

Introduction

Rigips's mission is to build a healthy, modern-living and working environment and to develop business relationships based on mutual trust and measurable benefits. We work with passion for people in our company and in the interest of our customers. We want our products to be traceable throughout the supply chain. We strive to ensure that the basis for the high quality of our products is known origin of raw materials and input materials. Therefore, the location of our company is closely linked to the location of the mine for our basic raw material - limestone. Our activities can cause significant environmental impacts. We do, however, strive to make our activities more friendly for the environment and create comfortable working and living conditions and development for our employees and customers.

Rigips - Stawiany Factory in Szarbków is a part of Saint-Gobain Group, the world leader in building materials production. One of the main principles of the Group is carrying out its activities in accordance with the requirements of business ethics and law. All companies in the Saint Gobain Group have documented, implemented and used rules of behavior. These principles are the basis of the daily work of all employees in the Group, who are the core of building the social responsibility of our organization.

Based on its long history, the Saint-Gobain Group has chosen as their objective the desire to set high standards of production and distribution of innovative products and building materials, while maintaining the principles of sustainable development.

Therefore, the sustainable development strategy of the Group is built around the following key aspects:

- Creating sustainable building,
- Stand out on the building materials market,
- Reducing the impact on the environment,
- Encourage employees to professional development,
- Supporting the development of local communities.

1. Social responsibility

1.1. Health and safety

Our highest priority is to work without accidents and occupational diseases. This is achieved by constant engagement the entire crew in search of threats, areas for improvement and identifying various solutions or opportunities for improvement in the company. Our safety standards increase with the implementation of the newest technical and organizational solutions. Year after year, the amount of hazardous events gradually decreases.

1.2. Employee rights

As an employer, we care about the ethics of employment - we value professional involvement, respect for diversity and the rights of workers. At the same time we do not accept any violation of laws or deliberate use of any gaps or lack of regulations in order to bypass practices in the Group. We are committed to the following principles: refrain from any form of forced labour, compulsory labour, or child labour (whether directly or indirectly or through sub-contractors) and any act of discrimination against employees, including at the recruitment stage and after the term of the contract. We do not accept any actions related to corruption, as an evidence we have implemented procedures specifying how to deal with them.

1.3. Employment and skills

We want to develop employees potential in both the technical skills as well as soft-skills like communication, relationship building and management. The principle of professional commitment means to us the most effective use of our competence and knowledge, as well as their continuous improvement. In our actions we always remember the importance of competences of the responsible sourcing of raw materials, realizing that it demonstrates quality of our products.

1.4. Social commitment and charity

Since the beginning of our activity we have been involved in various charity events. Our support is very tangible - the measure is the amount of money provided to persons in need, especially children. Every year we co-finance holiday trips of children from poor families and we are the main sponsor of a kindergarten for children with disabilities. Using the opportunities connected with a profile of our activity we

constantly pass the gypsum materials to vocational school for educational purposes. We are also a sponsor of the renovation and purchasing of equipment for fire brigades. We support charities because we believe that our help can change the lives of many people.

1.5. Local communities

We are aware that we run business that has an impact on society. Consequently, the Board of Saint - Gobain Construction Products Gypsum Activity (Rigips) has undertaken actions to inform interested parties about our activities, quality, health and safety, environmental protection and energy as a result. At the same time, we strive to ensure the transparency of its operations by publishing information on the website and to ensure continuous improvement in this area.

To properly identify and investigate social moods among the local communities with whom we live and work every day, we regularly organize meetings of our representatives and municipal authorities from Pińczów and Chmielnik. The aim of meetings is to discuss the current situation of the company, the urgent needs of the region and to communicate the collective comments related to our business flowing to local authorities. In our cooperation with stakeholders we follow primarily the principle of loyalty, understanding as honesty in relations with the external partners. We present current information on our website which also allows the submission of complaints and requests related to our business.

2. The environmental challenges

2.1. Legal compliance

We adhere to compliance with all legislation currently in force in the countries in which we conduct our activities.

2.2. Integrated management system

To support our attention to legal compliance and an expression of concern for the environment we decided to implement Integrated Management System in our company. The system includes quality, health and safety, environment and energy management system based on standards: ISO 9001, ISO 18001 ISO 14001 and ISO 50001 (or equivalent).

2.3. Life Cycle Assessment and Environmental Product Declaration

Needs of our customers increasingly go beyond the highest quality products, also taking into account aspects of the environmental impact of products.

To meet these expectations, we decided to analyze the life cycle of our products. The assessment of the environmental performance of products was made by creating III type Environmental Product Declarations, (EDP). From our point of view, the purpose of EDP is to ensure fair competition and to reduce the environmental impacts associated with our activities.

2.4. Climate change, energy management and monitoring greenhouse gas emissions

We strive for more efficient energy use in the manufacturing of materials, products and services and minimizing greenhouse gas emissions. Our actions go far beyond the obligatory scope required by law, an example of which is the system of environmental and energy management and taking a reduction targets. Our products are environmentally friendly and safe for health, which allows us to provide a comfortable working environment and life for our employees and customers. Environmental aspect is one of the essential elements of planning and decision-making in the field of development at every stage of our business. This allows us not only to comply with applicable environmental standards, but also set new trends in this area. We monitor the greenhouse gas emissions from our activities, and taking appropriate action affecting the reduction of our emissions.

2.5. Waste management

In our activities, we strive to put into practice the idea of the hierarchy of waste. We are committed to improve the environment through the use of internal recycling. We maximize the amount of materials suitable for reuse, minimize the expenditures for their processing. We are building the plant for the recovery of raw materials from waste plasterboard and gypsum. We strive to develop and achieve excellence in this area.

2.6. Water resources

We take into account how important is water from the point of view of the needs of future generations. As a consequence of

our awareness we try to minimize usage of water in our factory and to raise the level of re-use of wastewater.

2.7. The impact of the transport

An important aspect of our business is transportation of raw materials, products and the commuting employee. Awareness of the impact of this processes on the environment determines some principles we adhere to minimize its influence. The basic principle is to strive to reduce transportation distance by locating our company near the mine and by the appropriate logistics and optimization of the transport distance. The key is the effective procedure of monitoring greenhouse gas emissions, noise and other impacts related to transport, which is conducted in a systematic and documented manner and with maintaining transparency.

3. Economic growth

3.1. Customer's needs

One of most important elements in our strategy is to focus on our clients. We intend to identify and meet the needs of our customers in the most efficient and effective way. We believe in the possibility of establishing long-term relationships, exchange knowledge and improve the implementation of sustainable buildings.

3.2. Sustainable sourcing

From our point of view, effective management involves the management of available resources, including energy, water resources and raw materials in a sustainable way, taking into account the need to reduce the impact of the use of these resources on the environment. In our business, we strive to save using resources. Our aim is to use the raw materials in the most efficient way, prioritize renewable resources and use of non-waste technologies. With this approach it is possible to create the same amount of products simultaneously reducing the negative impact on the environment.

3.3. Supplier Management and Supply Chain

In order to ensure proper management of the entire supply chain we strictly follow our documented principles of purchasing processes. We also assess suppliers in terms of meeting our requirements, such as quality, safety, environmental protection, law enforcement and business ethics. In this context, we also conduct the risk analysis and try to minimize the existing risks. We usually work with

reliable suppliers who are guided by the principles of respect for the environment, safety and health of people and the highest quality standards (often related to the possession of certificates of management systems based on standards: ISO 9001, ISO 18001 ISO 14001 and ISO 50001 or other equivalent).

3.4. Business ethics

Main ethical principles that guide us in our business are:

- Integrity - which requires each of us absolute compliance with the rules of fair dealing.
- Loyalty - which means compliance with the internal guidelines and rules.
- Solidarity - based on a sense of professional responsibility of each employee and avoidance of focusing on their own efforts.

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