection of climate. We enable and support the development of charging points for electric vehicles, we make every feasible effort to ensure that the energy solutions introduced are based on renewable energy sources or use low-emission sources. We support the creation of green zones in our area by planting greenery both in the motorway right of way and in the areas of municipalities neighboring our road. We are also involved in educational activities raising the level of ecological awareness.

### Safety

The safety of all persons who are on the motorway is the most important for us. We systematically identify and assess the occupational hazards and risks for our employees and contractors, as well as possible threats to our users. We undertake a number of activities aimed at eliminating or minimizing the occurrence of threats to life and health. Our employees and contractors are obliged to strictly comply with applicable legal requirements, Health and Safety Policy and GTC Policy regarding contractors. We are constantly implementing modern solutions that increase the safety of employees, contractors and users; examples of implemented solutions may be modern trailers fixed behind our lorries at road works to minimize the impact in case a vehicle hits it, or mobile information boards, VMS (Variable Message Sign). We periodically initiate and organize educational campaigns targeted at our users, with the goal to develop good habits that increase road safety. We constantly cooperate with emergency services enabling, and actively participating in, trainings, e.g. simulations of accidents, or conducting joint preventive and educational activities, based on changes in law and observation of the behavior of our road users.

### Local community

We are aware that the motorway as a road interferes with the activities of the local community, creating opportunities for its development as well as generating less desirable effects by its presence. Therefore, our actions are of a dual nature, i.e. on one hand we initiate actions supporting the development of the local community through the implementation of the AmberOne Close to Us program, on the other hand we are working on solutions that can contribute to minimizing the unwanted impact of the motorway on local communities, e.g. we work with local field owners and set the rules for clearing drainage ditches on their plots. The coexistence of the motorway and local communities is not possible without dialogue, which is why from the beginning of our activity we focus on openness in action, and we build our cooperation on listening to the needs of local communities.

### Business partners

The key idea of our business is the idea of partnership. We care about the mutual trust of our partners, which is why we try to ensure that the cooperation has a long-term character, and to make established relationships valuable for each party. We guarantee equal opportunities to all entities that are willing to cooperate with us and, if possible, we cooperate with local contractors and suppliers, thus supporting the development of the local community. In order to maintain the highest standards of cooperation, we have developed a GTC Policy relating to contractors, which clearly defines standards on health and safety, environmental protection and work ethics that apply on our motorway. Our Ethical Compliance Manual is the second integral document defining the principles of cooperation with partners, in accordance with its provisions, we do not take any action that could violate applicable law.

The issues raised in this document are important issues for us, our shareholders and society. Compliance with the above assumptions is key to ensure our business is conducted in accordance with the principles of sustainable development. The GTC Management Board declares consistent supervision over the implementation of these assumptions, ongoing review and updating of the adopted directions, as well as supporting initiatives contributing to improving and increasing our efficiency in each of the five main areas.

This document is approved by the signatories of the Management Board of Gdansk Transport Company S.A