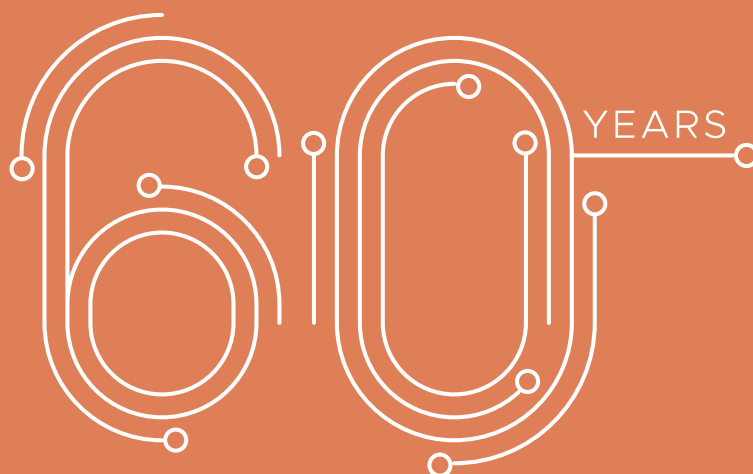


BEST PRACTICES

— **CSR** —

FOR THE 60th
ANNIVERSARY
OF KGHM POLSKA MIEDŹ



KGHM



PHYSICAL HEALTH



MENTAL HEALTH



EDUCATION



COMPETENCES
OF THE FUTURE



SOCIAL TIES



IDENTITY



EMPATHY



ECOLOGY



CORPORATE



60 BEST PRACTICES OF CSR FOR THE 60th ANNIVERSARY OF KGHM



Maximise the positive impact

The future is made of copper. This can be seen in the global economy trends, the development of electromobility, electronics, renewable energy or medicine. KGHM Polska Miedź S.A. reminds the world of this on the occasion of the 60th anniversary of our company, which as a global producer of copper and other precious metals, thanks to its heritage and strong position, is labelled as an Explorer, a Giant and a Visionary.

Every day KGHM mines the Earth's treasures. This is thanks to the many thousands of committed and competent employees of the copper company. As a socially responsible company, we also share the good in a much broader sense. We are the largest employer in Lower Silesia, Poland and the KGHM Group has been employing 34 thousand people in the plants on several continents. KGHM also exerts its charitable influence through a range of corporate social responsibility (CSR) activities.

We address KGHM's projects to the employees, who are our most valuable asset, but also to the local community, i.e. to the families, friends, neighbours and acquaintances of our crew. Together with them we are building a local community. Only in cooperation with the local governments, with the support of the experts and the resources of non-governmental organisations, we can move mountains and respond effectively to the socially significant challenges.

The CSR implemented by KGHM Polska Miedź S.A. reflects the values, as well as the mission, vision and strategy of our company. Therefore, the company's management personally and genuinely supports the CSR projects. We are opening new projects, taking part in evaluations and encouraging participation by our own example. We observe that the board's involvement reinforces the intended communication, increases the reach of the campaign and assists to reach the target group.

We are sharing 60 best practices of CSR with you. KGHM proves that caring for people, their families and the environment can go hand in hand with achieving ambitious business goals. I believe that these examples will serve as an inspiration to maximise the positive impact on your company's or institution's environment, regardless of its size, using the available resources and potential.

Marcin Chludziński

A handwritten signature in black ink, appearing to read 'M. Chludziński'.

President of the Management Board of KGHM Polska Miedź S.A.

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'PIAST RACE' IN JAKUSZYCE

The 'Piaśt Race' in Jakuszyce, which has been sponsored by KGHM Polska Miedź S.A. for many years, has been a winter, summer and autumn sports competition. The 'Piaśt Race' is not only a place, a record in the calendar or results and organisers, but first and foremost a state of mind: great hearts of competitors, full of ambition and positive emotions!

The Winter 'Piaśt Race' is the only mass ski run in Poland and one of the few in this part of Europe included in the prestigious Worldloppet series.

The event is organised by hundreds of people who are supported by numerous volunteers, including employees of KGHM Polska Miedź S.A.

When the first edition of the 'Piaśt Race' was held in 1976, which was to be the Polish version of the great mass runs in Sweden and Germany, 518 people took part in it. In 1979 there were already about 7 thousand participants. More than 40 years after its debut, the 'Piaśt Race' attracts competitors from 30 countries on five continents and its attendance is ten times higher than in the first edition.

You make the world more beautiful. Hundreds of people on the routes of the 'Piaśt Race' experience happiness and gain the will to live! A big thank you for the wonderfully prepared routes and setting. I thank the volunteers for their perseverance.



'Piaśt Race' participant



RECOMMENDED INSTITUTION:

■ The Association of Bieg Piaśtów
Jakuszyce – Szklarska Poręba

- Winter Piaśt Race - cross-country skiing in winter
- Summer Piaśt Race - running and Nordic walking in August
- Bicycle Piaśt Race - autumn





TEAM FAMILY

A guide to family physical activity



PHYSICAL HEALTH



In this guide, **KGHM Group employees can find tips on physical activity.** The publication has a light and accessible form and contains easy to implement, convincing and motivating recommendations, many examples of games, activities and ways to live a varied life on the move.

QR codes redirect to videos on YouTube in which athletes supported by KGHM instruct in an accessible manner on how to practice various sports.

The brochure was created in 2021 as part of the Two Hours for Family campaign with the slogan 'Sport through generations' 25 thousand copies were given to the employees of KGHM and several other KGHM Group companies.

**How about a bit of sport?
Join us!**

www.kghm.com/rodzina



NORDIC WALKING

One of KGHM's flagship programmes is the following, launched in 2014 EKO-Health, comprised of Nordic walking classes for adults, recreational gymnastics for seniors and swimming lessons for children.

The Nordic Walking project is dedicated to people over the age of 35. It consists of cyclical classes with the participation of experienced instructors in various towns and cities of the Copper Belt. The participants acquire or improve basic walking skills with poles and attend lectures on Nordic walking techniques and principles of a healthy diet.

Nordic walking affects the organism in the same way as running, but it does not put excessive strain on joints and the spine. Instead, it relieves the hip and knee joints and the lumbar section of the spine, relaxes the tension of shoulder, neck and back muscles. Moreover, it does not require any special equipment and safely (with a low risk of injury) engages up to 90% of body muscles.

So far, there have been 10 editions of the nordic walking project, in which more than 1,500 people have participated.



GYMNASTICS FOR SENIORS

Recreational gymnastics using special hammocks; it is a project dedicated to seniors, implemented in several towns in the region: Lubin, Legnica, Polkowice, Głogów, Chojnów, Ścinawa and Złotoryja. The classes are held with the participation of movement instructors and physiotherapists. So far, **over 250 people aged 55-80 have taken part in the three editions of the project.**

In 2020, due to epidemiological conditions, the company implemented a number of online projects aimed at employees and residents of the region as part of the EKO-Health programme. Instructional materials on Nordic walking, swimming, roller skating, activities for seniors or general physical activity with the participation of well-known sports personalities were intended to inspire viewers to spend their free time actively.



Sport is my passion, my profession and my life. It's also a recipe for health for all - it keeps you fit and helps reduce the stress. That is why I warmly support the EKO-Health programme, which promotes an active lifestyle among the residents of the Copper Belt.

Radosław Kawęcki

a swimmer, three-time 200-metre short course world champion, three-time European champion, two-time world vice-champion, seven-time European champion in short course swimming at the distances of 100 and 200 metres, a scholarship holder of KGHM's 'Copper Rivalries' programme



FITNESS FOR THE OVERWEIGHT

Classes aimed at people aged 18-55 years and struggling with excess weight. Participation is each time preceded by a medical qualification including medical examinations and medical consultations.

Over 60 people took part in the activities.





SWIMMING FOR CHILDREN

The EKO-Health programme also includes regular basic swimming lessons for children aged 5-10 years. Classes are held at indoor swimming pools in several towns in the Copper Belt: Chojnów, Legnica, Lubin, Polkowice, Głogów and Rudna. Participants acquire basic swimming skills under the supervision of instructors from the region's swimming clubs. Swimming is a sport recommended especially for children. It helps to take care of the correct posture and correct curvature of the spine. Thanks to this sport, the child develops in a healthy way, is physically fit, has good physical condition and motor coordination. Water activities also have a very positive effect on the respiratory and circulatory systems.

To date, there have been 10 editions of swimming project, attended by approximately 3,000 children.



3,000

young swimmers in the Copper Belt

5-80

it is the age of the EKO-Health programme participants





COPPER RIVALRIES

'Copper Rivalries' is a programme launched by KGHM in 2019 in cooperation with the Ministry of Culture, National Heritage and Sport. We provide financial support to top athletes. **Each year, more than 20 athletes, representing various disciplines, receive a one-off amount of PLN 50,000 to help them achieve better and better results.** The scholarship is based on exemplary sporting achievements, result-oriented pursuit of a particular sporting discipline and a link to the Copper Belt.



Through the KGHM scholarship programme 'Copper Rivalries' we support Polish sporting talents. Their achievements are our common pride.

Marcin Chludziński

President of the Management Board of KGHM Polska Miedź S.A.



Among those honoured during the three editions of the programme were Poland's representatives and Olympic athletes, e.g. from the Summer Olympic Games in Rio de Janeiro or Tokyo, as well as employees of KGHM Polska Miedź S.A. The youngest scholarship holder, the promising tennis player Kasper Kulpa from the Copper Belt, has been supported by the company since the age of 13.



This is yet another year in which KGHM Polska Miedź has supported me and my career. Thank you for being there! I am flying to Tokyo with a calm head.

Radosław Kawęcki

a swimmer, three times world champion in swimming and representative of Poland at the Tokyo 2021 Olympic Games





KGHM ZAGŁĘBIE LUBIN FOOTBALL CLUB AND ACADEMY



KGHM Zagłębie Lubin is one of the leading sports clubs in the country. Its history dates back to 1946. The golden age of the club was undoubtedly the 1960s, when copper deposits were first discovered in our region and the Lubin Combine was established. Since then, KGHM Polska Miedź S.A. has been the owner and the main sponsor of the club which, during its 75-year history, has won the Polish championship **twice**, the Polish Super Cup, and also represented Poland on the European arena.

The club's own **KGHM Zagłębie Lubin Football Academy** continues the rich tradition of youth training in Lubin. In 2014, one of the most modern training complexes in Poland was opened thanks to the support of KGHM. Today, nearly 400 juniors train every day in the club's school in order to rise to the highest football level. The wide range of graduates of the Lubin school includes such players as Konrad Forenc, Dominik Gladun, Damian Oko, Łukasz Poręba, Bartosz Slisz, Arkadiusz Woźniak, Jarosław Jach, Jarosław Kubicki and Adrian Błąd. In addition, years of training at the KGHM Zagłębie Lubin Football Academy have been completed by Italian Napoli player Piotr Zieliński, Krzysztof Piątek who plays for Hertha BSC, Bartosz Białek who plays for VfL Wolfsburg and Filip Jagiełło who currently represents FC Genoa.



The most important successes of the KGHM Zagłębie Lubin Football Academy:

- Polish Junior Championship 2009/2010 and 2010/2011
- The Young Ekstraklasa Championship 2009/2010 and 2010/2011
- U-15 Central Junior League Championship 2017/2018 and 2020/2021
- 3rd place in the U-18 Central Junior League 2018/2019 and 2019/2020
- 3rd place in the U-17 Central Junior League 2018/2019





TOP 5 transfers of junior players of the KGHM Zagłębie Lubin Football Academy:

- Bartosz Białek WfL Wolfsburg (Germany) - EUR 5 million
- Jarosław Jach, Crystal Palace (England) - EUR 2.75 million
- Bartosz Slisz, Legia Warszawa (Poland) - EUR 1.6 million
- Filip Jagiełło, FC Genua (Italy) - EUR 1.5 million
- Krzysztof Piątek, Cracovia (Poland) - EUR 0.7 million

KGHM Zagłębie Lubin Football Academy in numbers:

- 400** so many **football juniors train every day** at the Academy
- 21** so many **training groups** at the Academy, including a girls' section
- 18** this is the **average age** (under 18) of the U-21 team in the 3rd league, the youngest senior team at U-21 level
- 12** this is how many **junior players of the Academy are in the first team of KGHM Zagłębie Lubin**
- 8** **full-size pitches** owned by the Academy (including 2 artificial and 4 floodlit ones)
- 2** The **number of certifications** the Academy can boast: PZPN Gold Star and Double Pass Certification.
- 3** number of **Academy teams playing in the Central Junior League** (U-18, U-17 and U-15)
- 47** **coaches** work at the Academy, including three with a UEFA PRO licence, three UEFA A Elite Youth, 19 - UEFA A, 7 - UEFA B and one UEFA C
- 50** so many **pupils** (from 1990 onwards) **have made their Ekstraklasa debut**
- 1** **every year** at least one student of the Academy **makes his debut in the top flight**

My task, as well as the task of all employees of the Academy, is to train young players so as to provide as many talented players as possible for the first team of KGHM Zagłębie Lubin. The greatest satisfaction for each of us is to see our junior on the pitch of the first team.



Adam Buczek

director of KGHM Zagłębie Lubin Football Academy



WE INVEST IN YOUNG TALENTS!





HANDBALL PLAYERS OF MKS ZAGŁĘBIE LUBIN

Take care of your health with handball stars!

KGHM is consistently promoting preventive health care and an active lifestyle among the inhabitants of the Copper Belt.

As part of the copper EKO-Health programme, female handball players and handball players from MKS Zagłębie Lubin encourage various forms of physical activity. KGHM Polska Miedź S.A. sponsors the women's team of this club. Kinga Grzyb, Daria Zawistowska, Marcel Sroczyk and Michał Stankiewicz know how to manage their time effectively and the benefits that outdoor movement can have for our health. In the spots specially prepared for KGHM, MKS Zagłębie women's and men's handball players encourage outdoor activity.

Regular running, cycling or testing your limits in outdoor gyms and fitness parks - all of these can be used to build good physical shape and effectively take care of your health.

The 2020/2021 season was one of the best ever for MKS Zagłębie Lubin. As in 2011, the Zagłębie women's team won a double, i.e. the Polish Champion title and the Polish Cup. It was the second gold medal (and in total, the nineteenth) in our rich history, as well as the third in a row and the seventh ever Polish Cup.



Zagłębie were unquestionably the best team in our country this season, and the 16-point advantage over the Polish vice-champion speaks for itself.





LOCAL EVENTS AND SPORTS ORGANISATIONS



PHYSICAL HEALTH

KGHM supports physical health by sponsoring local and national events, as well as by co-financing sport initiatives through the KGHM Polska Miedź Foundation, and by popularising pro-social attitudes and behaviours based on the values of physical culture. In 2020 alone, the foundation donated more than PLN 2 million to 35 projects in the 'Sports and Recreation' area.

Here are some selected projects and sports organisations in which KGHM is a partner:

- 'Cross Straceńców' in Głogów, including relay races, 'Bieg Małego Straceńca', Copper, Silver and Gold Run, Valentine's Day Cross Straceńców in Głogów, New Year's Run/Walk in Głogów
- On the Wolf Track - Run in Memory of Cursed Soldiers
- Zagłębie Lubin S.A. - football
- MKS Zagłębie Lubin - women's handball
- KS Cuprum Lubin - men's volleyball
- Volley Wrocław - women's volleyball





PREVENTIVE HEALTH PROGRAMMES

KGHM Polska Miedź S.A. has organised and financed a number of preventive health programmes, both for the employees of KGHM and for the inhabitants of the Copper Belt. In 2020 alone, KGHM donated more than PLN 3 million to a dozen of local governments in the Copper Belt for the purpose of, among others, purchasing medical equipment, medical examinations for local residents and trips for schoolchildren to the swimming pool.

Health prophylaxis for employees is most often organised by Miedziowe Centrum Zdrowia S.A. belonging to KGHM Polska Miedź S.A. Its centres are located in Lower Silesia and include a hospital, a specialist diagnostic unit and various specialist clinics.

KGHM funded a comprehensive socio-educational project named 'Sweet Julka' in 2018, through which:

- **7,000 pupils from 14 schools** in the Copper Belt took part in preventive lectures and workshops on healthy lifestyles and diets
- **3,000 pupils** were screened for diabetes or risk of diabetes (blood glucose screening, determination of body composition parameters)
- pupils participated in first aid demonstrations conducted by KGHM volunteers.

The KGHM Polska Miedź Foundation runs a proprietary '**Health Promotion and Environment Hazard Countering Programme**', as part of which it finances preventive health care trips to mountain or seaside resorts for children and youth from the Copper Belt. Between 2017 and 2020, it enabled outbound preventive health care for as many as 1206 pupils aged 6-16 with a funding amount of PLN 2.4 million.



An extremely valuable and well-received initiative is the free computed tomography examinations available to KGHM employees, which include

- early detection of lung cancer,
- diagnosis of emphysema,
- evaluation of calcifications in the coronary arteries.



DEPRESSION-AWARENESS WEEK



According to official statistics

1,5 million

of Poles suffers from depression

There is every indication that COVID-19 and lockdown will exacerbate the scale of this phenomenon.

The Copper Company supports mental health activities for the residents of the Copper Belt. In cooperation with local NGOs, free consultations, lectures and talks with specialists were organised for the residents of the Copper Belt as part of the Depression-Awareness Week (DAW).

- We explain what depression is, how to recognise it in yourself or your loved ones and where to seek for help (lectures are available to watch on YouTube).
- We facilitate the access to specialists' support - over 160 people benefited from free counselling during 2021 Depression-Awareness Week, including those with suicidal thoughts crisis.

DAW statistics

130,000

Facebook event reach

2,600

number of registered participants

17,000

number of page views

The lecture on teenage depression was revealing to me as a parent. I did not expect that my child could struggle with such adversity. Through the content, I have discovered how I can help and accompany my daughter as she enters adolescence.



Kamila, age 40

mother, listener of a lecture 'How to understand a teenager?'

DAW has received honorary patronage of:

- 26 Copper Belt local governments
- the Governor and Marshall of the Lower Silesian Voivodship and the Bishop of Legnica



RECOMMENDED INSTITUTIONS

- Family Formation Centre, Lubin | www.cfrlubin.pl
- Głogów 'Open Door' Association



LECTURES AND WORKSHOPS

Thanks to KGHM's involvement, institutions specialising in psychological and therapeutic support organise numerous educational and skills-development activities for adults, children and young people in the Copper Belt throughout the year. **Their main objective is to improve participants' interpersonal and parenting skills, to work towards family integrity and to strengthen social ties.**



The long-standing experience of the experts and institutions involved, attracts a large audience. It offers a wide range of speakers, topics and forms of participation, i.e. lecture, workshop, series of meetings and, since the pandemic, also in an online form.

The evaluation questionnaires clearly indicate that participants not only benefit from the classes, are satisfied with the way they are run, but also recommend them to others.

As part of maximising our impact, we provide KGHM staff with information about the activities organised. For this we use the following communication channels:

- Intranet
- Facebook
- notice boards
- corporate TV and newspaper

In this way, our employees also benefit from an interesting and free offer.

TOPICS:



Educational skills



Working on emotions



Assertiveness



Psycho-education



Stress



Communication



Adult depression



Adolescent depression



Postnatal depression



Professional burnout



Prevention of behavioural disorders



Mental health and maintenance of well-being



Bonds building



Child and adult addictions



Educational crises related to loss, illness, bereavement or death



Helping loved ones experiencing a mental health crisis



RECOMMENDED INSTITUTIONS

- Family Formation Centre, Lubin | www.cfrlubin.pl
- St. Joan Beretta Molla Family Specialist Clinic, Lubin www.pr.diecezja.legnica.pl/lubin
- Cor Ad Cor Foundation, Legnica | www.fundacjacoradcor.org
- Association of Catholic Families of the Diocese of Legnica, Chojnów www.rodzina.diecezja.legnica.pl
- Imelda Association, Chojnów



COUNSELLING, MEDIATION, THERAPY, SUPPORT GROUPS

In order to increase the availability of psychological support, with the people of the Copper Belt in mind we provide systemic and long-term assistance.

During the pandemic, we increased financial support for psychological counselling, mediation, psychotherapy, specialist therapy and support groups several times.

The offer is aimed at adults as well as children and adolescents.



In our view, this is advantageous for everyone: the company, the local authorities, the local communities and ultimately the individual. Through these preventive measures, we reduce the risk of much bigger problems such as addictions, depression, suicide, job cessation, loss of productivity due to addictions. We support a number of institutions in the region. **Part of the offer is paid and part is free.**

In October 2021 we financed the Mental Health Month project in our area. Free psychological consultations, lectures, podcasts and distribution of counselling books were again on the agenda. Together with our local partners, we are changing perception of mental health problems and encouraging people to get help quickly enough to avoid more serious crises and consequences.

The assistance offered is accompanied by information campaigns run by local NGOs and supported by local governments.



RECOMMENDED INSTITUTIONS

- Family Formation Centre, Lubin | www.cfrlubin.pl
- Głógów 'Open Door' Association
- Pro Familia Association, Polkowice
www.profamilia.polkowice.pl
- St. Joan Beretta Molla Family Specialist Clinic, Lubin
www.pr.diecezja.legnica.pl/lubin
- PAX Association, Lubin | www.paxlubin.pl
- Cor Ad Cor Foundation, Legnica | www.fundacjaacoradcor.org
- Effatha Counselling Centre at the Faith-Family-Life Association, Bolesławiec | www.affata.wiara.org
- Animus Foundation, Złotoryja



STRENGTHENING FAMILIES PROGRAM



This is one of three preventive programmes co-financed by KGHM and carried out in schools in the Copper Belt and Lubuskie Voivodship. **Cost-sharing with the local authority or school demonstrates that the programme is of value to local decision-makers.**

The Strengthening Families Program involves adolescents aged 10-14 and their parents. It is conducted in a workshop method and lasts app. 2 months. The sessions for parents and adolescents are held in parallel at the same time, and afterwards families attend a joint session.

I did not believe that the Strengthening Families Program would improve my relationship with my growing daughter. But it has! My daughter still rebels, but it no longer causes fights between us. I understood many things and learned how to talk to her and how to calm my emotions. It isn't easy but it works! A very nice time, a pity it was so short...

Ania Mirga, mother of Nikola



RECOMMENDED INSTITUTIONS

- Family Formation Centre, Lubin
- Głogów 'Open Door' Association

Love and boundaries

STRENGTHENING FAMILIES PROGRAM

The only programme of its kind involving children and parents

During 7 two-hour meetings you will learn:

- how to support your child,
- how to build relations with them,
- how to create boundaries,
- how to draw consequences effectively,
- how to protect your child from using psychoactive substances.

Your child will learn how to:

- set and realise own goals and dreams,
- comply with rules,
- cope with peer pressure,
- cope with stress.

Why did we choose programmes from the state recommendation system?



proven practices



based on scientific research



visible effects in 2-3 years



SCHOOL FOR PARENTS AND EDUCATORS

The other regionally funded prevention programme from the state referral system is the School for Parents and Educators. We have been implementing it on an increasing scale since 2019. In 2020, 350 parents took part and in the first four months of 2021, the number of participants reached 100. Half of the cost is traditionally covered by the local government.

The City of Legnica values this programme so much that it plans to include all teachers from Legnica's schools within three years. Programme motto: 'To educate is to love and expect'.

The School for Parents and Educators programme, which takes the form of workshops lasting 40 hours, is an effective way of improving parents' education skills. According to a study of teenagers in the Copper Belt, the mere fact that parents talk to their children reduces the risk of suicidal thoughts or use of harmful drugs by up to two times.

The effects of the referral programmes we care about:

Effects in parents



Effects in teenagers




The workshops of the School for Parents and Educators have made me know how to talk to children so that they will listen and I do it without unnecessary nerves. The course leaders were wonderful and gave lots of advice on how to teach your child independence and responsibility. I recommend this workshop to all parents.

Katarzyna
living near Lubin, mother of children aged 6, 11 and 13

I took a lot of valuable advice from the classes, I learned how to deal with some problems, I noticed my own mistakes. I am motivated to change first and foremost within myself.

Adam
participant of the School for Parents and Educators, Legnica

- 
- RECOMMENDED INSTITUTIONS**
- Family Formation Centre, Lubin
 - Głogów 'Open Door' Association



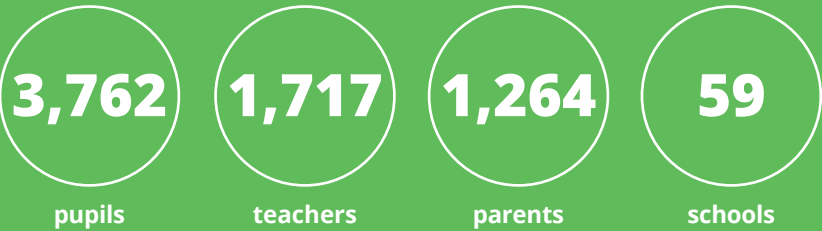
ARCHIPELAGO OF TREASURES

The Archipelago of Treasures is a recommended programme of integrated prevention, which simultaneously addresses many different problems and risk behaviours of young people in the broad context of threats in the modern world. The programme takes the form of a two-day meetings with schoolchildren aged 13-16 and accompanying lectures for parents and teachers.

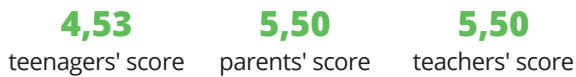
The programme complements and reinforces the educational work of parents and teachers. Evaluation studies have confirmed its **effects** such as:

- reducing drug use
- less suicidal thoughts among girls
- reducing alcohol consumption among young people
- improving the classroom climate
- reducing the use of pornography among boys

For the first two years from 2019 in the Copper Belt, the programme co-financed by KGHM covered:



The average score of the Archipelago of Treasures on a scale of 1-6 **in primary schools:**



The average score of the Archipelago of Treasures on a scale of 1-6 **in secondary schools:**



RECOMMENDED INSTITUTION:

- Institute for Integrated Prevention www.ipzin.org

I have been a school educator for 15 years. Archipelago of Treasures was a discovery for me. The guidance for teachers has changed my work for the better and added new motivation for the youth.

Patrycja Jambrożek, pedagogue from Primary School No. 2 in Polkowice

The meeting was interesting and informative. Afterwards, you can find common ground with a child and understand their feelings, actions, dreams and spend time talking with them.



A parent of a Year 7 pupil from Janusz Kusociński Primary School in Grębocice





GUIDEBOOK 'CHILDREN IN THE VIRTUAL NETWORK'

KGHM cares for digital safety. The company commissioned the creation of a practical guide, 'Children in the Virtual network', and made it available to the staff and all educational establishments in the region.



We are grateful for the material made available by KGHM Polska Miedź S.A. Using the guidebook, we have the opportunity to provide parents with many practical hints and solutions to intervene early and avoid threats.



Krystyna Krzyżaniak, Director of 'Słoneczko' Municipal Kindergarten No. 2 in Polkowice

The guidebook answers questions asked by many parents, including:

- How to protect a child from the dangers of the digital world?
- How do I find out if my child is addicted to a smartphone or plays too much?

I deal professionally with new technologies and I know what risks they may entail. As a parent, I am aware that many of these are the result of inappropriate smartphone and internet use by children and teenagers. The guidebook gives valuable advice to parents of children of all ages. Parents also have to set conscious requirements and boundaries for teenagers, and this is what the so-called digital contract with the child can help with. I heartily recommend this publication.



Ireneusz Jazownik
General Director of COPI, Director of the IT Security Department of KGHM Polska Miedź S.A.
father of a 15-year-old boy, 17-year-old and 19-year-old girls



Studies and reports from recent years leave no illusions: **the Internet is becoming an increasingly dangerous space for children**. It is as much about the time our children spend with a smartphone or laptop as it is about the content they watch, most often without any adult control.

The guidebook includes research findings, statistics, opinions from technology developers and simple tips from parenting practitioners.

The guide is available at the following link



www.kghm.com/dzieci

A child who spends too much time with a smartphone:

- Relates less well
- Sleeps worse
- Learns worse





LEADER100 PROGRAMME IN SCHOOLS

The aim of the Leader100 habit and competence development programme for families and schools is to support, without unnecessary procedures, the upbringing of children and young people by families and the school in cooperation with families, taking into account the individual characteristics of each pupil.

The development of competences through the consolidation of a specific habit is carried out by means of proven Leader100 materials, according to the Aristotelian and natural three-stage scheme of personal development, i.e. self-assessment, setting a training plan and implementing the plan.

As of 2019, the programme, with the support of KGHM, has been implemented in more than a dozen schools in the Copper Belt, such as Głogów, Białółka, Lubin, Polkowice and Legnica. More schools are joining the project. This is done with KGHM financing 50% of the costs.

I am pleased that our school, along with pupils and their parents, can access Leader100 materials via an online platform, which made it easier to use during the pandemic when everything was online.



Magdalena Dobroskok

educator at the United Nations School in Polkowice

It's great that my class is taking part in the Leader100 programme. Through it, we can gain the knowledge that can be used in adult life.



Kamil

pupil, 15 years old

Thank you very much for the opportunity to use Leader100 materials in our school; it makes it very easy and structured to implement the school's prevention and education programme, as well as making better use of parents' educational potential.



Katarzyna Dzwonkowska

deputy director of Primary School No. 1 in Legnica



COMPETENCE: RESPONSIBILITY

100 sample Leader100 chores or household tasks (sorted by age):

FROM 1-2 YEARS OF AGE

1. I throw my nappy in the bin.
2. I put things in the bin.
3. I put the sponge back in place.
4. I prepare my shoes for the next day.
5. I clean up the toys.
6. I turn off the light in the room.
7. I take out bread for breakfast.
8. I help put away the products after breakfast.

FROM 3-4 YEARS OF AGE

9. I take off my clothes and shoes and put them in their place.
10. I make the bed.
11. I clean up my toys when I am done playing.
12. I help set the table for the meal.
13. I am responsible for keeping the hallway tidy.
14. I turn off the light - I am responsible to keep the light on only when needed.
15. I put plates (or just cutlery) in the dishwasher.
16. I take plates (or just cutlery) out of the dishwasher.
17. I bring nappies for younger siblings, take out dirty nappies.
18. I help clean up toys after younger siblings.
19. I peel fruit.
20. I spread butter and jam on the bread.
21. I sort books by size.
22. I arrange my plushies on the bed and shelves.
23. I prepare my clothes for the next day.

**Continued
in Leader100 materials**



RECOMMENDED INSTITUTION:

- **Leader100 Education Foundation**
www.leader100.pl



DIAGNOSTIC RESEARCH ON ADOLESCENTS

This is one of the proposals for schools, eagerly used by local authorities in the Copper Belt and municipalities in Lubuskie Voivodship. Half of the costs is covered by KGHM, and the other half is financed by the municipality, district or educational institution.

What does the research give us?

Each school receives a detailed report that can provide a solid foundation for the education and prevention programme. The local government can shape social policy on their basis, and KGHM can better select the social programmes it initiates.

The opinion survey diagnoses young people holistically in terms of problems and potential, and thanks to the large survey sample we know about local specific protective factors and risk factors.

In the period of 2019-2020:



over **2,000**
survey questionnaires
completed
by adolescents



40
detailed reports
for schools



3
aggregate
reports

We know the problems:

(Diagnosis of grade 7 adolescents in the Copper Belt in 2019, N=792)



6% adolescents
have used drugs
in the last 6 months



15% smoked cigarettes



44% have used alcohol
in the last 6 months



of girls and **22%**
of boys had suicidal
thoughts
in the past year



The strongest protective factors:

- parents
- school
- religion practices



RECOMMENDED INSTITUTION

- Institute for Integrated Prevention
www.ipzin.org



PATRONAGE CLASSES

KGHM cares about the staff of the future already at secondary school level. In the Copper Belt there are 9 school complexes with classes under the auspices of KGHM, as part of the 'Competent in the mining and smelting industry KGHM – key partner in vocational education' programme established in 2018. In the 2020/2021 school year, more than 1.900 students participated in the programme. Students of patronage schools can count on the Company's substantive support, access to didactic materials and, above all, can benefit from a dedicated scholarship programme and the possibility to participate in practical vocational training in the Departments of Polish Copper.

Representatives of technical professions are 'worth their weight in gold', and as many as 14 professions sought after in our region are educated in KGHM's patronage classes!



The programme was launched in 2018, with the first graduate of the patronage class appearing on the job market in May 2019. Since then, we have employed almost 140 of 'our' students. From June 2020, graduates of KGHM's patronage classes will be able to show off their academic achievements as part of the programme when applying to us for jobs. Especially for them, we have adapted our recruitment system so that they can attach an appropriate certificate of completion of a patronage class. This is valuable information for us when selecting candidates and inviting them to the next stage of recruitment.



Magdalena Wróbel

Executive Director for Human Resources Management in KGHM



It is also worth mentioning that, as part of cooperation with technical and industry schools and the Ministry of Education and Science, it was possible to create core curricula and launch education in new professions needed at KGHM: technician and miner of underground extraction of minerals other than hard coal, as well as operator of a group of processing machines and equipment.

As part of its close cooperation with schools involved in the patronage programme, **in February 2021 the copper company donated nearly PLN 170 thousand for the provision of additional equipment in classrooms and technical laboratories.** Interactive monitors, notebooks, projectors, graphic tablets and specialist equipment such as a Dobot robot with machine vision for teaching robotics, a crucible furnace, pumps and auto-transformers were purchased.



www.kghm.com/kariera



COOPERATION WITH UNIVERSITIES

Developing key competencies for the copper company also involves cooperation with higher educational institutions. KGHM co-organises dual-degree courses in **'Mining and Geology' at the Jan Wyżykowski University in Polkowice**. These studies are a natural extension to build your career path and an opportunity to earn the degrees necessary for promotion to supervisory positions. At the same time, the dual education system ensures that the course is tailored to the realities of working underground and provides the practical knowledge necessary for students.



The best students in this field can benefit from a scholarship fund.

The copper giant also took patronage in 2021 of the new **'Automation and Robotics' faculty at the State Higher Vocational School in Głogów**.

The care of the 'automatics' faculty is our response to the situation on the labour market. Already now, we need to take care of qualified staff and ensure the supply of specialists to implement strategic directions, including KGHM 4.0.



Adam Bugajczuk

Vice President of the Management Board of KGHM for Development



The KGHM Polska Miedź Foundation in 2020 has allocated

PLN
3,5
million

to 51 projects in the field of 'Learning and Education'.



www.kghm.com/pl/kariera/dla-studentow



LEADERS - KGHM LEADERSHIP SCHOOL

Since 2019, as part of the 'Leaders' project, KGHM has been educating young people in the areas of skills, knowledge and abilities necessary to perform important political, social and business roles in the near future.

Classes, over several sessions, are conducted by representatives of the senior management of KGHM Polska Miedź S.A. and a group of experts from Poland and the United States, representing various disciplines.

Each year, 30 participants from all over Poland take part in the Leadership School, and the winners receive educational vouchers with a total value of almost PLN 20 thousand.



COMPETENCES OF THE FUTURE

The 'Leaders' project is a unique activity in Poland which consists in training future leaders of the business and social sphere and preparing them to play an important role in a dynamically changing world. The participants acquired knowledge and skills necessary for modern managers. The lecturers and trainers who trained the future 'Leaders' placed particular emphasis on the practical side of managing organisations whose environment forces constant adaptation, innovation and creativity.

Radosław Żydok

Director of Regulatory and Strategic Analysis Department, KGHM Polska Miedź S.A.



The KGHM Leadership School brings together young people who pursue their passions and want to work for Poland. The great value was the classes taught by eminent experts and the opportunity to have an adventure with 30 people I did not know before. The challenges we faced showed me my strengths and weaknesses. It was also interesting to work together in a group made up of many strong personalities.

Michał Orlik

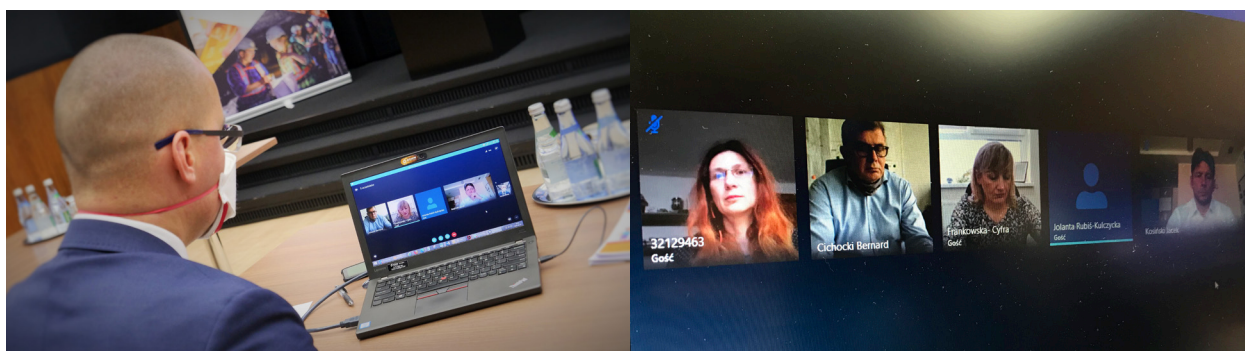
winner of the first edition of the project, AWF student and scout





LEADERSHIP IN EDUCATION. VOLUNTEERING BY KGHM MANAGERS

KGHM co-funds and supports, through volunteer competencies, the headmasters of schools in the Copper Belt as part of the Leadership Academy for the Leaders of Education (APLO) - the first innovative programme in Poland to develop leadership in education carried out by the Humanities Institute. The programme consists of 3 components: workshops and lectures, mini social network work (mini APLO) and individual work with coaches/mentors from top business executives. It is a 12-month leadership development programme created on the basis of the Coherent Leadership Model™, giving the school headmasters a chance to develop at a level hitherto reserved for top business executives, following the example of programmes run by the world's best universities.



For 2020-2021, 13 school headmasters and an association representative from the Copper Belt have already taken part. One of the pillars of the programme is a 6-month coaching programme led, among others, by the presidents of KGHM Group companies and executive directors of KGHM Polska Miedź S.A. Cyclical meetings between school headmasters and representatives of business senior management are intended to help drive change in the school. KGHM managers share competencies with the headmasters of schools in the Copper Belt as part of competency-based volunteering.

The Leadership Academy for the Leaders of Education offered by KGHM to school headmasters from our region is a thorough development programme that exceeded my expectations. It draws on the experience of top business trainers and lecturers. My colleagues are already feeling the real effects of my participation in the academy.

Paweł Korzeń

Director of the Głogów Polytechnic Schools Complex



The programme certainly allows you to develop your leadership competences. It teaches new skills that are very useful to a leader. I am very interested in this. I think I have a certain experience base and I like to confront it with the knowledge of business experts.

Elżbieta Frankowska-Cyfra

Director of Primary School in Białoleka in the municipality of Pęcław



www.aplo.pl





E-BOOKS LEADER100.ONLINE FOR PARENTS

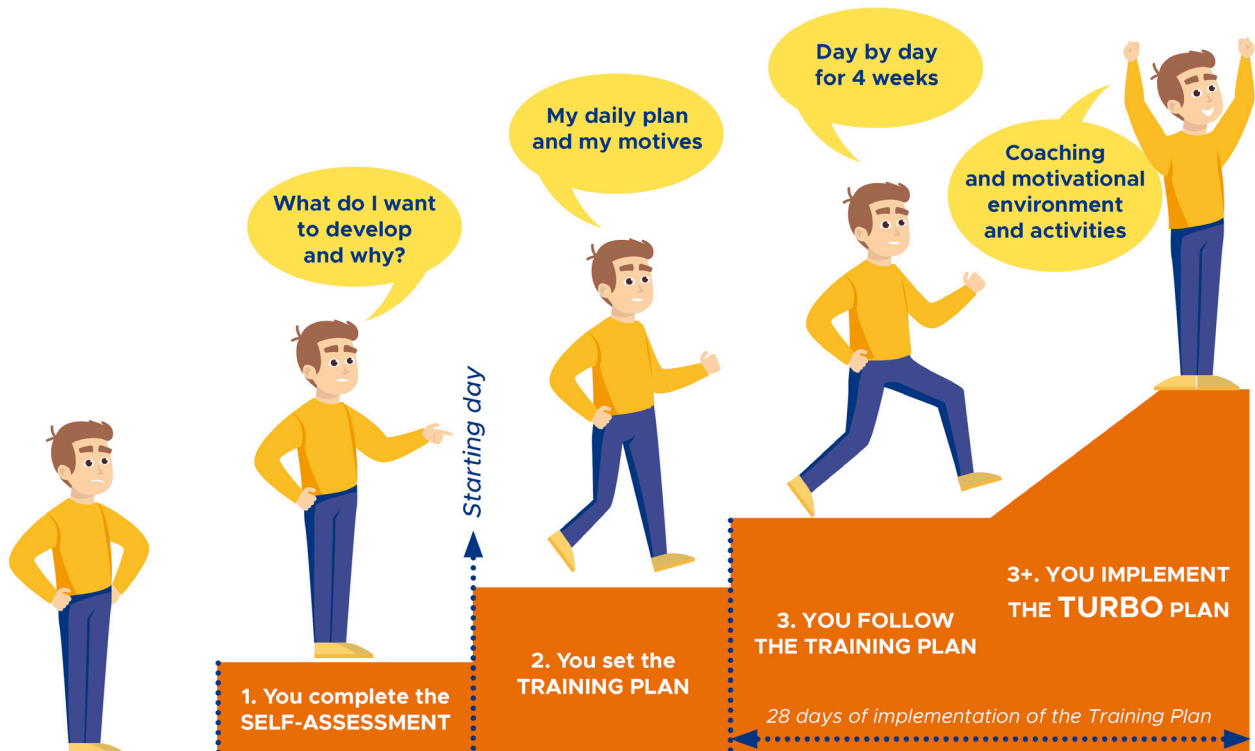
Leader100.online personal development e-books are a tool to help parents and educational institutions develop positive habits and competencies in children and teenagers between the ages of 6 and 18.



Employees with their families from the KGHM Group, as well as all schools in the Copper Belt, have the opportunity to use the aforementioned Leader100 materials in e-book form. Access to them has been bought by KGHM and they can be downloaded from a dedicated page belonging to the copper company.

During the first 3 months of the project, the materials were downloaded 6,700 times.

COMPETENCES OF THE FUTURE



The Leader100 tools are based on research that says by repeating an activity for 28 consecutive days, a positive habit can be formed. They have already helped thousands of families build the universal competences of children and youth.

I have two sons, one uses Leader100 materials and the other does not and the difference is immediately apparent, if only by looking at their desks.



mother of Jurek (13 years old) and Piotr (15 years old)



MEETINGS OF THE MANAGEMENT BOARD OF KGHM WITH LOCAL GOVERNMENTS

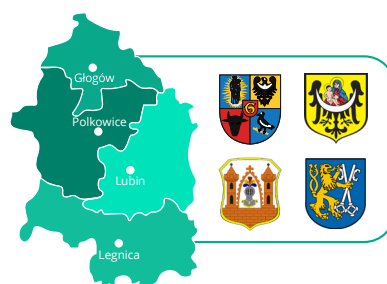


The effectiveness of KGHM's CSR activities is supported by an **intensive dialogue and a model collaboration with local governments**. Every two months, meetings are held between the Management Board of KGHM and local authorities in the ranks of town presidents, starosts, mayors and heads of counties. Together with local authorities we solve local social problems.

During the pandemic, we continued online discussions and conversations. We take stock of the status of projects, draw conclusions and forge new ideas for smooth implementation.

In January 2020 KGHM and the administrators of the **vast majority** of local governments signed a joint **Declaration for the Family in the Copper Belt**, which was confirmation of the implementation of joint projects and a promise to extend them:

In view of dynamic social and technological changes, with a sense of responsibility for the local community, in view of the need to invest in the family, and placing the individual at the centre of our activities, we declare our will to carry out joint activities in 2020 for the benefit of the family in the Copper Belt, addressed primarily to youth, parents and educators, strengthening values protected by the Polish Constitution, such as marriage, family and parenthood, and strengthening family and social ties, as a positive response to the demographic crisis.



SOCIAL TIES

Polkowice is the Heart of the Copper Belt not only because of the official logo of the municipality. This phrase is justified above all in the context of the daily lives of its inhabitants. The social activities undertaken by KGHM are therefore, in a way, a reflection of our joint efforts to ensure that the inhabitants of the Polkowice municipality enjoy optimal conditions for their personal development, health and safety.



Łukasz Puźniecki
Mayor of Polkowice





EXPERT SUPPORT FOR LOCAL GOVERNMENTS

As part of its good cooperation with local governments, KGHM is a partner of expert support in the form of thematic conferences for local governments. **In 2019 alone**, i.e. before the outbreak of the COVID epidemic, **400 members of the local governments and civil servants** participated in expert workshops, trainings and conferences on social, environmental, financial and economic issues funded by KGHM.

Coronavirus has moved this area of activity into the virtual space or forced hybrid solutions.



Cooperation between local governments, companies and employers' organisations is a recipe for sustainable development in our region.



Beata Staszów

President of the Employers' Organization of Polish Copper, which is a frequent co-organiser of conferences for local governments



Conference themes from the last two years:



Together we create quality of life in the region



Integrated prevention as a response to developmental needs and problems of adolescents



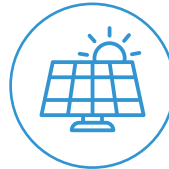
Financing for the development of local government



Electromobility in the Copper Belt



Foster family care



Green Copper Belt - Renewable Energy Sources (Photovoltaics)



Rationale and ways for effective family support in local government



Comprehensive waste management in the Copper Belt



RECOMMENDED INSTITUTION:

■ **Employers' Organization of Polish Copper**
www.pracodawcy.pl



TOWN AND COMPANY APPRECIATE PARENTS

We inspire and support.

Together with the town of Głogów, KGHM has inaugurated a programme to honour the city's new citizens, following on from the action of KGHM Polska Miedź S.A. 'Wonderful Parents'.

Gifts for the birth of a child from the Głogów office are accompanied by a special copper jewellery piece.

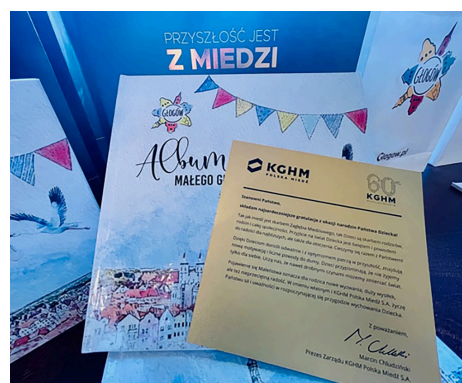


Just as copper is the treasure of the Copper Belt, children are the treasure of parents, families and the whole community. The birth of a child is a celebration and a reason to rejoice for those closest to you, but also for those around you. We rejoice with you.

says **Marcin Chludziński**, the President of the Management Board of KGHM Polska Miedź S.A., in a special letter enclosed with gifts for parents.



From July 2021 onwards, the parents of every new-born child living in Głogów will receive a gift when receiving their birth certificate, including an 'Album of a little Głogów resident' and a copper pendant on a silver chain from KGHM, on which, for example, the child's name can be engraved.



KGHM promotes family-friendly activities. We are glad that the town of Głogów, like us, appreciates the parents' educational efforts through this symbolic gesture at an important time in their lives. Other municipalities in the Copper Belt are also welcome to join.

Lidia Marcinkowska-Bartkowiak
Executive Director for Communication
in KGHM Polska Miedź S.A.





ACTIVITIES FOR CHILDREN AND ADOLESCENTS

KGHM has a long tradition of supporting the local environment, dating back much earlier than the history of the concept of CSR. One of the many ways to make a positive impact is to **subsidise activities for children and adolescents**:

- promoting healthy habits, volunteering and citizenship
- increasing public participation
- improving growth conditions for children.

Every year, the KGHM Polska Miedź Foundation supports projects such as rehabilitation and health care trips, summer holidays organised by local institutions, e.g. NGOs, parishes or orphanages, and activities to build the competencies of youth.



INTEGRATION OF GENERATIONS

In the Copper Belt, various family events, picnics, festivals and traditional local celebrations are very popular. KGHM, by marking its presence as a partner at these events, is making a contribution to the building of local social bonds which create community. Projects supported by KGHM are based on the energy and ingenuity of local enthusiasts. Examples include the comprehensive pro-health programme with a strong intergenerational and family-oriented emphasis, **'Health - it's a family affair'**, and the project **'City Volunteering'**, implemented by the City of Legnica thanks to a donation of PLN 300 thousand from the copper company.

'Work and play unites generations' is in turn the name of a project by the Imelda association from Chojnów. The aim of the action was to build local identity and intergenerational integration through cooking classes, a lecture and educational activities and an integration meeting. Despite the pandemic, volunteers from the local Large Families Association organised a series of intergenerational activities for children, teenagers, adults and families entitled **'Family is important'**, including ceramics, DIY workshops and guided hikes.

Big projects with big budgets are impressive. But the small ones, driven by grassroots energy, are also beautiful.



I really enjoyed the sports activities because every week we could try a different sport, such as handball, archery and many others. They were very interesting and we could spend time actively and sportily with the whole family.



Weronika (10 years old)

participant of the 'Health - it's in our family' project



'naMIEDZI' TOURIST APPLICATION



As part of the good cooperation between KGHM Polska Miedź S.A. and local governments, a free mobile application called naMIEDZI was created. **It is a kind of guide to the greatest curiosities and historic monuments of the Copper Belt.**

You will
find there

over
20
routes

for sightseeing,
thanks to which
you can discover

more than
250
tourist
attractions

from all over
the region lying
over the copper
deposits.

IDENTITY

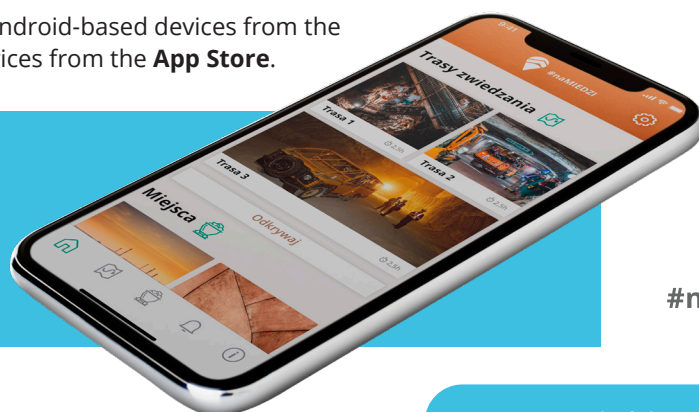
By using Beacon technology, the content of some points is hidden and only displayed when the app user is physically in a specific location. This provides an opportunity to organise competitions using the app, held as part of KGHM's 60th anniversary celebrations.

The application is an opportunity for local authorities, which benefit from all its functionalities free of charge. Most of the tourist routes have been prepared by enthusiasts of local heritage from local authorities and cultural institutions. **To embark on this tourist adventure, all you need is a mobile phone or tablet with Internet access, a location function and Bluetooth... and the will to do it!**

Five thematic routes were devoted to the copper industry. Users of the app can find out if it is possible to fly drones underground and what journey grey copper ore has to take to turn into a rusty orange cathode with 99.99% Cu content.

The app can be downloaded from Android-based devices from the **Google Play** shop and from iOS devices from the **App Store**.

DOWNLOAD
FREE
APPLICATION



#naMIEDZI

www.namiedzi.com



SAVING HISTORIC MONUMENTS

A very important part of the activities of the KGHM Polska Miedź Foundation is the 'Culture and Traditions' area. In its framework, the Foundation supports projects that nurture mining and metallurgical traditions, commemorate Polish cultural and historical heritage and strengthen local cultural identity at the local, regional and national levels. The funded projects related to the saving of cultural and traditional heritage contribute to a significant improvement in the condition of many historic buildings, and some even save the monuments from a building disaster. In the area of culture and the arts, the foundation financially supports various artistic and cultural events organised by local governments, associations, cultural societies, cultural centres and museums.



IDENTITY

The KGHM Polska Miedź Foundation pays respect to the cultural heritage of previous generations as a basis for building its local identity.

In 2020 alone, subsidies were provided to

101
projects

in the area of 'Culture and Traditions' for the total amount of

PLN
8,1
million

Travelling around Lower Silesia, a tourist may often see a KGHM Polska Miedź Foundation plaque on a monument in connection with roof replacement or other renovation work. KGHM is continuing the proud 60-year tradition of caring for local heritage.



Lidia Marcinkowska-Bartkowiak

member of the Management Board of the KGHM Polska Miedź Foundation



BROCHURE PROMOTING THE COPPER BELT



Praise thy neighbour, but know not thyself?

KGHM praises and promotes the Copper Belt through such materials as the brochure 'Get to know the Copper Belt with the Copperites Family'.

As part of the **Two Hours for Family** campaign in 2021, a publication printed in **25 thousand copies** was distributed to employees of the KGHM Group, through which, among other things:

- we show the adventures of the Copperites Family, in which everyone has a name referring to a well-known figure from the region's history
- we encourage family activities
- we promote the naMIEDZI application for individual and family tourism
- we build local identity and pride in the region.



And how do you learn about and promote your little homeland?

The material was created for whole families.

It includes cut-and-paste templates, games and puzzles for children.



RECOMMENDED INSTITUTION:

- Głogów 'Open Door' Association



'IN THE SHADOW OF THE COLLEGIATE CHURCH' IN GŁOGÓW

15 August in Głogów is commonly associated with a local event called 'In the Shadow of the Collegiate Church', organised to celebrate the Assumption of the Blessed Virgin Mary, Polish Army Day and the Festival of Culture and Tradition of the Głogów region.

Every year, the rich programme of the event draws crowds to the green areas around the historic collegiate church, in the renovation of which KGHM played a significant part. Children participate in games and competitions. Adults savour the specialities prepared by the villages and municipalities presenting themselves at the stands. Folk groups put on an artistic programme. There are associations, foundations, organisations, foresters, firefighters, the army and the police - in short: **the whole town and its surroundings in one place.**

A traditional attraction of the event is the 'Culinary Theatre' with the largest pot in Poland in which the famous 'capitulary soup' is cooked.



'In the Shadow of the Collegiate Church' is organised by the Głogów Powiat in cooperation with the City of Głogów and the surrounding communities, with the KGHM Polska Miedź Foundation being the main donor to the project.

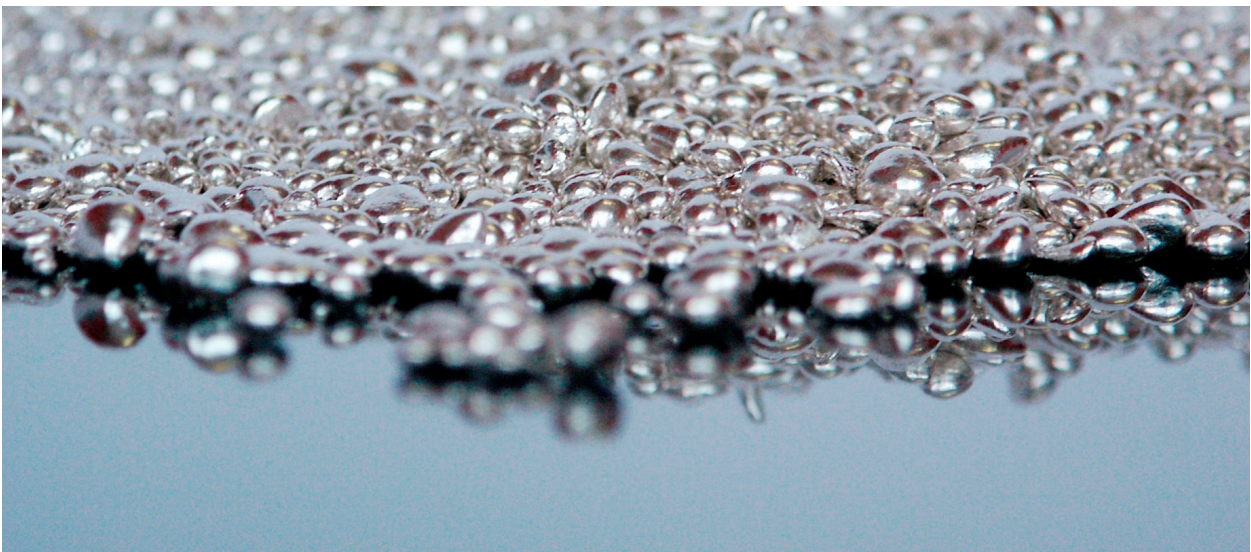




SILVER FESTIVAL AT THE LEGNICA ART GALLERY - WE GIVE SILVER

As a patron of the arts, KGHM has been a reliable partner of the Legnica Silver Festival for many years.

The company donated 5 kilograms of silver granules as prizes in the 29th International Goldsmithing Art Competition organised as part of the Silver 2021 Festival in Legnica.



The 2021 competition received 400 entries from 35 countries and five continents.

400
pieces
of silver
artwork

35
countries

To illustrate: 5 kg of silver can be used to make 1000 wedding rings, 500 pairs of earrings or 250 bracelets. So the reward from KGHM is substantial. We are cheering on the Silver Festival. We are very pleased that the event is returning after the coronavirus pandemic situation.



Sylvia Jurgiel

Spokesperson of KGHM Polska Miedź S.A.





SERIES OF BROADCASTS ON POLISH RADIO 'THE ONLY SUCH PLACE'



The broadcast 'The only such place' shows the beauty of Poland. Journalists of the Polish Radio station 'Jedynka' Roman Czajka, Sława Bieńczycka, Grzegorz Frątczak and Marta Januszewska visit places yet undiscovered or forgotten every week.

The programme is rich in hikes along interesting tourist routes, talks with people speaking of their passions and sharing their love for the place where they live.

IDENTITY

It's worth turning on 'Jedynka' at 9 a.m. on Saturday morning to find out how inspiring and fascinating Poland is, how rich our history is and how much you can 'see' while listening to the radio.

200
broadcast
episodes

On the website www.polskieradio.pl, under the tab 'Jedynka - Jedyne takie miejsce', you can listen to nearly 200 episodes of the broadcast 'The Only Such Place'

Six broadcasts were created thanks to the sponsorship of KGHM.

It is a way to get to know the most interesting places in Poland through headphones.
Ready to discover the undiscovered?





PLN 5 FOR CHILDREN'S HOMES FOR 1 FILLED QUESTIONNAIRE

The employee questionnaire is a standard in the corporate world. Through our voluntary anonymous questionnaire addressed to all employees of KGHM Polska Miedź S.A., we additionally help those in need, i.e. children from orphanages and foster families.

The Management Board of KGHM has declared that, for each completed questionnaire, it will donate 5 PLN to a care institution. As a result, in January 2021, thanks to the commitment of KGHM Polska Miedź S.A. employees, we allocated over PLN 40 thousand to the needs of children in foster care in the Copper Belt. The money went to 13 poviats indicated by KGHM employees, for rehabilitation, courses and teaching aids for children in foster care, i.e. children's homes and foster families.

Wypełnij ankietę i POMÓŻ DZIECIOM!

ANKIETA = NA DOMY DZIECKA

- 1 Wypełnij anonimową ankietę, którą otrzymasz od przełożonego.
- 2 Wskaż powiat, na który KGHM prześle darowiznę z przeznaczeniem dla dzieci z rodzin zastępczych i domów dziecka.
- 3 Do 31 października wrzuć wypełnioną ankietę do skrzynki w Twoim Oddziale.

Twoja opinia o miejscu pracy pomoże nam być lepszym pracodawcą! Jeszcze w 2020 r. zabiega KGHM pozna wyniki ankiety.

KGHM



8,074
completed questionnaires



PLN 42,885 of donations
to local children's homes



43%
completion rate



Strengthening cooperation
with local authorities

There are 320 children in foster care in the Głogów Powiat. Every donated zloty is a real help in their daily lives and puts a smile back on their faces. I thank KGHM and its employees for this gift from the heart.

Krystyna Piasecka-Olejniczak
Director of PCPR in Głogów Powiat

Thank you for the fact that KGHM consistently supports foster care. This money is much needed. Thank you for every completed questionnaire and every five zloties donated for the benefit of our children from the Polkowice Powiat and the entire Copper Belt.

Kamil Ciupak
Head of the Polkowice Powiat





MIEDZRODZINE.PL CAMPAIGN to find foster parents

In our dialogue with local governments, we have noticed that there is a shortage of foster parents in our area. **In 2019, we organised an expert conference to learn about good practices for getting 'guardian angels' for children in need.**

In Poland, over 72 thousand children are deprived of parental care. This is the same as the population of Lubin, where the seat of KGHM is located. One fifth of these children live in so-called children's homes, which are not the optimal place for their development. A foster family is better. **We initiated and were the main donor of the social campaign www.MiedzRodzine.pl, which combined the forces of the local governments and benefited from the support of the companies CCC SA, Piast and Legnica Special Economic Zone.** The campaign was implemented by the SOS Children's Villages Association. The related video showed a beautiful foster family with a bunch of kids, which was created by one of KGHM's employees together with his wife, having previously raised five biological children.

OBJECTIVE?

Finding foster parents for 40 toddlers from the Copper Belt and changing the image of foster parenthood.

Although the video and posters reached an audience of 273 thousand online and via outdoor advertising, by mid-2020 there were only a handful of foster parent candidates. Thanks to the consistent successive steps and low-budget follow-up, applications slowly increased and candidates were trained to become foster parents. **In April 2021, we already had 10 new parents, i.e. five married couples who took in over a dozen children in total.**



RECOMMENDED INSTITUTION

- The SOS Children's Villages Association.

Pierwsze  rodziny

Szukamy rodzin zastępczych dla 40 dzieci z Zagłębia Miedziowego. Więcej na www.miedzrodzine.pl



Watch our video

www.MiedzRodzine.pl



SUPPORT FOR CHILDREN'S HOMES

Christmas gift collections, holiday funding or support during renovations. Together with its employees, KGHM remembers about the children who have a more difficult start in life in various ways every day.

Some of the campaigns for children from children's homes in which KGHM employees are involved are grassroots in nature, which is particularly pleasing. For example, the HDK Club 'Maltese Legion' started renovating a flat for foster care alumni in the summer of 2021. In their spare time, KGHM employees painted walls, laid new floors and refreshed ceilings. The renovated premises will serve as temporary accommodation for the wards of the Polkowice foster care who are entering adult life.

On the occasion of Christmas, children from orphanages could often count on the generosity of employees during collections of the most necessary everyday items or small Christmas gifts. **Financial support is also provided by the KGHM Polska Miedź Foundation, which finances teaching aids or summer holidays, for example.**



EMPATHY



WE THANK FOSTER FAMILIES

KGHM supports foster parenthood, so we wanted to celebrate the annual Foster Parenthood Day on 30 May together with foster families. In 2021, we invited them to 'Family Animation Zones'.


Various recreational and sporting competitions, competitions, games, a family photo session and many other attractions awaited the participants of the event.

This is yet another time we thanked the foster families for their open hearts. In 2020, we launched the #RodzinaChallenge campaign by recording a spot featuring KGHM Polska Miedź S.A. employees with Management Board member Katarzyna Kręczmańska-Gigol. Similar videos thanking foster parents for their efforts have been recorded by local companies and municipalities with our encouragement.

We welcome every new foster family and at the same time try not to forget about the existing ones and support them together with the local community.



EMPATHY

 **RECOMMENDED INSTITUTION**
 ■ Głogów 'Open Door' Association

The 'Family Animation Zones' received applications from more than 150 foster families from Legnica city, poviats of Legnica, Polkowice, Lubin and Głogów. Unfortunately, due to pandemic restrictions, a total of only 67 families were ultimately able to take part in the event, including 7 foster families of KGHM employees. We will have a similar proposal for the others soon.



Project Manager in the Communication Department of KGHM Polska Miedź S.A.

Gabriela Jednorąg





HELP FOR SENIORS DURING THE PANDEMIC

At KGHM, we take a comprehensive approach to combating the pandemic. Therefore, in order to help seniors during times of isolation and health challenges, we offered both something for the body and something for the spirit.



We involved NGOs, local governments, social welfare homes, schools and kindergartens, and indirectly hundreds of volunteers who distributed food, protection packs, guides and good words of support to those most affected by this difficult time, the elderly. We supported senior citizens before Christmas, on Grandmother's and Grandfather's Day, on Fat Thursday and on Women's Day.



34
thousand
seniors

PLN
520
thousand

At least 34 thousand senior citizens received support, and a substantial amount of PLN 520 thousand went to those most in need.

We have triggered an avalanche of good. Kindergarten pupils painted cards, schoolchildren made videos and wrote handwritten letters with wishes, volunteers packed and distributed parcels. By organising dozens of events in late 2020 and early 2021, we made sure that the seniors did not feel lonely. **We showed our intergenerational solidarity.** It was not uncommon for the seniors' thanks to be accompanied by tears.



www.zdrowie.kghm.com/kgbm-seniorom/

EMPATHY



MAKING CHILDREN'S DREAMS COME TRUE

KGHM's volunteers are proof of the important value of cooperation in the lives of KGHM employees. It was thanks to the cooperation, the willingness to help, and above all the sensitivity to the needs of other people that two disabled children were helped by the volunteers of KGHM, rescuers, miners, metallurgists and good-hearted people of the Copper Belt to see the view from the highest peak of the Karkonosze Mountains.

Thanks to more than 40 such brave people, 16-year-old Adrian from Głogów and 9-year-old Gaja from Lubin could, at least for a moment, be closer to heaven and believe that despite adversities, it was worth dreaming.

This day was special not only for the children who, thanks to the volunteers, stood on top of Śnieżka. The adults, grown men, who used the strength of their own muscles to carry two disabled children to the top of Śnieżka, did not hide their emotions either.

The atmosphere was amazing. The applause of the tourists was wonderful, rewarding the children for reaching the summit and us for helping a little. When we carried the children on our shoulders, Adrian was already very tired, but up there he seemed to get new strength. My heart squeezed at the sight. Already on the way up, the boy often asked us to stop. He wanted to look at the views from different places. You could see that he was absorbed in it, that it was something extraordinary for him. It was moving.



Robert Walkowiak

an employee of KGHM and a volunteer who has been to Śnieżka more than a dozen times, but will never forget this climb





DOUGHNUT WITH NOBLE FILLING

Every year on Fat Thursday, the 'Doughnut with Noble Filling' charity campaign is carried out in the departments and companies of the KGHM Group.

In 2021, despite the pandemic, we collected over

PLN
77
thousand

Thanks to the generosity of KGHM employees and the help of KGHM volunteers, money was collected which went to three children of employees of KGHM who struggle on a daily basis with disabilities or chronic illnesses. The funds were used for treatment and rehabilitation.

EMPATHY

At an exceptional time, despite the difficult organisation during the pandemic, our employees have shown that we can always count on each other. Special thanks are due to the volunteers. Their efforts ensured that we carried out the action smoothly and safely. Thank you!



Marcin Chludziński

President of the Management Board of KGHM Polska Miedź S.A.

Over 100 volunteers from all departments of KGHM Polska Miedź S.A. were involved. They were also joined by employees of other KGHM Group companies.



NOBLE GIFT - EMPLOYEE VOLUNTEERING

On many occasions, the employees of KGHM Polska Miedź S.A. have shown their good hearts and have become involved, as well as organising grassroots collection campaigns for their colleagues.

Every year, those in need can count on their help in the national social programme Noble Gift (Szlachetna Paczka).

You only need a leader, one person to inspire the rest to take action.

What is the role of the employer?

Negligible, because it does not generate costs on the part of the company. All you have to do is let the activities happen, help with publicity and make the collection site available. Just give the green light... and set an example yourself.

The management of the company always contributes to every collection box and every donation basket. Such collections involve a marginal part of employees' working time, while at the same time developing non-service relationships and integrating them with each other.

The result?

Comprehensive aid reaches those most in need in the region, giving them the feeling that even in the event of misfortune they will not be left alone, they can always count on the help of others.

By involving employees in helping others, we collectively become part of making a positive difference in our local communities.



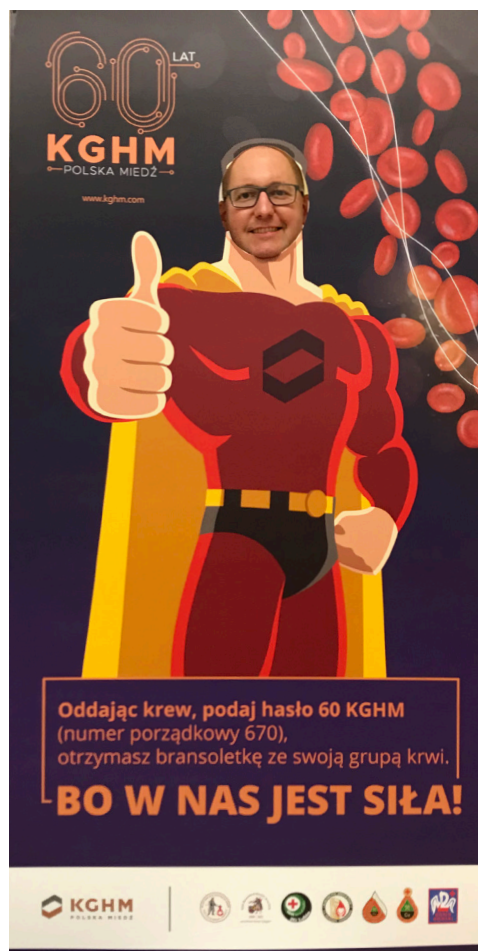


BLOOD DONOR CLUBS UNITED TO ACHIEVE A COMMON OBJECTIVE

One goal, a common campaign - all the blood donor clubs of KGHM Polska Miedź S.A. are working together to collect as much blood as possible during the copper giant's anniversary year.

Exceptionally, on Saturday, 29 May 2021, the action was carried out simultaneously in three cities of the Copper Belt. **92 people turned up at the blood collection points in Lubin, Legnica and Głogów, which translated into 41 900 ml of blood and its components.** In KGHM's anniversary year, for the first time blood donors from all clubs were involved in the campaign:

- HDK PK Hutnicza Krew at the Legnica smelter,
- HDK Association and Club of the Rudna Mine,
- HDK Serce Górnik from the Lubin mine,
- Blood Donors Club at Głogów smelter,
- HDK PCK Kropla Życia from the Polkowice-Sieroszowice mine.



EMPATHY

Blood donors who give blood in the year of the 60th anniversary of KGHM receive a special bracelet with their blood group.



People need blood, especially now, with emergencies and greater health service needs. This is a gift of the heart, the fluid of life, today as never before we must share it.



Piotr Walkiewicz
an employee of the deposit access department at KGHM Polska Miedź S.A.,
who regularly donates blood



The HDK Clubs at KGHM operate on a year-round basis. In addition to blood collections, they organise volunteer actions and integration meetings.



FIGHT AGAINST CORONAVIRUS WE ACT - WE CARE - WE PROTECT

KGHM has conducted and continues to conduct external as well as internal activities in the fight against COVID-19.

The company in accordance with the government's instructions and in collaboration with the Ministry of State Assets organised temporary hospitals. They were established, among others, in Legnica and Wałbrzych.

During the pandemic, thanks to the support of KGHM, over a thousand institutions in the country received medical equipment and personal protective equipment, including disinfectant fluid. The copper company's foundation made financial and in-kind donations totalling over PLN 7.5 million. Medical staff and patients of hospitals and other institutions have benefited from this assistance.

The company's volunteers were also involved, providing assistance to elderly people from all over Lower Silesia.

In the face of the threat of the COVID-19 pandemic, the Company introduced a number of procedures and activities in order to support employees and residents of the Copper Belt, among others:

- systematic monitoring of the temperature of persons entering the premises,
- numerous education and information campaigns,
- a dedicated helpline for working rules,
- a helpline with psychological support, e.g. for people in isolation or affected by a pandemic.

Employees received packs containing protective masks, commodes, mask cases, bottles of Nitrosept liquid, disinfectant wipes and pens with antibacterial liquid.

KGHM has a Medical Board comprising doctors, scientists and representatives of the management of KGHM. The Board advises and makes recommendations on activities for the health of employees, the people of the Copper Belt and the entire Dolnośląskie Voivodship.

KGHM also organises mobile vaccination points at its sites, offering employees, their families and friends vaccination against COVID-19.





USE OF WASTE MATERIALS

Every year, KGHM endeavours to implement effective solutions as an expression of its concern to operate in accordance with the concept of the Circular Economy (CE). One element that provides an excellent example of a circular economy is the production of road aggregates from post-copper slag. Slag is a waste product (by-product) of the production process in smelters. **Each year, the Legnica smelter produces around 200 thousand tonnes, and the Głogów smelter around 450 to 500 thousand tonnes of poured slag. Due to our knowledge and technology, this material is not sent to landfill, but is reused.**

With the technologies available to companies from the KGHM Group, the waste is processed into a quality product used in road construction as high quality aggregates. This way, all of the de-copperized slag produced by the company can be utilised. What's more, the process of producing aggregates based on material supplied by the company's smelters also reduces the emissions that would be generated from the process of traditional aggregate production.



Over the last 10 years, KGHM Metraco, a member of the Group, has managed around 10 million tonnes of slag which means that the same amount of raw material did not have to be obtained from natural deposits, and at the same time such a large volume of waste did not end up in landfills.

Aggregates produced by the Group have been used in investments such as the construction of the S3, S5, S6 expressways and the S11 expressway currently under construction. The material coming from the smelters after an appropriate production process was also used in the expansion of the Southern Quarter of 'Żelazny Most' waste treatment tailings pond. A significant amount of material is also used by local customers implementing infrastructure investments commissioned by local governments. The main customers are the largest construction companies specialising in road construction.



SCRAP MANAGEMENT

In the Legnica smelter process line, a high-grade copper scrap processing unit was built, representing the first stage of the planned Legnica Hybrid Smelter. Ultimately, it will be complemented by a Scrap Trading Depot, where feed material will be prepared for a dedicated processing plant for the remaining recycled copper-bearing materials.

As part of the implementation of the first stage of the Hybrid Smelter in Legnica, copper scrap processing technology was applied using a rotary-casting-refining furnace (RCR). The RCR furnace used makes it possible to process copper scrap with an average Cu content of 89%, with a yield of min. 90 thousand tonnes of anode copper/year. Total anode copper production at the Legnica smelter in 2020 amounted to 167.6 thousand tonnes, of which 58.8 thousand tonnes was from the RCR furnace. In 2020, a total of 91 thousand tonnes of scrap metal was processed at the Legnica smelter, which was thus returned to use in accordance with the Circular Economy concept.



REDUCTION OF EMISSIONS FROM SMELTERS

In order to minimise the negative impact of metallurgical technologies on the environment and to maintain full technical efficiency of equipment serving to protect the environment, KGHM is successfully implementing actions aimed at adapting its installations to the requirements of the BAT Conclusions for the non-ferrous metals industry, including limitation of arsenic emissions. Due to a number of investments, the parameters achieved are maintained at much better levels than those required by law.

PLN
161
million

is the total investment cost of the programme to adapt technological installations to the requirements of the BAT Conclusions.

Construction and start-up was completed in 2020:

- at Głogów smelter - (1) a lead slag transfer system for flash furnace processing, (2) gas by-pass pipelines for gases from flash furnaces to sulphuric acid plants, (3) a warehouse and yard for lead-bearing materials, which will allow elimination of fugitive dust emissions.
- at Legnica smelter - installation for removal of arsenic-containing dust from gases from the concentrate dryer and from the foundry machine.





ELECTROMOBILITY AND LOW-EMISSION MINING MACHINES

KGHM Polska Miedź S.A. in 2018 started decisive actions towards electromobility by successively and consistently replacing its own transport fleet with zero-emission electric vehicles, but first of all by developing a network of generally available ultra-fast charging stations in the Legnica-Głogów Copper Belt. **The first station was set up at the KGHM Head Office back in December 2018, followed by others at the divisions: Głogów smelter/refinery, Legnica smelter/refinery and the Lubin mine.** Each 'charger' has three types of connectors, ensuring full compatibility with vehicles on the market. The substations are included in the Tauron Dystrybucja Serwis information system. In support of the programme to develop electromobility, acting to protect the environment and the climate, charging is free for users.

In addition, in order to protect the environment and climate as well as the health and comfort of its employees, **the company is working to reduce gas emissions from mining machine engines, in particular nitrogen oxide and particulate matter**

All new machines are already being purchased with engines that have the highest standards of cleanliness. **Replacement of the entire machine park will be possible by the end of 2026.**



The company is also working with external manufacturers to test the functionality and efficiency of electric battery-powered mining machines (e.g. a battery-powered bolting rig, drilling rig and transport vehicle. In addition, arrangements for the start of electric charger trials are quite advanced).





ENERGY FROM OWN SOURCES AND RES

IN 2020, POLAND'S FIRST PHOTOVOLTAIC POWER PLANT IN TECHNOLOGY 4.0 WAS LAUNCHED.

This is part of the implementation of KGHM's strategy aimed at increasing energy self-sufficiency and the use of Renewable Energy Sources.

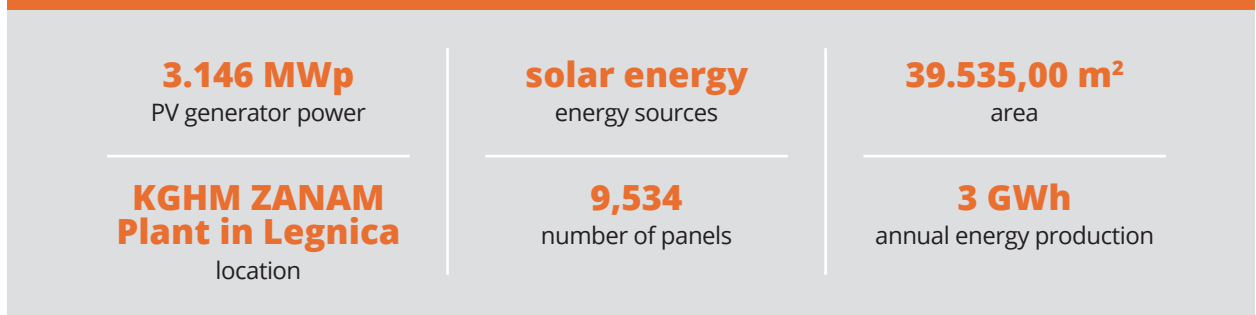


The KGHM ZANAM photovoltaic power plant is a fully computerised and automated power plant (4.0 technology). The facility is equipped with a virtual control room and a modern High Resolution Monitoring System which enables precise and complete monitoring of the technical condition on a 24/7 basis.

The monitoring system takes place at individual panel level. This allows for very precise identification of possible faults and a reduction in service trips, thus reducing service costs. The annual energy production level will be around 3 GWh. The power plant has been built in accordance with the recommendations of the International Energy Agency for the development of photovoltaic plants. **This is our contribution to the implementation of the low-carbon energy policy in KGHM and a real source of energy for our plant in Legnica.**

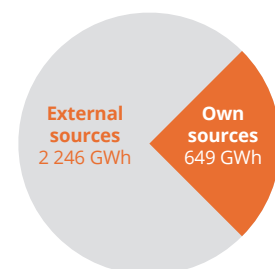
- In 2020, 22.42% of KGHM's total energy consumption came from own sources (almost 1.5% more year-on-year).
- According to KGHM's strategy, by 2030 50% of energy is to be produced from its own sources, including RES.

The KGHM ZANAM photovoltaic power plant in figures:



Electricity sources of KGHM Polska Miedź S.A. in 2020.

In 2020, the company achieved record electricity production from the Gas and Steam Units. They produced a total of more than 0.5 TWh of energy, representing nearly 16% of the Company's total demand for electricity. Such a significant share of cheap and environmentally-friendly (as compared to coal-based) energy from the units in KGHM's portfolio will allow both the acquisition of environmentally-friendly energy and savings of several dozen million PLN annually.





'GET THE TRASH OUT OF THE FOREST' - employee volunteering in Jakuszyce

The values of KGHM Polska Miedź S.A. include responsibility and cooperation.

We put them into practice, among others, during the cyclical employee volunteer action 'Get the trash out of the forest'. Company employees take responsibility for nature, the environmental education of their own children and for our planet.

Interaction plays a very important role here. The employees of various levels: managers, directors and production workers go through the forest side by side, with rubbish sacks. The action, organised in cooperation with the State Forests and the friendly 'Bieg Piastów' association, is a promotion of family volunteering. During joint trips to Jakuszyce, the routes of the Piast Race are cleaned up after the snow has melted.

It is pleasing to see that education about cleaning up the mountains is having an effect and that less and less waste is being removed each year. **KGHM volunteers nonetheless ask that you take care of the forest areas around you as well. Everyone can take part in the 'Get the trash out of the forest' campaign.** All you have to do is remember to take a trash bag with you when you go for a walk and collect at least some of the rubbish lying around in the forests.



REFORESTING LOWER SILESIA

KGHM Polska Miedź S.A. works actively to preserve biodiversity, and where this is not possible, to compensate for lost biodiversity and to manage our land and forests responsibly.

Each year, KGHM carries out a number of plantings in areas adjacent to its divisions. In 2020 alone, the Głogów smelter planted nearly **107 thousand tree and shrub seedlings**, both forest (forest-growing) and ornamental forms (garden and fruit trees, without grass plants) on a total planting area of around **15 ha**. The species used for restoration, afforestation, improvements and additions include tree and shrub species that enrich the animal feeding base, the value of the local environment and increase the biodiversity of the poplar monoculture being converted. **In 2020, a total area of over 30 hectares was planted, thus contributing to the reduction of CO₂.** According to scientific research, a hectare of the most common and widespread pine forest absorbs up to 30 tonnes of carbon dioxide per year.





TWO HOURS FOR FAMILY

The 'Two Hours for Family' campaign is part of the KGHM Polska Miedź S.A. policy of supporting employees and their families. In our opinion, this is a good way to inspire the crew to build family ties, promote family values, promote kind relations with loved their ones and responsibility for others.

'Two Hours for Family' is already a regular feature of our company's CSR calendar. **In 2021 we are carrying out the campaign for the third time, and for the second year in a row we are the national partner of the whole undertaking organised by the Humanities Institute.**

I observe with great satisfaction how year after year KGHM has been consistently building and implementing its long-term policy of supporting its employees and their families in the entire social ecosystem. These activities are consistent with our philosophy of the 'Village' Model which encompasses the entire space in which people live and work. Quite often, KGHM sets new paths for itself, creating models of CSR activities for other companies and, what is more, is willing to share with both business and local governments.


Zofia Dzik



President of the Humanities Institute and originator of the campaign

In 2021, the 'Two Hours for Family' campaign at KGHM was conducted under the slogan 'Sport through generations'.

and included a range of suggestions for family fun, including a Family Tournament for the title of Copper Family and three photo competitions. **There is plenty of inspiration for a family to be found in brochures and statements by KGHM staff on the specially created website: www.kghm.com.** Presidents, directors and employees of the KGHM Group shared their experience of family and sports activities.

 **RECOMMENDED INSTITUTION**

- Humanities Institute www.humanites.pl



KGHM
tworzą
Ludzie



FAMILY TOURNAMENT FOR THE TITLE OF COPPER FAMILY

After a year of epidemic restrictions and partial confinement to homes, it was time for some movement. We invited employees of the KGHM Group to participate in the Family Tournament which consisted of games and fitness competitions in 5-person family teams. **The competition took place in May on the pitch of the KGHM Zagłębie Lubin Football Academy, in accordance with the sanitary requirements in effect.**

Twenty-five families competed in a two-stage family fun and sports competition. Everyone received a gold medal and goodies, and the best received special prizes.



The tournament was a nice opportunity for our family to get out of the flat. My children - a one-year old, a five-year old and a six-year old - completed the obstacle course. The penalties in the final were the most difficult thing. After all, it was a six-year old that had to score. We have already planned two holiday trips, and now even three - as we have won a voucher to a Interferie hotel. The children are happy that they will have plenty of space to move around, and we are happy that we will spend a lot of time together.

Karol Habrzyk

an employee of Zagłębie Lubin S.A., who won the tournament together with his wife, three children and grandmother



TURNIEJ FAMILIJNY
o tytuł
MIEDZIANEJ RODZINY
dla pracowników Grupy KGHM Polska Miedź S.A.

Konkurs odbędzie się w dwóch etapach:
15 maja 2021 r.
Zaplanowane są 3 półfinały w odstępach czasowych:
I półfinał 10⁰⁰
II półfinał 13⁰⁰
III półfinał 16⁰⁰
W każdym półfinale udział weźmie jednoczłonowe **10 rodzin** składających się z 5 uczestników.
LICZY SIĘ KOŁE PNOCZ ZAGŁĘBIE LUBIN
LICZBA MIEJSC OGRANICZONA

ZGŁOSZENIA CODZIENNIE
do piątku 14.05. od godz. 15⁰⁰ do 20⁰⁰
tel. 884 926 370

Z każdego półfinału zostaną wybrane 3 rodziny, CZYLI w finale turnieju o tytuł Miedzianej Rodziny zawalczą 9 rodzin.

FINAŁ ODBĘDZIE SIĘ
29 maja 2021 r.
o godz. 16⁰⁰

Zawody odbędą się na terenie boiska Akademii Zagłębia Lubin.

WIĘCEJ INFORMACJI NA STRONIE: WWW.KGHM.COM/RODZINA

ORGANIZATOR: PARTNERZY:





CHILDBIRTH PRESENT



The birth of a child is a reason to celebrate for the family and for those around you.

On this occasion the Management Board of KGHM would like to congratulate each and every employee.

A special package for new parents who work at KGHM Polska Miedź S.A. includes:

- congratulatory letter from the President of KGHM Polska Miedź S.A.
- silver chain
- copper pendant
- mug with a copper thermal insert
- book for parents and other small gifts



Having worked at KGHM for 19 years, I have always been able to rely on the company. Funding for schools, kindergartens, holidays, over the years we have benefited from a whole range of support for families. I have also attended parenting courses, and recently I have checked the offer of fatherhood support programmes - if time permits, I will surely take one of them.

Adam Zembrzycki

shift foreman at Polkowice-Sieroszowice mine and father of twins born in 2020



The Wonderful Parents project is one of many initiatives supporting parenting in KGHM. In 2020 alone, the company gave almost 400 gifts to new parents. We publish information about newborn children of our employees in the company's biweekly magazine 'Curier' where we also provide annual statistics on their gender and the most popular names.

PARENT'S BOOKCASE

As part of the Parent's Bookcase project at KGHM Polska Miedź S.A., launched in 2020, there are **17 points** at all divisions of the company with books, brochures, handbooks and leaflets for the company's employees. More than 40 books and audiobooks are available, and once read or listened to (if in the audio version), the publication can be used by another person. **The idea behind the bookcases is that employees could borrow a book, read its contents, but also share their own book that they find valuable.**



OPINION POLL ON WORK-LIFE BALANCE

Good diagnosis is the key to change for the better. On the initiative of the President of KGHM, Marcin Chludziński, we organised a survey addressed to the 18.5 thousand employees of KGHM Polska Miedź S.A. The survey went beyond the standard satisfaction survey as it included questions related to work-life balance. **According to IESE Business School, research shows that companies that help employees integrate work and private life have higher productivity and are successful. 43% of the total workforce took part in the voluntary survey in October 2020.** Thanks to the high response rate and the answers to questions related to motivation, cooperation in the team and with the supervisors we can change KGHM into a more human and family friendly place. We know our strengths and the areas that need improvement, e.g. in the context of managerial skills. We are implementing a comprehensive corrective action programme based on 11 detailed feedback reports. We take responsibility for the impact we have on our people.

Why did we manage to achieve a high response rate in the voluntary survey:

- we promised that key results would be communicated to the whole staff, and this has happened
- we promised to donate 5 PLN to the children's home indicated by the employee per each survey
- every employee received a paper survey, as not everyone has access to a company computer
- participation was encouraged not only by the management board of KGHM and announcements in all corporate channels - we quoted the thanks of the starost of Polkowice and the director of the PCPR in Głogów for our action.

Congratulations to the employees of KGHM for the high response rate. The completed surveys showed areas and practices worth pursuing. I am pleased that the company's management wants to work on the organisational culture of those places in the company where the research showed less optimal results. According to global research, family-friendly companies bring in greater profits in the short and long term, not only for the company but also for the entire environment. It is good that KGHM is taking this road.

Professor Mireia Las Heras

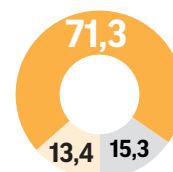
opinion leader at KGHM on behalf of IESE Business School in Barcelona



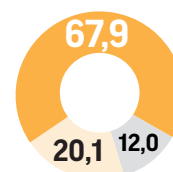
How do employees perceive their working environment in Poland, at KGHM and globally?

A BREAKDOWN OF ENVIRONMENTS IN TERMS OF ACTIONS TOWARDS THE INTEGRATION OF FAMILY AND WORKING LIFE			
	POLAND	KGHM	WORLD
ENRICHING systematically supports	10%	14%	19%
FAVOURABLE occasionally supports	26%	28%	30%
UNFAVOURABLE occasionally hinders	46%	40%	39%
TOXIC systematically hinders	18%	18%	12%

Do you feel proud to work at KGHM?



Are you happy with the way you divide your time between work and private life?

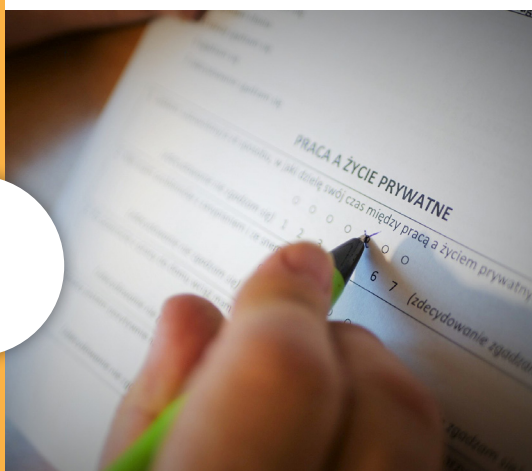


Data in percentages

■ YES ■ NO ■ I HAVE NO OPINION

RECOMMENDED INSTITUTION

- IESE Business School from Barcelona
- International Centre for Family and Work





TATO.NET WORKSHOPS

The Tato.Net workshops are a recognised inspiration and training project which KGHM Polska Miedź S.A. has been offering to its staff since 2020. The sessions organised to date have been of great interest to KGHM Group employees.

The average score expressed by participants in the questionnaires was 6.16 on a scale of 1 to 7.

Employees take part in workshops in their free time. The Tato.Net proposal contributes to the development of parenting skills that have a positive impact on working life. The skills acquired can be transferred to the professional field and to teamwork.

More than a dozen workshops for both fathers and mothers are planned for 2021. We assume that this will translate into better relationships within the family and a better work-life balance. **We help fathers and respond constructively to the crisis of fatherhood. The involved and wise fatherhood we promote is something every child needs nowadays.**

Being a good dad is a task that needs to be constantly worked on, a sphere in which we should strive to get better and better. The workshops reinforced my belief that what I do with children is meaningful and important.



Robert Gregorczyk

head of the OHS division at the Głogów smelter and father of 4 children



RECOMMENDED INSTITUTION

- Tato.Net - Cyril and Methodius Foundation, Lublin

www.tato.net



TATO.NET FORUM

The International Tato.Net Forum is an annual event on the topic of fatherhood and parenting skills building.

Several hundred men are participating, with the KGHM Group's employees joining the project in 2019. In 2020, around 100 of our staff participated in the online forum.

The forum is an opportunity to meet other fathers and authorities in the field of fatherhood. Such a meeting raises awareness of the importance of carrying out this role. The event aims to inspire you to be a guide for your family. In addition, the forum is a place to exchange knowledge on the role of the father in the life of the child, the family and society, as well as a space to exchange ideas and ask questions of experts.

The topics of the Tato.Net Forum include socio-cultural issues such as:

- education
- time management
- competence building
- entrepreneurship
- personal motivation
- relationship building

Employees participate in the forum during their free time.



In my opinion, the Tato.Net Forum was full of useful content. Participating in the event greatly allowed me to consolidate the knowledge I have and learn new interesting ways to build relationships and achieve my biggest life goal, which for me is to raise my children well, especially in these times when children have everything. I heard some things on the forum that made me reorder my priorities in life.

Grzegorz Groch

Production and Development Director at KGHM Metraco and father of two children





'TO HAVE AN IMPACT' CONFERENCE

In today's world, a global business shift towards sustainability is taking place in the face of enormous environmental challenges. Analysing the agenda of many CSR events, we noticed a scarcity of human and family topics which are crucial given changes in society, the technological revolution, climate change and demographics. That's why, **by organising the 'To Have an Impact' conference every November, we focus on finding and promoting business solutions that support the well-being of our employees and their families.** Our contractors, local businesses and all interested parties are invited to the event which is free to attend.

Experts and business practitioners from top management at the event comment on current trends in CSR, changes in the approach to business and sustainability and share their best practices.

We put the family at the centre, as 80% of our employees have children and many are in various types of relationships. Sierra Gorda competes on a daily basis with dozens of copper mines trying to buy up or take over talented people. That is why it is crucial for us to create a relationship not only between employees and the organisation, but also with their families so that they wish to stay with us in the long term. That is why we focus many of the activities that reflect our values on families.

Beata Chorągwicka-Majstrowicz

Vice-President of Human Resources at KGHM's Sierra Gorda SCM mine in Chile



RECOMMENDED INSTITUTIONS

- Polska Miedź Employers' Association (co-organiser) | www.pracodawcy.pl
- Humanities Institute (programme partner) | www.humanites.pl

See the video and join us in November

www.kghm.com/miec-wplyw





This publication was prepared for the 60th anniversary of KGHM Polska Miedź S.A.

ISBN 978-83-905296-9-1

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Lubin, November 2021

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