



Sustainable Development Strategy

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1. The purpose of document

The purpose of this document is to analyze the activities of KMW-INVEST in the aspect of Corporate Social Responsibility, ie the concept according to which our company voluntarily takes into account social and environmental interests in its market strategies as well as in relations with various stakeholder groups.

"At the current level of civilization, sustainable development is possible, it is sort of development in which the needs of the present generation can be met without diminishing the prospects of future generations to satisfy them."

Brudtland's report (named after the chairman of the commission - Gro Harlem Brudtland), recognizes that civilization has been reached a level of well-being that can be maintained, provided its managed properly.

Sustainable development means that economic growth leads to: increasing social cohesion (including, among others, reducing social stratification, equalizing opportunities, preventing marginalization and discrimination) and improving the quality of the natural environment through, inter alia, limiting the harmful impact of production and consumption on the state of the environment, protection of natural resources.

The strategy in the field of sustainable development of KMW-INVEST was based on two basic assumptions:

- on defining basic employee needs and counteracting discrimination.
- satisfying the current and future needs of the company's economic development thanks to the progress of the technology will not worsen the harmful impact of the production process and manufactured products for the state of the environment and natural resources.

The management model at KMW-INVEST implementing strategies in the field of sustainable development assumes an appropriate and consciously shaped relationship between its :

- economic growth,
- look after the environment,
- satisfying the social needs of employees,

The legal basis of the company's strategy is article 5 Constitution of the Republic of Poland - quote:

„The Republic of Poland safeguards the independence and inviolability of its territory, ensures the freedom and rights of man and citizen and the safety of citizens, guards national heritage and ensures environmental protection, guided by the principle of sustainable development”.¹

As part of its sustainable development strategy, KMW-INVEST accepts the Global Reporting Initiative (GRI) Initiative for use. It was established in 1997 by the Coalition of Environmentally Responsible Economies (CERES, an American non-governmental organization - Coalition for Environmentally Responsible for Economy, in cooperation with the U.N. Environment Program UNEP (United Nations Environment Program)).²

The Global Compact principles regarding the company's application of the principles of sustainable development result from the following accepted fundamental documents :

- " Universal Declaration of Human Rights "
- „The International Labour Organization's Declaration on Fundamental Principles and Rights at Work”
- „The Rio Declaration on Environment and Development”
- „United Nations Convention against Corruption”

¹ Constitution of Poland- <http://www.sejm.gov.pl/prawo/konst/polski/kon1.html>

² GRI Definition - www.etykabiznesu.pl/14_616.html

2. Characteristic and profile of the company

KMW-INVEST is a private company founded in 2008. We are a company specialized in manufacturing activities, focused on commissioned, contracted work, for companies and individuals. We manufacture and supply all products on the need and according to the wishes of customers.

We have extensive knowledge and achievements in fields related to metal production, carpentry and plastics processing. We observe the most modern trends with attention and production solutions as well as retrofitting the company with new technological solutions. This knowledge allows us to prepare an offer that meets the expectations of even the most demanding customers.

Our team is a group of competent, experienced and committed specialists preparing products in the field of broadly understood shop furniture.

Our success consists mainly in creating partnership relations between the company, its clients and employees as well as the entire economic environment of the company. We are an ethical company, modern and responsible for our own activities.

We are currently preparing to implement the Quality Management System PN-EN ISO 9001: 2001. As a result, our Clients will be even more confident that the process of their service is created to best meet their needs and that it is subject to regular control by an independent, external entity - a certifying company.

3. KMW-INVEST's vision and mission based on the idea of sustainable development.

Mission of KMW-INVEST:

- Satisfying the needs and expectations of the client while taking into account the interests of KMW-INVEST.
- Continuous improvement and supervision over service and production processes.

Vision KMW-INVEST:

- Get customer satisfaction as high as possible.
- Timely implementation of the work schedule.
- Maintaining the quality of products at a stable level.
- Automation of production processes.

4. Corporate social responsibility

4.1. Pro-social activities and impact on local communities

KMW-INVEST is aware that it works and exists in the community in which it operates. Developing positive contacts with local communities is a mutual benefit for us. First of all, they result in long-term and stable trust of suppliers, customers and business and social partners. Second, - they affect directly effective building of brand awareness, good reputation of the company and promotion of sales of services and products.

Our social activities become response to the needs of the company and the local community, assuming from the outset benefits that have to be balanced on both the social group and the company.

KMW-INVEST cooperates with the Upper Secondary School Complex No. 3 (25 Dworcowa St. in Inowroclaw) in educational and adaptive activities, enabling young people to become independent and get involved in active professional and social work.

4.2. Compliance with employee rights

The largest capital and key development force of the entire KMW-INVEST company are its employees.

Their job satisfaction translates directly into the company's results and development. Thanks to job satisfaction, our employees responsibly and enthusiastically engage in the tasks entrusted to them, identify more with the company, and those are less inclined to leave it. Employees involved in the work are more productive, which increases the level of services they provide. This in turn results in increased trust and loyalty of customers using our company's services. All these factors together contribute to the better development of the company.

The company pursues a policy of equal opportunities in the field of employment at various levels of its operations.

The first of the levels is equal opportunities in access to employment. Currently, the company employs 115 employees, including 9 women and 106 men. Managerial positions are covered by both women and men. The youngest employee is a person who is 21 years old and the oldest person is 59 years old. The KMW-INVEST company enables students to complete apprenticeships and familiarize themselves with the areas of work in the sales, technology and production departments

In our company, we strive to implement activities in accordance with applicable laws, regulations and generally accepted standards of equal employment opportunities, as well as those concerning the diversity and prohibition of mobbing.

In the company, all employees are equal - regardless of gender, age, race, sexual orientation, religion, religion, skin color, ethnicity or disability, everyone has equal chances to create their own path of development. What counts is a professional and responsible approach to the duties performed. With equal treatment of all employees, the company also strives to promote a culture of diversity - which should be understood as respecting the values and beliefs, opinions, experiences and the right of each employee to their own opinion.

The second of the planes is the constant striving to train our employees, in which all staff participate, as well as individual trainings conducted by appropriate units. Each employee has equal access to the vocational education system.

Under the prism of the two premises, the HR policy is aimed at ensuring the highest standards of equal treatment and equal opportunities for all employees. The company introduced the principle of equality, which is reflected in offering equal opportunities to all employees, which is visible in the absence of any discrimination in the recruitment process, promotions or resignation from work.

During the recruitment process, the company applies the same criteria to both women and men. Women have the same employment opportunities as men and their qualifications and skills are verified using generally accepted criteria for a given job position, the same for all candidates, regardless of gender, age and other factors.

In the recruitment process, an analysis of the labor market is made in the place where the work is to be performed and adjusting the salary thresholds to the applicable remuneration regulations, taking into account the requirements of the local labor market. The recruitment information is made public by publishing in the press and on websites with a particular specification of requirements for particular positions.

4.3. Environmental Protection

At the turn of a few years, more and more attention is paid to environmental protection issues when managing the operations of enterprises. The KMW-INVEST company, being aware of this fact, complies with numerous requirements set out in EU environmental protection regulations. In addition, environmental protection from enterprises also depends on the voluntary recognition of this obligation.

In our company, the management of the natural environment is treated as an important part of the overall management task, which aims to create the foundations for a situation in which every employee will plan and perform their tasks taking environmental protection as much as possible. The Directorate undertakes all activities under broadly defined procedures and methods, which are necessary for consistent management including environmental protection.

The services provided by KMW-INVEST are 100% safe for the environment. This is a very important aspect for a company that in all its activities is trying to optimize the technology to make it even less energy-intensive and environmentally friendly. The implementation of this type of strategy, however, requires from our company continuous investments, implementation of innovative technologies and provision of education, starting from the broadly understood management, to each employee of KMW-INVEST. Each of the employees is therefore aware of how to manage their work to as a result, it did not have a negative impact on the environment.

Environmental protection is largely dependent on the technologies we use. Bearing this in mind, KMW-INVEST strives to introduce continuous innovations (technological, product and process).

In conclusion, it should be emphasized that KMW-INVEST's environmental policy reflects the company's commitment to its adaptation to legal provisions. It is periodically verified and adapted to changes in the environment. The Management Board makes every effort to be understandable to all employees. Employees should be aware of their own responsibility for the constant and effective pro-ecological operation of their and our company.

We are aware that other positive benefits have a positive impact on the natural environment, which include, among others: social acceptance of the company's operation, increasing the reputation among customers, increasing the company's credibility in the eyes of partners, motivating the staff, minimizing the costs of running a business (eg by minimizing the amount and cost of waste utilization, reducing pollution, etc.), gaining a competitive advantage (companies leading in modern solutions support tougher standards regarding environmental protection), easier access to capital, easier obtaining permits to operate, increase work safety in the company, store and pack, create new products and technologies or even new markets based on environmentally friendly processes.

5. Summary

According to the information presented above, it can be undoubtedly stated that the company KMW-INVEST implements the multi-faceted Strategy of Sustainable Development.

Furhermore, it is very important for our company to communicate reliably about the values we are guided by. We want to compensate for this, quite common in Poland, the lack of promotion of activities undertaken by enterprises in this field.

In this way, the development of responsible business in Poland is blocked - many enterprises do not inform a wider group of interested people about the pro-ecological and prosocial activities that he undertakes.

The KMW-INVEST company conducts extensive activities towards the promotion of its activities in this field, directing its message to various recipient groups. Among them, it should be distinguished:

- audience on the market - employees of the company, its clients, associations of consumers, suppliers, business partners, potential investors;
- audience in the workplace - employees, local communities, local authorities;
- audience in the local community - relevant local institutions and organizations, local authorities, non-governmental organizations;
- public interested in environmental protection - employees, associates
- non-profit organizations, consumers, public authorities, the broadly understood community surrounding the company.

We strive to implement Corporate Social Responsibility in various ways - through a positive impact on local communities, on the protection of the natural environment, but also on the observance of the rights of consumers and employees.

We believe that the implementation of the above strategy will allow us not only to increase the level of customer satisfaction with the services and products offered, which will translate into loyal customers, but also contribute to maintaining the positive reputation of our company, greater commitment and efficiency of employees and relations with the local community and local authorities, which will certainly result in mutual benefits.