



Communication on Progress 2020

Centralny Port Komunikacyjny Sp. z o.o.

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1 STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

To our Stakeholders:

I am pleased to confirm that Solidarity Transport Hub reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

Sincerely yours,

Mikołaj Wild

Chairman of the Board

2 Human Rights

STH with full conviction and dedication carries out its obligations of promoting and respecting human rights. We make sure that our Employees and Stakeholders are treated with dignity and respect.

In 2020 the Company adopted ethics regulations - the Code of Ethics, the Anticorruption Regulations and the Procedure for reporting and explaining incorrect behaviour and protecting whistle-blowers (the latter two are described in more details in Chapter 5). All our Employees are obliged to sign a declaration confirming familiarisation and following ethics regulations of the STH.

Within the company's structures there is the Ethics Officer - a position dedicated to examining reports concerning observed or suspected abnormal behaviours. The duties of the Ethics Officer include:

- 1) Shaping an appropriate ethical culture in the Company by promoting appropriate attitudes, as well as educational and training activities,
- 2) Supervising the content of the STH Code of Ethics, introducing changes and improvements,
- 3) Explaining Employees' doubts as to the provisions and interpretation of the STH Code of Ethics,
- 4) Maintaining the confidentiality of data identifying persons reporting violations of the STH Code of Ethics and ensuring that these persons are protected against any negative consequences,
- 5) Informing about actions taken in response to reports confirmed in the course of explanatory proceedings.

For the well-being of our Employees, partners and other Stakeholders who are interested in the outcomes of and the ways we do our business, in 2020 the Company adopted the STH Code of Ethics as a set of common values, standards of social and professional behaviour and ethical principles that guide all Employees of STH, regardless of the form of employment, scope of duties and position. The STH Code of Ethics also applies to persons acting for and on behalf of the Company on the basis of any valid legal relationship.

The STH Code of Ethics is a consistent and common system of values that we all refer to in our daily work. It is a guideline for the activities we undertake in relations with Stakeholders and the natural environment. It promotes the culture of compliance with the law, allowing us to make appropriate choices and decisions by pointing out the appropriate canons of behaviour and moral norms.

The values adopted by us are the foundation of all activities we undertake :



Focus on the strategic goals of the Company on daily basis

By planning and implementing all our activities, we consistently strive to achieve the goals and benefits indicated in the "Investment Preparation and Implementation Concept: Solidarity Airport – Central Transport Hub for the Republic of Poland" and subsequent government documents regarding the STH Program.



Commitment and teamwork

We are fully committed to our activities, open and ready to cooperate with others in achieving a common goal. We operate in an active and creative manner in order to increase the effectiveness of the Company. We appreciate our diversity and rich experience resulting from professional development paths in various countries, industries and companies. We are open to sharing good practices from other markets or industries.

Cooperation allows us to perform work of the highest quality, which is why we promote teamwork in the Company. We are open to others and their ideas, we share our knowledge and experiences. Together, we create an environment in which every Employee is engaged, an atmosphere which combines our individual strengths. In the case of a conflict, we do not use personal arguments, we strive for discussions based on merits and search for solutions that bring us closer to achieving strategic goals while respecting the right to express our views.



Professionalism

We carry out our tasks with the utmost diligence, making the best use of our knowledge, skills and competences and we are constantly monitoring innovative solutions introduced in other countries. We actively seek knowledge and care for continuous professional development by improving our skills and looking for new solutions. In our daily work, we focus on achieving goals, overcoming difficulties and constantly raising the standards of our projects, following the best international practices.



Integrity

We carry out our tasks reliably, in good faith, in accordance with the law and internal regulations of the Company. In relations, both between Employees and with other Stakeholders - we focus on trust, cooperation and open communication. In our actions, we are guided by the best interests of the Company and we do not engage in any activity that may violate or question this interest.



Respect

We treat everyone with the utmost respect and our actions and decisions must not violate the dignity of other persons and entities. We respect the diversity and equality of all Employees and Stakeholders, regardless of their origin, sex, age, skin colour, disability level, religion, political beliefs and sexual orientation or external appearance. We are sensitive and

we react to violations of human rights, discrimination, mobbing, harassment, humiliating treatment and violation of our own and other people's dignity.



Responsibility

Acting in the best interest of all STH Stakeholders, we take responsibility for our actions and decisions. We admit mistakes and fix them. We fulfil our obligations and keep our word. We react to all violations of the STH Code of Ethics. We also raise our doubts in this regard.



Transparency

We openly and transparently communicate to our Stakeholders our goals, actions and decisions, as well as the principles we follow. We act in the best interest of the Company and our actions and decisions reflect this.

From the above 7 values, we derive 7 principles that guide us in our daily work:

- Safe, decent and friendly working conditions;
- Equal treatment in hiring, promotion and professional development;
- Care for the image and assets of the Company;
- Avoiding and resolving conflicts of interest;
- Ban on accepting and offering financial benefits;
- Natural environment preservation;
- Good relations with third parties.

3 Labour

STH is a knowledge-based enterprise. Our Employees have various profiles and experiences, and their diversity is one of our strengths. Moreover, we are an organization that manages generations - our Employees include both people with extensive experience and competences (which they also gained outside Poland), as well as people who are just entering the labour market and gaining their first experience with us.

Our company is open and ready to exchange information with others. We work with some of our suppliers and consultants in integrated teams – teams consisting of our Employees and partners working closely on the same issues and projects. We are open to cooperation with suppliers from all over the world - from America to the Far East.

The Company has the Remuneration Regulations, which define the minimum and maximum earnings for each position.

The Employees are employed under an employment contract for an indefinite period (the first contract is a contract for a trial period- 3 months). Thanks to this, our Employees do not have to worry about the stability of their employment, which allows for stable planning of the future.

The Recruitment Procedure and the Procedure for concluding employment contracts with new Employees apply within the Company and were approved by the STH President in 2020. They define objective criteria for employment in the Company - experience, competences and potential of Employees are of key importance to us. We use a 5-stage recruitment process that allows us to select the best candidates.

Our new Employees are not left on their own – from the very first day we do everything to make them feel welcome and cared after in this rather stressful day for anyone. The first day is to get to know their team, undergo various trainings, familiarise with ethics regulations, understand how the Company works and how to get basic Employee's admin things done.

2020 was a challenge for all of us - the COVID-19 pandemic has changed the way we work and operate on daily basis. Understanding the importance of the challenge we faced, STH decided to change the mode of work from stationary to remote (for a few months). This major change in our organization was a success, thanks to the mutual trust between the Employees and the Management of the Company.

There is a dedicated position within the Company that is responsible for supervising compliance with health and safety regulations, including the organization of health and safety training for Employees. Each new Employee is required to complete basic training, and additional trainings are also organized. One of them was the "Stay up to date with health and safety" campaign, during which our Employees exercised, e.g. lateral positioning, CPR on manikins and defibrillation (using AED).

There is a STH Rescue Team at the Company's headquarters. These are people designated to provide first aid and act as coordinators during an evacuation. Group members undergo additional trainings and take part in rescue exercises.

The Company regularly organizes training during which our Employees have opportunities to expand their competences. Moreover, Employees have the opportunity to participate in fairs, conferences and other events where they can broaden their knowledge. Our Employees take part in study visits (including to our foreign partners), where they obtain practical information.

4 Environment

Our investment projects that are currently in the initial stage of development. We do not conduct any production, transport or (so far) construction activities. Hence, our direct impact on the environment is practically limited to the effects of running an office activities. However, in this regard, we have already taken steps to reduce our environmental impact.

We have implemented Electronic Document Flow, thanks to which in our office there are practically no cabinets and desks filled with paper prints, which saves forests. The office is located in the City Centre, in a place perfectly accessible by public transport (including rail – proximity to train station) and bicycles, thanks to which commuting of Employees and guests by cars has been minimized. The building has a bicycle parking, a cloakroom and showers. We rent our office space in a modern buildings - all devices, lighting, heating and air conditioning systems are energy-efficient. Our kitchens are equipped with containers for segregating waste, as well as water distribution devices, thanks to which we avoid buying water in disposable packaging. On the rooftop there is urban bee-garden (following the example of those successfully operating on the roofs of the world's most famous buildings, such as: The Paris Opera House, the sacristy of Notre Dame, the Whitney Museum of American Art in New York, Lloyd's Building in London and Harvard University in Cambridge, USA).

We are aware that the projects we prepare will have a much greater impact on the environment than our office activities. That is why we prepare tools that will allow us to manage and minimize this impact. We contracted an Environmental Protection Consultant who will carry out a natural inventory of the area of the planned airport and conduct an environmental impact assessment, as well as a Terrain Research Consultant, who will perform a number of studies, including geodetic, geological and geothermal energy acquisition assessment. We also commissioned environmental inventory studies along the first sections of the planned railway lines and announced tenders for contractors of technical, economic and environmental studies for these sections.

We plan to obtain certification of sustainable construction for buildings and infrastructure structures of the airport, as well as to implement an Environmental Management System. We also plan to develop the Company's Sustainable Development Strategy, which will define goals, tools and performance indicators.

It should be emphasized that the entire STH Program is designed in accordance with the idea of sustainable development, as approx. 3/4 of the funds will be allocated to the construction of railway infrastructure, mostly in the high-speed rail standard. This will serve as competition to road transport (in terms of time of commute) from all regions of the country to the STH, Warsaw and Central Poland. It will also lead to almost complete cut out of flights on domestic routes. High-speed rail lines will connect not only the largest metropolises (as predicted by earlier concepts), but also ensure good communication between smaller cities.

Trains will also stop in towns. The Company's participation in the fight against transportation exclusion is manifested in the fact that lines to smaller cities will be built under the Program.

From the very beginning, the environmental and social factors were taken into the consideration when it comes to the choice of the location of the airport. This location is not only between the first and third largest metropolises in the country, not only at the intersection of the existing and long-planned railway corridors – this is space without environmentally protected areas and with low population density.

In the field of environmental protection and sustainable development, we learn from the experience and best practices of foreign entities. During meetings with our partners, we discuss topics of sustainable constructions and green solutions that have been successfully implemented in Western Europe and Australia.

5 Anti-Corruption

We are aware that an inherent element of large investment programs is the risk of corruption, which is a crime of high social and economic harm. The Company's Management decided to implement measures to minimize the aforementioned risk.

Having in mind the applicable law, the goals and best interest of the Company, the expectations of Stakeholders, and above all our values and ethical principles, in 2020 we implemented the Anticorruption Regulations, as a reflection of the principle: zero tolerance for any form of corruption.

In addition, in 2020 the Company adopted the Procedure for reporting and explaining incorrect behaviour and protecting whistle-blowers. The procedure regulates the Company's activities in the field of combating incorrect behaviour, including corruption, mobbing or discrimination. The company launched a tool enabling anonymous reports of abnormal behaviour. We provide protection to whistle-blowers in accordance with Directive (EU) 2019/1937 of the European Parliament and of the Council. Incorrect behaviour is also Employee's unacceptable contribution to the creation or continuation of incorrect behaviour and any retaliation against the Whistle-blower for making a notification.

6 Measurement of Outcomes

Employment structure broken down by gender



01.01.2020	31.12.2020	01.01.2020	31.12.2020
32 (32,7%)	80 (31,5%)	66 (67,3%)	174 (68,5%)

Employment structure broken down by age

UP TO 45 y/o

AFTER 45 y/o

01.01.2020	31.12.2020	01.01.2020	31.12.2020
83 (84,7%)	215 (84,6%)	15 (15,3%)	39 (15,4%)

Due to the nature of office work, in 2020 we did not record any accidents at workplace.

In 2020, the company produced only municipal waste solely from office activities at its headquarters. In the office there are containers for selective waste collection intended for recycling. The waste disposal service is part of the office space rental agreement.