



CORPORATE SOCIAL RESPONSIBILITY REPORT
ANNUAL REPORT 2012
OPENING REPORT

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LETTER FROM THE PRESIDENT OF THE BOARD



Ladies and Gentlemen,

It is my pleasure to present to you the Atlas Group's first annual Social Responsibility Report. The document presents the Group's non-business activities that further the social and environmental good, thus confirming our social responsibility. I hope that the report, drawn up in close collaboration with our stakeholders, becomes a subject of lively discussion, an inspiration for future projects, and that its impact goes far beyond the scope of the Atlas Group.

Being the first in our history, this report is of special significance; it is a report for the year 2012 but also an opening report, and for this reason we mention in it many of the events from Atlas's more than twenty-year-long history.

Founded in February 1991, Atlas has since the very start bravely built the modern Polish construction materials market. Twenty two years ago, when the Atlas adhesive mortar hit the market, there were no national standards yet for this kind of products. Atlas, which quickly became the market leader, was on the cutting edge of change. Thanks, among other things, to the Atlas training programmes and our ingenious advertising campaigns, construction chemicals have come into universal use in Poland and Atlas itself is widely thought of as a synonym of innovative technology that makes building easier and faster. Over the years, Atlas itself and its subsidiaries have actively supported all kinds of local and nationwide initiatives. Already in 1996, in an acknowledgment of the various dimensions of life and their needs, the Atlas Charity Foundation was established, one of Poland's leading corporate charities.

The last year or so have been difficult for the construction sector, and the Polish construction materials market is among the most competitive in the European Union. The year 2013 will see crucial changes on the EU construction materials market as, after twenty four years, the Construction Products Directive (89/106/EEC) is being replaced by the Regulation No. 305/2011 which lays down harmonised conditions for the marketing of construction products, including, as a new key requirement, the sustainable use of natural resources. This means that construction

works must be designed, built and demolished in such a way that the use of natural resources is sustainable and in particular ensure the following:

- (a) reuse or recyclability of the construction works, their materials and parts after demolition;

- (b) durability of the construction works;

- (c) use of environmentally compatible raw and secondary materials in the construction works.

The construction industry generates some 10 percent of the GDP and employs about 7 percent of the productive-age population, which makes it one of the main branches of the economy. At the same time, the construction and use of buildings accounts for 42 percent of the EU's overall energy consumption, generates 35 percent of its greenhouse emissions, and consumes large quantities of raw materials such as water or aggregates, as well as creating the problem of the parts and materials after demolition. From the environmental point of view, it is vital to design and market new, effective technologies and products that are safe and easy to use while reducing the demand for non-renewable energy sources and raw materials. The new solutions should boost the share of renewable energy sources in total energy consumption and facilitate the use of recycled materials, which, besides environmental benefits, should generate notable cost savings. Sustainable development is also important for residents' quality of life. Innovative construction solutions increase the comfort of use, be it at home or the workplace, and can, by shaping the indoor environment, have a favourable impact on users' health. Adapting buildings to the needs of elderly and disabled persons is also highly important here.

The Atlas Group's achievements so far give cause for satisfaction, and new challenges lay ahead. With its highly skilled and experienced personnel, the Atlas Group intends to participate actively in meeting the new goals facing the construction industry in 2013 and to continue pursuing a wide range of socially useful projects. I am deeply convinced that the Atlas Group faces another good year in its track record.

Henryk Siodmok, PhD
President of the Board
Atlas Sp. z o.o.
Atlas Group



A FEW WORDS ABOUT THE REPORT

EC, EN, HR, LA, PR, SO

Over twenty years since its founding, Atlas Group presents its first corporate social responsibility report. Presenting data for 2012, it is also an opening report. The report has been drawn up in accordance with the Global Reporting Initiative's Sustainability Reporting Guidelines, ver. 3.1, in view of the GRI Application Levels, and verified by an external assurance provider. The report meets the requirements of the Application Level B and a positive opinion from the assurance provider, PwC, allows us to self-declare a 'plus', thus the Atlas Corporate Social Responsibility Report 2012 is at the level of B+. This application level has been verified by the Global Reporting Initiative. The presented report is part of the process of the formulation of Group strategy, implementation of its operating plans, and performance assessment. It is also consistent with the planned EU legislative changes, including, in particular, the planned directive on non-financial reporting.

The report presents basic information about all units of Atlas Group. The indicators provided – a total of 30 – are all for Atlas Sp. z o.o., the group's dominant company, except for the product packaging recycling levels (EN27), which are provided for all Polish-based units of Atlas Group. Of the 31 reported indicators, three concern economic matters, relating to all three aspects mentioned in the GRI Guidelines: economic performance (EC1), market presence (EC7) and indirect economic impacts (EC8). The environmental aspect of our sustainable growth has been described by stating the quantity of materials used in production (EN1), the percentage of recycled materials in total material consumption (EN2), initiatives to reduce indirect energy consumption (EN7), total water withdrawal by source (EN8), initiatives to mitigate environmental impacts of products (EN26), percentage of products sold and their packaging materials that are reclaimed (EN27), and the level of compliance with environmental laws and

regulations as expressed in the indicator E28. As regards labour practices and human rights (two of the four aspects of social disclosure prescribed by the GRI standard), Atlas's policy is best illustrated by the fact we received in 2012 the OECD Certificate for Multinational Enterprises. Among the indicators of labour practices and decent work, we report one indicator for each of the aspects mentioned in the GRI Guidelines, that is, employment (LA1), labour/management relations (LA4), occupational health and safety (LA7), education and training (LA12), and diversity and equal opportunity (LA13). Our human rights record has been defined by reporting seven indicators: HR1, HR3, HR4, HR5, HR7, HR9 and HR11. Product responsibility, an important part of any organisation's social performance, has been reported by addressing the following aspects: customer health and safety (PR1 and PR2), product

and service labeling (PR3 and PR5), marketing communications (PR7), customer privacy (PR8), and regulatory compliance. The social impacts of Atlas Sp. z o.o have been expressed with two indicators: SO7 and SO8.

The presented indicators illustrate our organisation's management approach. Atlas Group works systematically to maintain its leading position on the construction chemicals markets in Poland and Belarus and to boost its market share wherever its products are offered. Building a strong, sustainable and ever-expanding organisation, we pay a lot of attention to the aspects of ecology and product responsibility. Product quality, minimisation of environmental footprint, rational use of natural resources, occupational safety and health – all these are fundamental elements of Atlas Group's operational and development strategy.

In 2012, Atlas Sp. z o.o. joined the Global Compact corporate responsibility and sustainable growth initiative. By joining Global

Compact, Atlas Sp. z o.o. confirmed that it shares the conviction that business practices rooted in universal principles contribute to a more stable and inclusive global market and help build prosperous and thriving societies.

In the coming years we will strive to report indicators for all units of Atlas Group. However, given the group's size and territorial outreach, aggregating the necessary data is a complex process. Atlas Group's subsidiaries are located in Poland, Belarus, Romania, Latvia, Ukraine, and Russia. The group includes raw-material extracting operations as well as building materials producers. Their product portfolio is highly diversified, featuring mineral binding agents, including cement and gypsum-based products, bituminous products, epoxy products, and other. Among the Group's units are also service providers. Compared with rivals, Atlas Group is an organisation that offers complex material

and technological building solutions and adapts to changing market conditions.

I would like to thank all those who have helped prepare this Report. I thank also my colleagues from the Group, women and men who, for the sake of our organisation and the common good, involve themselves in activities on behalf of social responsibility and sustainable growth.

The Atlas Social Responsibility Report 2012 is the first ever CSR report by a Polish building materials producer drawn up in accordance with the Global Reporting Initiative international reporting standards. I am deeply convinced that it will play an important role in maintaining balance between the development needs of Atlas Group, the expectations of our stakeholders, and environmental considerations.

Jacek Michalak, PhD
Vice President for Development
Atlas Sp. z o.o.

1



ABOUT ATLAS GROUP



1 AS SEEN BY EMPLOYEES



► Edward MAJ

longest-working Atlas employee, currently working as storeroom supervisor at WKIZB S.A. in Zgierz

*For me Atlas stands for unity, quality, and mutual respect.
The stork, power, and horizon
Lots of colour everywhere
Even walls and comfy houses
That's what Atlas is here for.*

◀ Jolanta ŁUKASZEWICZ

former director of technology, Dolina Nidy Sp. z o.o.
currently part-time technologist at Dolina Nidy Sp. z o.o.
and technology consultant at Atlas Sp. z o.o.

*For me Atlas is a harbinger of things new.
A decade or so ago it arrived at the quiet Nida valley from the north,
like a tsunami wave, sweeping away all that was outdated.
The changes that followed were difficult for some and welcome for others.
I was lucky to be among the latter.*



► Stanko GULIĆ deputy head of production, WKIZB S.A., Zgierz

*Twenty years ago I arrived in Poland seeking refuge from the Balkan conflict.
I thought it would be for a month or two but it's been twenty years now.
At that time, Atlas was a toddler that was still cutting its teeth.
For me, Atlas has always meant people who gave me a warm welcome and it's been like this to this day.
I want this prodigy to keep its soul and continue growing to the satisfaction of us all.
In Poland, I often hear people saying things like 'no one said it would be easy'.
But I'm asking: why should life be tough rather than nice and easy?
Atlas has such immense human potential that it should go for the latter – and the effects will follow.*

◀ Joanna PIOTROWSKA

technical consultant, Izohan Sp. z o.o.

*When someone asks me about CSR policies at Izohan Sp. z o.o., I answer confidently and with a smile.
The best example here will be the sleigh ride for employees and their families that we organised
in Szymbark. It's got everything: a sustainable approach to business and its surroundings,
a positive impact on people and the environment.
We support the local community by asking them to organise the ride for us,
and we care about our employees who get to know the area.
No means of transportation is more ecological than the power of horse muscles,
and no drink more ecological than mead from a local distillery.
And nothing beats tasting local delicacies...*



► Alicja JĘDRZEJSKA-HILLER export specialist, PPMB Izolmat Sp. z o.o.

*A good product is like plain truth: it will (not) defend itself.
Is this yet another cliché in this era of rampant consumerism, price wars, and fierce competition?
Izolmat knows very well the specificity of working with customers, which often means blood, sweat,
and tears, and banging your head against the wall of misconceived stereotypes
(such as the – fortunately receding – 'price comes first' philosophy).
The need for sustainable development has given us the satisfaction of offering more to our customers
than just quality – we give them certainty and confidence.
Together we look for the optimal hydro-isolation solutions, listening to what our customers need
and always being open to embrace new technologies.
What we promote is the idea that QUALITY is an added value and tangible good.
It offers you an invaluable sense of security.*

◀ Ewa PIRA director, receivables management, Atlas Sp. z o.o.

*The Atlas name has become almost a synonym of the development of the Polish free market,
and an example of an impressive business success.
The company grew out of a sense of joy in creating new quality in market operations,
in terms of both perceiving the market from the customer's viewpoint,
as well as of recognising the significance of brand building.
But Atlas is also a company with a human face.
The Atlas Charity Foundation, which offers long-term support to people with various disabilities,
stands for genuine social responsibility – and does that without much ado.*



► Wiesław MAJ mining director 1st degree, KGiA Nowy Ląd Sp. z o.o.

*Let me mention a situation from twenty years ago.
I was taking over the second shift from then-director, Mr Boczar, who said,
'Two guys from a company in Łódź will come here today for samples
of our anhydrite powder and gypsum, so give it to them...' That was my first contact
with Atlas and the year was 1993.
You can thus say that since the very beginning I've seen them grow into a major,
well-reputed local employer. In its business operations,
Atlas strives for harmonious coexistence with the natural environment
by constantly reducing its environmental imprint and improving waste-minimisation
and pollution-prevention processes and policies.
Atlas products are based on natural raw materials, meaning they are human-friendly.*

◀ Marcel IANCAU marketing director, S.C. Cesal S.A.

*ATLAS is about innovation, leadership, passion, courage, responsibility
and commitment to excellence.
ATLAS means exceptional people, efficiency, diversity, consistency and a lot of fun.*





► **Kamil BACZYŃSKI**

senior foreman for ventilation and shot firing, KGiA Nowy Łódz Sp. z o.o.

I've been working with Atlas for over eight years now. We extract raw materials which Atlas then processes and uses as a component in their products. Since Atlas has very exacting quality requirements, we have had to modify the mining process in terms of material purity and segregation, which currently ensures very high quality.



► **Piotr NOCKOWSKI** foreman, Grudzeń Las Sp. z o.o.

*Supported by the stork
Atlas is putting up great work.*

◀ **Monika NIEMC** general director, SIA Atlas Baltic

Like several other large Polish-owned companies, Atlas is a symbol of the revival of Polish industry and business. Just like Poland itself, it is in a phase of rapid growth, something that distinguishes it from Western companies, which have been on the market for much longer and have greater experience. I like my job precisely for the constant dynamism, changes, learning, development. I've been working for Atlas for over six years now and each year so far has been a challenge, a step forward. I've developed alongside the company itself, participating in training courses and sharing my experiences with other employees, and the fact that our decisions and actions produce tangible effects is uplifting and makes us proud. Working at the export department offers the additional privilege of being able to promote Polish products and a strong Polish brand on international markets. This makes it all the more meaningful. And there are so many new challenges ahead!



◀ **Dmitry KURYŁO** director of production, PT OOO Taifun

The job at Atlas's Belarusian subsidiary, Taifun, was like a rebirth for me. You could almost say a stork landed me in the position of a young deputy CEO and with time brought me to my incumbent position of the director of production. Thanks to the people at Atlas, who saw in me potential I didn't know I had, I've had the opportunity to create new things, to grow personally and professionally, even though at first I knew virtually nothing about building-chemicals production technologies. I had to start from scratch but I wasn't alone.



► **Teresa LISEK** head of mining traffic, Kopalnia Gipsu Leszcze S.A.

I started working with Atlas in 1999; we got to know each other better during their acquisition of Dolina Nidy. It's nice that our achievements so far as a gypsum mine are appreciated and recognised. Atlas is a brand but it's also people who build and develop it. I've had the opportunity to participate in this process. And, as miners say, God bless us for the future!



► **Alojzy KRĘŻELEWSKI** sales manager, WIM Sp. z o.o.

Atlas Group is the best-recognised brand on the Polish building chemicals market, a familiar name to most people in Poland. The group's subsidiaries are firmly established and well positioned on the market, and its products are well recognised and appreciated by contractors and investors. What has greatly impressed me is that despite its own dynamic growth, Atlas Group recognises the need to help others. Working at such a large capital group opens the way to interesting career opportunities for every employee willing to improve their skills in various areas of the building chemicals industry.

◀ **Wojciech RADEJ** president of the board, Nida Media Sp. z o.o.

Atlas – it's good because it's Polish.



◀ **Barbara CHODNIKIEWICZ** director, Atlas Charity Foundation

For me Atlas stands for the great heart of its owners who, every month since 1997, uninterruptedly and regardless of circumstances, have donated money for the poorest and sickest. Modestly and effectively.



1 2 A VIEW FROM OUTSIDE



► **Bogdan PANHRSZ** CEO, PSB S.A.

Atlas has always been an object of my undisguised envy. When I was fighting with the state co-owner of my previous company for the possibility to invest, the Atlas leadership were acting swiftly and decisively, as a result of which the company saw truly explosive growth. Great marketing ideas, including fantastic, original advertising campaigns, the development of a partner network, the wide availability of their offer, all this meant that Atlas products have become a household name for both contractors and retailers: take the Gipsar plaster finish for example... Atlas products have been all around. Over time, the company has had to face many challenges, such as foreign and domestic competition, or the need to ensure further growth on an increasingly competitive market, but, importantly, Atlas has always listened to the market. Personally, as their customer, I've been involved in many tough negotiations with them but we've always come to consensus. Nothing is given forever and yet, knowing the open-mindedness, enterprise, innovativeness, and determination of the Atlas leadership, I am sure their success will last, which is something I genuinely wish them. After all, it's also in my company's interest.



► **Lorentz PAULSEN** director, sales and marketing department, Tylose GmbH & Co KG

As one of the original suppliers from the very first days I can say:
Atlas stands for quality, innovation, reputation, integrity and reliability
Or.....SIMPLY THE BEST.
Since 1993 it has always been a pleasure to work together with the ATLAS team.



Jerzy JANOWICZ professional tennis player ◀

Atlas has what characterises a genuine sportsperson:
passion, fighting spirit, a constant striving for perfection and professionalism.



► **Tomasz BĘBEN** director, Łódź Philharmonic

Working with corporations is a risky business.
Safety-ensuring algorithms clash with improvisation and impressions.
In the case of Atlas, things went smoothly from the very start.
What proved decisive was a preparedness to listen to each other
and a readiness to identify shared values: a passion to discover, the joy of changing the everyday,
a sense of responsibility for those we can help by making real something that only yesterday seemed elusive.
Two worlds, two paths, one goal. A fantasy? No, it's reality!



Roman POLKO Major General of the Polish Army, DScMil ◀

I participated in the Atlas conference and I felt as if I'd visited an elite special-ops unit.
No one needs to remind anyone here that what matters the most is the 'mortar':
grassroots work, a sense of responsibility, openness towards others, and fighting till the end.
I also understood that the 'frog', the symbol of our special forces, rather than fighting the stork,
can come to an agreement with it.



Elżbieta TOWARNICKA internationally renowned soprano ◀

Performing classical music has a lot in common with the philosophy of running Atlas.
You could say these are similar tasks, requiring the same means to be applied if success is to be achieved.
And so, besides talent, you also need a combination of passion, precision, and commitment.
Through these, unique products can be born.
I've had many an opportunity to verify this and I've never been disappointed.
I follow the same principles and I know there's great power
in them that keeps leading Atlas to the very top.
Please, don't give up on them!



► **Ralph SEGERVIK** student of the Stockholm School of Economics, ex-intern at Atlas Sp. z o.o.

I live abroad and every time I visited Poland, I was intrigued by the elevated stork figures marked 'Atlas'.
What were they? Why did someone put them there?
Someone told me they were an advertising for adhesives. But that didn't satisfy my curiosity.
This year, I had a chance to serve as an intern as part of my marketing studies at the Stockholm School of Economics. I could choose from between the best advertising, strategic, and public relations companies in northern Europe. But the 'stork enigma' led me to Poland.
Thanks to the management's friendly attitude, I was able to intern at Atlas.
As student of one of the best business schools in the world, I studied theories, theoretical models of approaching and solving practical issues in the life of multinational corporations.
During my internship at Atlas, I was able to apply the skills acquired back at school to solve the 'stork enigma'.
The warm and cordial reception I met with meant that I had access to analyses of the processes of implementation, purchasing, administration, production and development.
At every step, Atlas favourably surprised me.
I met extremely nice people responsible for the processes and structures who, with surprising modesty, described the effects of their work, effects that, when compared to theory, were really near perfection.
No wonder that Atlas is one of the best-managed Polish companies. What was behind the 'stork enigma'?
During my internship I met fantastic people, a brilliantly managed Polish company, where the professionalism of internal structures went hand in hand with the creativity of individuals.
A rare, warm, almost family-like atmosphere, outstanding employees, and a surprisingly high level and broad horizon of knowledge that I've never encountered in Sweden.
Atlas is a company where the genius of intellect is in harmony with a warmth of heart.



► **Jan DIMMICH** ex-CEO, Hoechst Polska Sp. z o.o.,
Clariant Polska Sp. z o.o., still professionally active

I love creative people, who know what they want in life,
charged with positive emotions, intelligent, brilliant and open.
It was precisely such people that I met more than twenty years ago at the then-fledgling Atlas.
They were a basis on which could arise a company that within a relatively short time created an infrastructure worthy of the 21st century.
Modern production facilities has given Atlas a leading position on the construction chemicals market, and not only in Poland. Our chemical products, which we've supplied since Atlas's founding – though often under different names today – have probably, in a modest degree, helped to create the well known, highly valued and widely used Atlas products.
I am happy that in the course of my long professional career I've been able to work with Atlas, watch its dynamic growth, and in the process make invaluable acquaintances and even friendships.

HISTORY OF ATLAS GROUP



| | |
|--|------|
| Atlas founded | 1991 |
| First production facility launched in Łódź | 1992 |
| Development of nationwide distribution network | 1993 |
| Second production facility launched in Piotrków Trybunalski | 1994 |
| Production started at third facility in Bydgoszcz | 1996 |
| Atlas Charity Foundation started | |
| Headquarters moved to restored former Biedermann Factory in Łódź | 1997 |
| Acquisition of Grudzeń Las Sp. z o.o. and KGiA Nowy Łód Sp. z o.o. | 1998 |
| Fourth production facility launched in Niwnice | |
| Fifth and sixth production facilities launched in Dąbrowa Górnicza and Suwałki | 1999 |
| Acquisition of Zakłady Przemysłu Gipsowego Dolina Nidy | 2000 |
| Launch of WKiZB S.A. in Zgierz, group's seventh production facility | 2001 |
| Launch of the Stacja Nowa Gdynia business-and-sports centre | |

| | |
|------|---|
| 2002 | Atlas receives President of Poland's Economic Award |
| 2003 | Atlas Sztuki art gallery inaugurated |
| 2004 | Benefactor of the Year title awarded to the Atlas Charity Foundation |
| 2005 | Sped Partner freight forwarding subsidiary launched First 'Superbrand' title for Atlas |
| 2006 | Acquisition of a stake in Izohan Nida Media subsidiary launched |
| 2007 | New production line launched at Dolina Nidy |
| 2008 | Acquisition of WIM |
| 2009 | Second Dolina Nidy production facility launched in Konin Acquisition of a majority stake in PT OOO Taifun, largest building mortar manufacturer in Belarus Inauguration of Atlas Arena, Poland's largest multi-purpose indoor arena |
| 2010 | Acquisition of Gdańsk-based Izolmat and Romania's Cesal-Romcolor Group |
| 2011 | Acquisition of Chemiks Sp. z o.o. |
| 2012 | Launch of PT OOO Atlas Tak subsidiary in Ukraine Atlas Group awarded the 'Philanthropy Leader' title |



► 1991



► 1992



► 1993



► 1994



► 1995



► 1996



► 1996



► 1996



► 1996



► 1996



► 1997



► 1998



► 1998



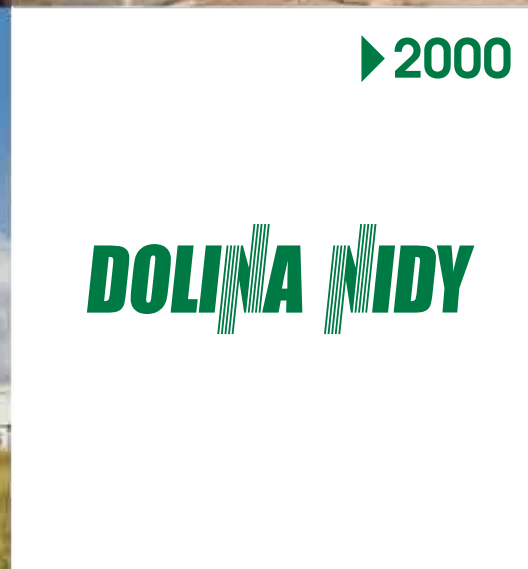
► 1999



► 1999



► 1999



► 2000



► 2000



► 2001



► 2001



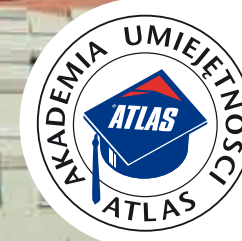
► 2001



► 2001



► 2001



► 2001



► 2002



BUSINESSMAN

► 2003



► 2003



► 2003



► 2003



► 2004



► 2004



► 2005



► 2005



IZOHAN

► 2006



► 2006



► 2007



► 2007



1 4 GOALS AND MISSION



MISSION:

Atlas
MAKES
BUILDING EASIER
AND FASTER

Atlas fulfils its mission
by designing, producing, and selling building materials.
Our main product groups include:

- ceramic and stone tile fixing materials
- complex thermal insulation systems
- self-levelling underlayments and toppings
- drymix mortars
- insulation materials and sealants
- paints
- mineral plasters
- gypsum plasters and mortars
- grounding, cleaning and securing materials
- vintage-building renovation materials

1. Constant striving to increase Atlas corporate value.

2. Building regional leadership in key competences.

3. Building market advantage by developing systemic solutions.

4. Improving corporate management methods.

5. Fostering brand prestige.

6. Developing and fully utilising employee potential.

7. Preventing environmental pollution.

8. Meeting domestic sales targets.

9. Meeting foreign sales targets.

10. Developing product ranges to meet customers' expectations.

11. Designing and improving products in the context of economics, safety and environmental protection.

12. Optimising production and storage flow.

13. Ensuring funds for day-to-day operations and future growth.

14. Preventing potential work accidents, production-related hazards, and sickness.

To our customers, we offer products that are safe and environment-friendly. This we achieve through reliable design, state-of-the-art production technologies, and thorough quality control, all facilitated by our long-term cooperation with a time-proven group of raw-material, packaging and service suppliers. We satisfy our customers' expectations through partner-based cooperation and a well-developed system of commercial and technical consultation. We strengthen our market position by increasing sales, fostering brand prestige, and generating profits that allow our organisation to grow. We ensure employees' satisfaction through stability of employment, safe working conditions, and by allowing them to improve their skills through a well-developed system of internal training. Fulfilling our policy, we pledge to prevent adverse environmental effects, as an expression of our concern for the natural environment for us and the future generations. Concerned with the health of every individual, we strive to ensure work safety, prevent potential work accidents, production-related hazards, and sickness. We comply with all applicable legal regulations. We keep improving our products and services under our Integrated Management System, paying particular attention to quality, work safety and hygiene, and environmental footprint.

OUR STAKEHOLDERS



INTERNAL ENVIRONMENT

- EMPLOYEES
- OWNERS

- „KLEKOT” MONTHLY
- MEETINGS
- INTRANET
- EMPLOYEE REPRESENTATIVE
- IDEA BOX

- STREAMLINING
INTERNAL
COMMUNICATIONS

OUR PARTNERS

- INDIVIDUAL
CUSTOMERS
- INSTITUTIONAL
CUSTOMERS
- PROFESSIONALS
- ARCHITECTS
- SUPPLIERS
- DISTRIBUTORS

- WWW.ATLAS.COM.PL
WEBSITE
- „ATLAS PROFESSIONAL”
PORTAL AND MAGAZINE
- ONLINE
ARCHITECT ZONE
- CALL CENTRE
- TECHNICAL
CONSULTANTS
- MEETINGS
WITH KEY PARTNERS

- STRENGTHENING
AND DEVELOPING
PARTNER-BASED
COOPERATION

EXTERNAL ENVIRONMENT

- TRADE
ORGANISATIONS
- LOCAL
COMMUNITIES
- GRADUATE SCHOOLS
- LOCAL
AND CENTRAL
GOVERNMENT
BODIES

- MEETINGS
- CONFERENCES
AND SEMINARS

- DEVELOPING
RELATIONSHIPS
WITH THE COMPANY’S
ENVIRONMENT

ATLAS GROUP IN 2012



Atlas Sp. z o.o.

WKiZB S.A.

Kopalnia Gipsu i Anhydrytu Nowy Łąd Sp. z o.o.

Dolina Nidy Sp. z o.o.

Kopalnia Gipsu Leszcze S.A.

Perlit AF Sp. z o.o.

Izohan Sp. z o.o.

Grudzeń Las Sp. z o.o.

Nida Media Sp. z o.o.

PPMB Izolmat Sp. z o.o.

Sped Partner Sp. z o.o.

G-K Sp. z o.o.

Chemiks Sp. z o.o.

Atlas Russia

S.C. Cesal S.A.

SIA Atlas Baltic

PT OOO Taifun

PT OOO Atlas Tak

Atlas Sp. z o.o.
ul. Sw. Teresy 105,
91-222 Łódź

Kopalnia Gipsu i Anhydrytu Nowy Łąd Sp. z o.o. in Niwnice
59-600 Lwówek Śląski

Izohan Sp. z o.o.
ul. Łużycka 2,
81-963 Gdynia

Nida Media Sp. z o.o.
Leszcze 15,
28-400 Pińczów

Sped Partner Sp. z o.o.
Leszcze 15,
28-400 Pińczów

WIM Sp. z o.o.
ul. Wronia 61/63,
97-300 Piotrków Trybunalski

Chemiks Sp. z o.o.
Łubna 60,
05-532 Baniocha nr. Warsaw

SIA Atlas Baltic
Matīsa iela 79/3,
Rīga LV-1009,
Republic of Latvia

Atlas Russia
ul. Zoi i Aleksandra
Kosmodemianskich 26/21,
125130 Moscow,
Russian Federation

PT OOO Taifun
ul. Aulskaya 18,
230003 Grodno,
Republic of Belarus

S.C. Cesal S.A.
ul. Borșului 31C,
410605 Oradea, Bihor,
Romania

PT OOO Atlas Tak
ul. Akademika Saharova 43,
72 026 Lviv,
Ukraine

Wytwórnia Klejów i Zapraw Budowlanych S.A.
ul. Szczawińska 52a,
95-100 Zgierz

Dolina Nidy Sp. z o.o.
Leszcze 15,
28-400 Pińczów

Kopalnia Gipsu Leszcze S.A.
Leszcze 15,
28-400 Pińczów

Grudzeń Las Sp. z o.o.
Grudzeń Las 28,
26-332 Sławno nr. Opoczno

Perlit AF Sp. z o.o.
Kamienica 47,
62-530 Kazimierz Biskupi

Przedsiębiorstwo Produkcji Materiałów Budowlanych Izolmat Sp. z o.o.
ul. Sandomierska 38,
80-051 Gdańsk

G-K Sp. z o.o.
Stok 60,
26-341 Mniszków

Fundacja Dobroczynności Atlas
ul. Jaśkowa Dolina 17,
80-252 Gdańsk

Atlas Sztuki Sp. z o.o.
ul. Piotrkowska 114/116,
90-006 Łódź

Stacja Nowa Gdynia Sp. z o.o.
ul. Sosnowa 1,
95-100 Zgierz



Dolina NIDY

NOWY ŁĄD
Kopalnia gipsu



IZOHAN

WIM

IZOLMAT
GDAŃSK

Chemiks

GIPS
KOPALNIA LESZCZE

NIDA MEDIA

PERLIT AF

sped
PARTNER



Cesal

ATLAS SZTUKI



STACJA NOWA GDYNIA



Management boards of Atlas Sp. z o.o. subsidiaries in 2012

| Company | Management Board |
|--|---|
| 1 Atlas Sp. z o.o. | President of the Board – Henryk Siodmok Vice President – Konrad Marchlewski Vice President – Jacek Michalak Vice President – Tomasz Skalski Vice President – Krzysztof Ogórek |
| 2 Wytwórnia Klejów i Zapraw Budowlanych S.A. | President of the Board – Krzysztof Rudólf |
| 3 Dolina Nidy Sp. z o.o. | President of the Board – Jacek Koźlecki Vice President of the Board – Janusz Kuźnia |
| 4 Nida Media Sp. z o.o. | President of the Board – Wojciech Radej |
| 5 Kopalnia Gipsu i Anhydrytu Nowy Łąd Sp. z o.o. | President of the Board – Stanisław Małek Vice President of the Board – Małgorzata Lenik Member of the Board – Mariusz Pietruszka |
| 6 Grudzeń Las Sp. z o.o. | President of the Board – Stanisław Śmiechowicz Member of the Board – Andrzej Greń |
| 7 Izohan Sp. z o.o. | President of the Board – Paweł Ziemiński Vice President of the Board – Ewa Pira (till 5.11.2012) Vice President of the Board – Paweł Kisiel (since 13.11.2012) Vice President of the Board – Hanna Bruss (since 13.11.2012) Member of the Board – Mariola Krezymon (till 5.11.2012) |
| 8 G-K Sp. z o.o. | President of the Board – Józef Wędzonka |
| 9 Sped Partner Sp. z o.o. | President of the Board – Paweł Kisiel (till 28.12.2012) President of the Board – Radosław Sowiński (since 28.12.2012) Vice President of the Board – Zbigniew Adamczyk Vice President of the Board – Radosław Sowiński (from 22.11.2012 till 28.12.2012) |
| 10 WIM Sp. z o.o. | President of the Board – Przemysław Dzioba Vice President of the Board – Artur Duda (since 16.02.2012) |
| 11 Przedsiębiorstwo Produkcji Materiałów Budowlanych Izolmat Sp. z o.o. | President of the Board – Dariusz Walas (till 13.11.2012) President of the Board – Paweł Ziemiński (since 13.11.2012) Vice President of the Board – Hanna Bruss (since 13.11.2012) Vice President of the Board – Paweł Kisiel (since 13.11.2012) Member of the Board – Tomasz Rakowski (till 13.11.2012) |
| 12 Chemiks Sp. z o.o. | President of the Board – Tadeusz Pietras |
| 13 PT OOO Atlas Tak | General Director – Leszek Busłowicz |
| 14 SIA Atlas Baltic | General Director – Monika Nieme |
| 15 Atlas Russia | General Director – Małgorzata Pawlak |
| 16 PT OOO Taifun | General Director – Romuald Matiukiewicz |
| 17 S.C. Cesal S.A. | General Director – Ioan Gadalean Director of Operations – Piotr Chrzanowski |
| 18 Perlit AF Sp. z o.o. | President of the Board – Jacenty Ślęzak |
| 19 Kopalnia Gipsu Leszcze S.A. | President – Leszek Irla |
| 20 Stacja Nowa Gdynia Sp. z o.o. | President of the Board – Jacenty Ślęzak Vice President of the Board – Marcin Ciupa Member of the Board – Józef Kociemski |
| 21 Fundacja Dobroczynności Atlas | Director – Barbara Chodnikiewicz |
| 22 Atlas Sztuki Sp. z o.o. | President of the Board – Jacek Michalak |



We have been awarded:

for what we do



GOLDEN BUILDING BRAND OF THE YEAR 2011 & 2012

category: Decorative Plasters



SUPERBRANDS 2012 1ST PLACE

category: Building, Finishing, and Gardening Materials



CUSTOMERS' LAUREL 2012, GOLDEN EMBLEM

category: Mortars and Plasters



HIGHEST QUALITY INTERNATIONAL 2012

category: Qi Product, Golden Emblem for highest quality product: Atlas Golden Age

for how we do it



HIGHEST QUALITY INTERNATIONAL 2012

category: Qi Order, Golden Emblem for highest quality management: Atlas Integrated Management System



GOLDEN BUILDING BRAND OF THE YEAR 2011 & 2012

category: Professional-Friendly Brand

GOLDEN BUILDING BRAND OF THE YEAR 2011 & 2012



HONORARY MENTION, 17TH CONSERVATION FAIR IN TORUŃ, 2012

category: cooperation with conservation specialists



HONORARY MENTION, PWC POLISH COMPANY – INTERNATIONAL CHAMPION 2012

category: Investor – for significant achievements on international markets



for what we stand for



ŁÓDŹ PROVINCE SPECIAL AWARD 2012
for achievements in building a positive image of Łódź Province



OECD Guidelines for Responsible Business Conduct Certificate 2012



PHILANTHROPY LEADER 2012, 1ST PLACE, for company that donated the highest proportion of pre-tax income for charity





Atlas has been producing building mortars for over twenty years now. Throughout this time, we have been consistently developing the Polish market of modern building materials. In 1991, when the Atlas tile adhesive was first marketed, there began a long and fascinating process of teaching users to lay tiles using the thin-layer method.

Over time, Atlas has introduced many other product and material solutions that were a challenge both for us and for Poland's fledgling market economy. We have co-authored domestic standards, today fully compliant with those observed elsewhere in the European Union. Today, Atlas is an organisation that is actively involved in shaping and improving standards in all fields of its operations. The company is a member of numerous domestic trade organisations, such as the Polish Construction Technology Platform, the Polish Green Energy Technology Platform, the Association for Insulation Systems, or the Polish Construction Industry Chamber of Commerce and the Polish-Belarus Chamber of Commerce and Industry.

Over the last twenty years, we have made significant contributions to the development of technological standards in the field of building materials by participating in the works of two standardisation committees: the Technical Committee for Adhesives and the Committee for Plaster and Plaster Products. Atlas is also a company that has done a lot in the way of building a positive image of Polish business; for this reason, we are members of the Employers of Poland Coalition for Responsible Business and the United Nations Global Compact initiative. In 2012, we obtained a certificate of compliance with the OECD Guidelines for Multinational Enterprises, confirming our high standards with respect to information disclosure, employment and work relationships, environmental protection, prevention of corruption, protection of consumer interests, science and technology, competition protection, and taxation. We are also active internationally, being a member of the European Mortar Industry Association and participating in the works of the Technical Committee of the European Committee for Standardisation CEN/TC 67 (Ceramic Tiles).



RELIABLE EMPLOYER



WORKING TO KEEP YOUR WORKPLACE SAFE



Employee health and safety have always been high on our agenda. Atlas Sp. z o.o. has implemented work safety and hygiene management standards compliant with British Standard BS OHSAS 18001:2007 and had them certified by an independent certification auditor.

As required by law, each of our employees undergoes first a general occupational safety and health (OSH) training and then a job-specific training where they receive complex information about any hazards related to their job position, how to prevent them, and what to do if they do occur. Physical-work employees undergo mandatory OSH training every year. Additionally, every two years Atlas organises a first-aid training run by a medical emergency unit.

In order to improve employee safety and health and to reduce occupational hazards, Atlas has implemented a uniform occupational risk management system, with procedures for occupational risk assessment and neutralisation.

To identify potential work safety hazards and to let employees feel that they too are responsible for their own safety at work, employees have been enabled to anonymously report OSH violations.





LA7

Number of days lost:
number of work accident-caused sick leave days per company’s organisational division

| location | work accident-caused sick leave (calendar days) | work accident-caused sick leave (workdays) | full rehabilitation benefits (workdays) |
|--------------------------------------|---|--|---|
| Atlas Sp. z o. o. (total) | 354 + 36 (in 2011) = 390 | 277 | 7 |
| Headquarters (Łódź, Leszcze, Gdańsk) | 59 | 39 | 0 |
| Piotrków Trybunalski | 44 | 36 | 0 |
| Dąbrowa Górnicza | 37+31 (accident in 2011) | 27+21 (accident in 2011) | 0 |
| Bydgoszcz | 33 | 21 | 0 |
| Suwałki | 181 | 129 | 7 |
| Niwnice/Gromadka | 0 + 5 (accident in 2011) | 0 + 4 (accident in 2011) | 0 |

Number of days lost:
number of work accident-caused sick leave days per region (province), according to the employee’s domicile

| province | work accident-caused sick leave (calendar days) | work accident-caused sick leave (workdays) | full rehabilitation benefits (workdays) |
|---------------------|---|--|---|
| Łódzkie | 44 | 36 | 0 |
| Śląskie | 37 + 31 (accident in 2011) | 27 + 21 (accident in 2011) | 0 |
| Kujawsko-Pomorskie | 33 | 21 | 0 |
| Podlaskie | 181 | 129 | 7 |
| Dolnośląskie | 0 + 5 (accident in 2011) | 0 + 4 (accident in 2011) | 0 |
| Wielkopolskie | 29 | 21 | 0 |
| Warmińsko-Mazurskie | 5 | 3 | 0 |
| Mazowieckie | 25 | 15 | 0 |

Number of work accidents
(per company location)

| location | number of work accidents |
|--------------------------------------|--------------------------|
| Atlas Sp. z o. o. (total) | 14 |
| Headquarters (Łódź, Leszcze, Gdańsk) | 6 |
| Piotrków Trybunalski | 4 |
| Dąbrowa Górnicza | 2 |
| Bydgoszcz | 1 |
| Suwałki | 1 |
| Niwnice/Gromadka | 0 |

All the accidents in 2012 affected men,
no woman had an accident in 2012.

Number of work accidents
per region (province), according to the employee’s domicile

| province | number of work accidents |
|---------------------|--------------------------|
| Łódzkie | 3 |
| Śląskie | 3 |
| Kujawsko-Pomorskie | 1 |
| Podlaskie | 1 |
| Wielkopolskie | 1 |
| Warmińsko-Mazurskie | 1 |
| Mazowieckie | 2 |
| Pomorskie | 1 |
| Lubuskie | 1 |
| total | 14 |

Injury rate:
work accident frequency rate

W1 = (P1 / U) x 1,000
W2 = (P2 / U) x 1,000
P1 - number of work accidents
P2 - number of serious/fatal work accidents
U - average employment in full-time jobs

| location | W1 rate | W2 rate |
|--------------------------------------|---------|---------|
| Atlas Sp. z o.o. (total) | 16.10 | 0 |
| Headquarters (Łódź, Leszcze, Gdańsk) | 11.85 | 0 |
| Piotrków Trybunalski | 37.37 | 0 |
| Dąbrowa Górnicza | 23.24 | 0 |
| Bydgoszcz | 11.23 | 0 |
| Suwałki | 41.24 | 0 |
| Niwnice/Gromadka | 00.00 | 0 |

| province | W1 rate | W2 rate |
|---------------------|---------|---------|
| Łódzkie | 10.96 | 0 |
| Śląskie | 20.66 | 0 |
| Kujawsko-Pomorskie | 8.94 | 0 |
| Podlaskie | 27.03 | 0 |
| Dolnośląskie | 0.00 | 0 |
| Wielkopolskie | 35.56 | 0 |
| Warmińsko-Mazurskie | 5.45 | 0 |
| Mazowieckie | 56.59 | 0 |
| Pomorskie | 38.97 | 0 |
| Lubuskie | 175.75 | 0 |

Work accident-caused employee absences
(per region)

| province | work accident -caused sick-leave absence: in workdays | percentage of work accident -caused non-work time: as percentage of nominal work time |
|---------------------|---|---|
| Dolnośląskie | 4 | 0.02 |
| Kujawsko-Pomorskie | 21 | 0.07 |
| Lubelskie | - | - |
| Lubuskie | - | - |
| Łódzkie | 36 | 0.04 |
| Małopolskie | - | - |
| Mazowieckie | 44 | 0.49 |
| Opolskie | - | - |
| Podkarpackie | - | - |
| Podlaskie | 136 | 1.47 |
| Pomorskie | - | - |
| Śląskie | 16 | 0.07 |
| Świętokrzyskie | - | - |
| Warmińsko-Mazurskie | 3 | 0.18 |
| Wielkopolskie | 21 | 0.30 |
| Zachodniopomorskie | - | - |
| total | 281 | 0.13 |

INVESTING IN OUR EMPLOYEES



Improving our employees' qualifications and investing in their professional development is one of our priorities, which is why every year we design a comprehensive and well thought-out plan of training courses and workshops for Atlas personnel. Employees are also able to submit their own propositions, suggestions and needs regarding future training.

In 2012, Atlas Group had planned to carry out a total of 149 training courses, their diversity and wide range of subjects reflecting the complexity of the organisation as a whole. The training-course subjects addressed current internal needs, external requirements, and employees' individual needs.

Atlas Group has been implementing CSR-related policies for many years. In 2012, a group of employees participated in a training course on corporate social responsibility and sustainable development held under a programme coordinated by Employers of Poland. The training participants learned about key CSR practices and their potential benefits. The knowledge thus gained will allow the Atlas Group personnel to actively and meaningfully contribute to the Group's corporate social responsibility-related projects.

Training on human rights policies and procedures

HR3

| human rights issues within scope of training | |
|--|--------|
| number of participants | 197 |
| total number of training hours | 1 694 |
| training total | |
| total number of training hours in 2012 | 12 098 |
| percentage of staff who underwent any kind of training | 22,4 |
| share (in %) of training hours on human rights policies and procedures in total number of training hours | 14,0 |



JUŻ 20 LAT NA SZCZYCIE
Atlas Wysoki - Jebel Toubkal

NOT JUST WORK

Various kinds of leisure and team-building activities were organised for employees in 2012, like in the previous years, through the company's Employee Benefit Fund.

A seven-day recreational stay was organised at Lake Skok near Bełchatów. Employees of WKiZB Zgierz, in turn, spent a June weekend on an integration stay near Sulejów. The first day's highlight was an outdoor paintball game; on the second day, participants could choose between a walk around the lake and a canoe trip down the Pilica. Water sports activities were a popular form of leisure at Atlas Group in 2012. Another unit that chose this form of out-of-work activity was the Atlas Production Facility in Bydgoszcz.

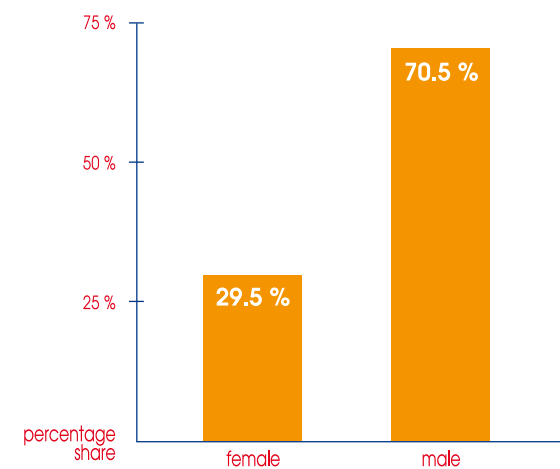
In 2011, to celebrate the 20th anniversary of Atlas, a climbing expedition to the Atlas Mountains was organised. Proposed by employees, the purpose of the expedition was to climb the highest peak of High Atlas, Jebel Toubkal (4,167 m). Prior to the expedition – intention to participate in which was declared by 17 employees – a competition was held on how to celebrate the anniversary on the summit. Employees cast their votes online and the winner received an attractive prize. After nine months of preparations, the expedition started on 16 September 2011. Following a weekend of relaxation and acclimatisation in Casablanca, the 17 participants set out for the mountains. On the first day, after a long and exhausting trek, they reached a shelter at an altitude of 3,000 metres. Despite fatigue, they decided to continue with a summit attempt. It was a tough challenge, but perseverance, obstinacy, and indomitableness allowed the climbers to reach the summit of Jebel Toubkal on 20 September 2012. The expedition went on to spend the rest of the trip actively, travelling around Morocco. They visited the country's cultural capital, Marakesh, as well as the city of Agadir. They also spent one night in the desert, sleeping under stars or in Bedouin tents.

The expedition was a great success, demonstrating the participants' great tenacity and indomitable character.

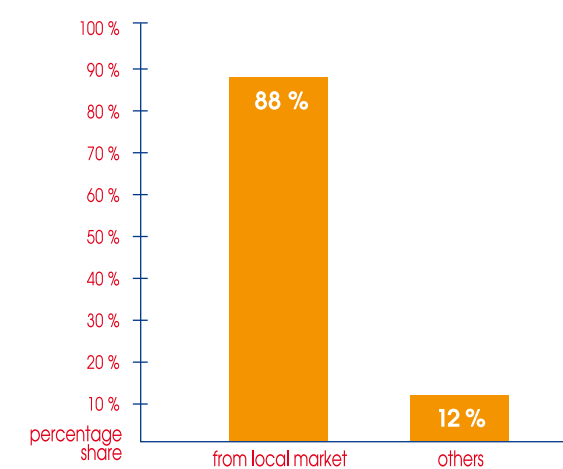
OUR EMPLOYEES IN NUMBERS



Senior management by gender



Senior managers secured from local market



Senior management – employees (on job contracts) in the top two (8th and 9th) Atlas sp. z o.o. remuneration scale categories – board members of Atlas sp. z o.o. are appointed in accordance with Commercial Companies Code regulations.
The local market has been defined as follows: for Łódź and Półaków Trybunalski sites – Łódzkie province; for Bydgoszcz site – Kujawsko-Pomorskie province; for Nivnice site – Dolnośląskie province; for Suwałki site – Podlaskie province.

Full-time vs. part-time employment

| employment proportion | number of employees per gender | | share of total employment per gender (%) | | number of employees | share of total employment (%) |
|-----------------------|--------------------------------|------|--|--------|---------------------|-------------------------------|
| | female | male | female | male | | |
| 0,1 | - | 1 | - | 0,15 | 1 | 0,11 |
| 0,125 | 1 | 4 | 0,44 | 0,61 | 5 | 0,57 |
| 0,2 | - | 1 | - | 0,15 | 1 | 0,11 |
| 0,25 | 2 | 4 | 0,88 | 0,61 | 6 | 0,68 |
| 0,5 | 9 | 5 | 3,96 | 0,77 | 14 | 1,59 |
| 0,6 | - | 1 | - | 0,15 | 1 | 0,11 |
| 0,75 | 1 | 1 | 0,44 | 0,15 | 2 | 0,23 |
| 0,8 | 1 | - | 0,44 | - | 1 | 0,11 |
| 0,875 | - | 1 | - | 0,15 | 1 | 0,11 |
| 1 | 213 | 633 | 93,83 | 97,24 | 846 | 96,36 |
| razem | 227 | 651 | 100,00 | 100,00 | 878 | 100,00 |

EC7

LA1

LA1

Employment per region

| region | number of employees | % of total employment |
|---------------------|---------------------|-----------------------|
| Dolnośląskie | 69 | 7.86 |
| Kujawsko-Pomorskie | 112 | 12.76 |
| Lubelskie | 8 | 0.91 |
| Lubuskie | 7 | 0.80 |
| Łódzkie | 371 | 42.26 |
| Małopolskie | 22 | 2.51 |
| Mazowieckie | 38 | 4.33 |
| Opolskie | 2 | 0.23 |
| Podkarpackie | 7 | 0.80 |
| Podlaskie | 37 | 4.21 |
| Pomorskie | 23 | 2.62 |
| Śląskie | 94 | 10.71 |
| Świętokrzyskie | 42 | 4.78 |
| Warmińsko-Mazurskie | 7 | 0.80 |
| Wielkopolskie | 30 | 3.42 |
| Zachodniopomorskie | 8 | 0.91 |
| Belarus | 1 | 0.11 |
| total | 878 | 100.00 |

Employment by type of contract as of 31 December 2012

| type of employment contract | number of employees per gender | | Share of total employment per gender (%) | | total employment | share of total employment (%) |
|-----------------------------|--------------------------------|------|--|--------|------------------|-------------------------------|
| | female | male | female | male | | |
| unspecified period of time | 170 | 471 | 74.89 | 72.35 | 641 | 73.01 |
| specified period of time | 51 | 172 | 22.47 | 26.42 | 223 | 25.40 |
| trial period | 5 | 7 | 2.20 | 1.08 | 12 | 1.37 |
| fill-in | 1 | 1 | 0.44 | 0.15 | 2 | 0.23 |
| total | 227 | 651 | 100.00 | 100.00 | 878 | 100.00 |

LA1

Employees per age

| age | Employees | | Board of Directors | Supervisory Board |
|----------|---------------------|-----------------------|-----------------------|-----------------------|
| | number of employees | % of total employment | % of total employment | % of total employment |
| under 30 | 196 | 22.3 | - | - |
| 31 - 40 | 343 | 39.1 | - | - |
| 41 - 50 | 172 | 19.6 | 40.0 | - |
| 51 - 60 | 146 | 16.6 | 60.0 | 66.7 |
| over 60 | 21 | 2.4 | - | 33.3 |
| total | 878 | 100.00 | 100.00 | 100.00 |

LA13

LA1

Employment by employee categories as of 31 December 2012

| gender | employee categories | | |
|--------|---------------------|-------------------------------------|-------|
| | production | technical administrative management | total |
| female | 21 | 206 | 227 |
| male | 325 | 326 | 651 |
| total | 346 | 532 | 878 |

Employees per gender

| gender | Employees | | Board of Directors | Supervisory Board |
|--------|---------------------|-----------------------|-----------------------|-----------------------|
| | number of employees | % of total employment | % of total employment | % of total employment |
| female | 227 | 25.9 | - | - |
| male | 651 | 74.1 | 100 | 100 |
| total | 878 | 100.00 | 100.00 | 100.00 |

LA13

Employees per level of education

| education | Employees | | Board of Directors | | Supervisory Board | |
|------------|---------------------|-----------------------|---------------------|-----------------------|---------------------|-----------------------|
| | number of employees | % of total employment | number of employees | % of total employment | number of employees | % of total employment |
| PhD | 1 | 0.1 | 4 | 80.0 | 1 | 33.3 |
| tertiary | 349 | 39.8 | 1 | 20.0 | 2 | 66.7 |
| college | 30 | 3.4 | - | - | - | - |
| secondary | 279 | 31.8 | - | - | - | - |
| vocational | 140 | 15.9 | - | - | - | - |
| primary | 79 | 9.0 | - | - | - | - |

LA13

PALARNIA

Prosimy o załączenie wentylatora.

Dym wydostający się z palarni powoduje
załączenie instalacji p-poż.

As an employer, Atlas does not endorse tobacco smoking. However, we understand those who need it for whatever reason and can take care of them too. Specially allocated smoking rooms are equipped with a high-class sensor-operated air conditioning device – but no time meter or camera.

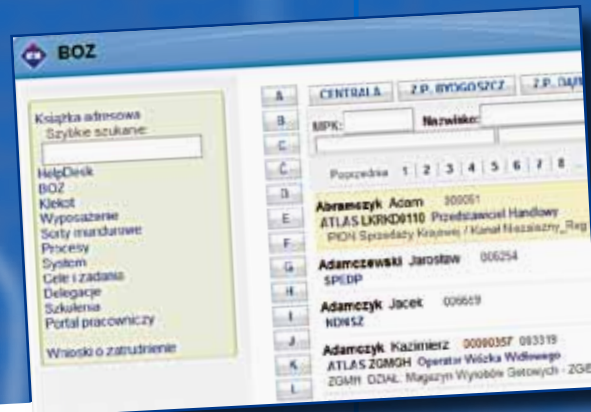
Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation as of 31 December 2012 (in percent)

LA14

| salary category | average salary ratio female/male | Łódź (Headquarters) female/male | Bydgoszcz female/male | Dąbrowa Górnicza female/male | Niwnice female/male | Piotrków Trybunalski female/male | Suwałki female/male |
|--|----------------------------------|---------------------------------|-----------------------|------------------------------|---------------------|----------------------------------|---------------------|
| 1 | 85.0 | | 91.70 | 77.10 | 88.20 | 70.60 | |
| 2 | 96.9 | 100.40 | | | | 74.20 | |
| 3 | 88.6 | 77.70 | | 79.40 | | 97.60 | 87.10 |
| 4 | 93.0 | 96.30 | 92.30 | 69.50 | 82.40 | 98.60 | |
| 5 | 96.4 | 98.80 | | | | | |
| 6 | 107.2 | 107.20 | | | | | |
| 7 | 99.6 | 98.50 | | | | | |
| senior management (categories 8 and 9) | 91.2 | 91.20 | | | | | |
| consultant jobs | 95.9 | 95.90 | | | | | |

DIALOGUING WITH EMPLOYEES

INTRANET ▶



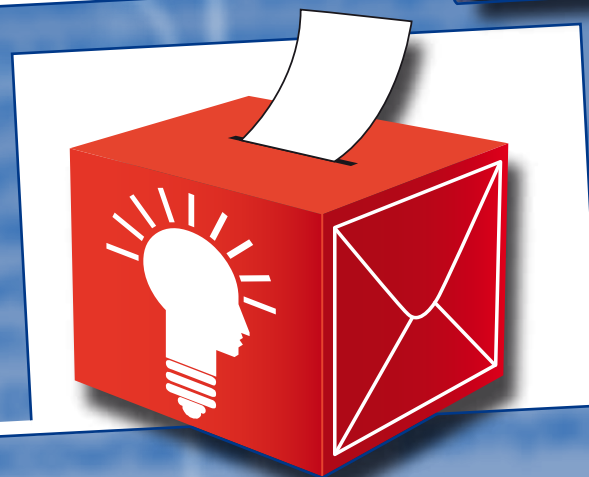
KLEKOT ▶



EMPLOYEE OMBUDSMAN ▶



IDEA BOX ▶



The corporate intranet plays an important role in communication with employees, its main advantage being immediate access to key information: current communiqués, document updates, medical or health insurance offers, upcoming training courses. Moreover, available through the intranet are all procedures, instructions and forms functioning within the Integrated Management System and a database of all legal regulations pertaining to Atlas operations. The corporate intranet is currently being upgraded to include a discussion forum and a classifieds section.

Another form of communication with employees is the bimonthly company newsletter *Klekot* (Clatter). Besides featuring current news and reports from important meetings, it provides information on aspects of work safety and interpersonal communication. Allowing employees to speak about their hobbies – be it art, tourism or cooking – it contributes to better employee engagement and integration.

The employee ombudsman's role is to communicate with the management regarding issues, initiatives, streamlining ideas or improvement schemes suggested by employees. The idea box is another channel through which employees can voice their complaints, comments or propositions.

RESPONSIBLE PRODUCER



FROM RAW MATERIAL TO FINAL PRODUCT



Dry-mix mortars are manufactured by mixing together components that can be divided into the following categories:

- mineral binders (Portland cements, high alumina cements, hydrated lime, gypsum, or anhydrite);
- polymer binders (redispersible emulsion powders);
- fillers (quartz sands and meals, lime sands and meals, dolomite, light and special fillers);
- modifiers: thickeners (methyl cellulose derivatives), setting-time activators, plasticizers, hydrofobic agents, setting-time retarders, defoamers, hydrophobic agents, pigments.

Approved by quality control services, dry-mix raw materials are transported to storage silos from which they are dispensed into the mixer. Once mixed, the product is packaged. Before shipping, product goes through technical acceptance. The production process is automatised.

Besides drymix mortar manufacturers, Atlas Group includes also producers of gypsum binders as well as quartz and dolomite fillers, giving it a level of quality control unsurpassed countrywide.

Working to build a robust, stable and constantly growing organisation, a leader on the Polish building materials market, we maintain a steadfast commitment to product quality. Quality, environment protection, and occupational safety and health are key elements of our strategy. Atlas works together with materials suppliers, finding the right solutions, and talks to customers to better understand their expectations. High quality is obtained by eliminating incompatibilities in the production process or, if they do occur, implementing the



process or, if they do occur, implementing the right corrective and preventive measures. Production processes at Atlas are regularly monitored for pollution, noise, other labour conditions, and waste management.

The Atlas Integrated Management System is a combination of an ISO 9001-compliant quality management system; an ISO 14001-compliant environmental management system; a BS OHSAS 18001-compliant occupational safety and health management system; and an ISO 26000 social responsibility management system.



Type of information provided in product label

| | mass (kg) | volume (cubic decimetres)* |
|--|--------------|----------------------------|
| quartz sands of various grain size | 400,627,950 | 242,804,818 |
| packagings (all types) marketed domestically | 18,786,388 | - |
| all other materials used for production | 261,144,225 | - |
| sum total of materials used for production in 2012 | 680, 558,563 | - |

EN1



*quartz sand volumes calculated for average $d = 1.65 \text{ kg/dm}^3$

Consumption of liquid raw materials is much lower than consumption of dry raw materials and due to that consumption of liquid raw materials was neglected.



Raw and other materials used for production in 2012

| | YES | NO |
|---|-----|----|
| origin of components of product or services | | x |
| composition, particularly in the case of substances that could have an adverse environmental or social impact | x | |
| safety of using product or services | x | |
| withdrawal of product from use and impact on natural environment/ social issues | x | |

PR3

ENVIRONMENTAL FOOTPRINT



The environment is one of the key partners and stakeholders in any corporate organisation, and that is also true for Atlas Group. Environmental protection policies play an important role in our corporate responsibility strategy, in the aspects of production-process organisation, production proper, and marketing.

All our products are carefully designed and undergo detailed lab testing to make sure that they are safe to use and environment-friendly. We attach particular significance to maintaining ecological balance at our many mining-and-extraction facilities.

The quality of our environmental activities is confirmed by a working and independently audited Integrated Quality Management System for which we won the Golden Emblem in the Highest Quality International 2012 contest. It consists of four systems:

- quality management (DIN-EN ISO 9001:2008);
- environmental management (DIN-EN ISO 14001:2004 + Cor 1:2009);
- occupational health and safety management (implemented 2009) (BS OHSAS18001:2007);
- corporate social responsibility (ISO 26000:2010).

Moreover, Dolina Nidy, an Atlas Group subsidiary, has implemented the EMAS eco-management and audit regulation (in compliance with EN ISO 14001:2004), a tool to evaluate, report and improve the company's environmental performance and minimise and/or eliminate any adverse effects for the environment.

In the sphere of production-process organisation, environmental aspects are taken into account in all important areas. Creating environmentally responsible products requires constant monitoring of natural resources and water consumption, air emissions, industrial waste and sewage generation, and noise pollution.





Environmental aspects are precisely evaluated throughout the product's life cycle, from the securing and transportation of raw materials to utilisation. Processes of packaging production and transportation, product distribution and storage, as well as production and product usage are also monitored and evaluated.

An important special environmental regulation is the procedure for implementing new raw materials. This procedure is mandatory at all Atlas Group units. Its purpose is to ensure the formulas' safety for human health and the environment through legally-compliant management of their chemical components.

Environmental aspects include also potential malfunctions or force majeure-situations that could pose an environmental hazard. A special procedure has been implemented to facilitate the identification and prevention of such hazards, as well as to ensure proper preparedness and reaction if they do occur, in order to minimise their adverse effect on employees, the working environment, and the natural environment.

Percentage of recycled materials in production process

| type of material | percentage share of recycled materials |
|-------------------------------|--|
| paper and cardboard | 3.28 |
| palletiser black stretch film | 8.48 |
| quartz sand (screenings) | 1.59 |

A total of 67,077 kilograms of cardboard were used as pallet spacers in 2012, 100 % percent of which was recycled. A total of 46,083 kilograms of used paper trays were reused.

EN2

Initiatives undertaken to reduce indirect power consumption and savings achieved

Power supply systems at the Atlas Sp. z o.o. production facilities in Piotrków Trybunalski and Bydgoszcz were analysed to identify potential savings, as a result of which some of the transformers were switched off.

**GŁÓWNY
WYŁĄCZNIK
PRĄDU**

| location | Atlas Sp. z o.o. production facility in Piotrków Trybunalski | Atlas Sp. z o.o. production facility in Bydgoszcz |
|-------------------------------------|--|---|
| idle run losses | 0.87 kW | 0.87 kW |
| load power losses | 6.75 kW | 6.75 kW |
| total losses | 7.62 kW | 7.62 kW |
| number of work hours | 8,760 h | 8,760 h |
| number of transformers switched off | 3 | 2 |
| estimated power savings | 200,000 kWh/year | 133,523 kWh/year |

EN7

Total mass of packaging (per type) marketed domestically by Atlas Sp. z o.o. in 2012 and total mass of recycled packaging waste (in kilograms)

| type of packaging | mass of packaging marketed domestically in 2012 | mass of recycled packaging waste in 2012 | recycling level in 2012 (percent) | recycling level in 2011 (percent) |
|------------------------------|---|--|-----------------------------------|-----------------------------------|
| plastics | 1,781,358.00 | 356,271.60 | 20 | 19 |
| steel, including sheet steel | 19,845.00 | 8,334.90 | 42 | 37 |
| paper and cardboard | 2,693,938.00 | 1,508,605.28 | 56 | 54 |
| wood | 14,291,247.00 | 2,143,687.05 | 15 | 15 |

EN27

Total mass of packaging (per type) marketed domestically by Atlas Group in 2012 and total mass of recycled packaging waste (in kilograms)

| type of packaging | mass of packaging marketed domestically in 2012 | mass of recycled packaging waste in 2012 | recycling level in 2012 (percent) |
|------------------------------|---|--|-----------------------------------|
| plastics | 2,368,898.00 | 473,779.60 | 20 |
| steel, including sheet steel | 37,581.00 | 15,784.02 | 42 |
| paper and cardboard | 3,904,615.00 | 2,186,584.40 | 56 |
| wood (including pallets) | 15,406,531.00 | 2,310,979.65 | 15 |
| total | 21,717,625.00 | 4,987,127.67 | - |

EMAS AT DOLINA NIDY

In May 2005, Dolina Nidy Sp. z o.o. started a project aimed at implementing and promoting the European eco-management and audit scheme (EMAS) in Poland.

On 20 August 2007, Dolina Nidy Sp. z o.o. received the EMAS Certificate (no. PL 2.26-001-8), confirming that it had implemented an eco-management system, complied with the Regulation (EC) No. 761/2001 of the European Parliament and of the Council of 19 March 2001 allowing voluntary participation by organisations in a Community eco-management and audit scheme (EMAS), assessed and improved its environmental impact, and disclosed information to the public and other interested parties. It is worth noting that Dolina Nidy's ISO 9001-compliant quality management system was first certified in 2002; two years later, in 2004, the company obtained an eco-management certificate compliant with ISO 14001; and in 2007, Dolina Nidy secured an occupational safety and health management certificate compliant with PN-N-18001:2004.

In 2012, Dolina Nidy published, for the seventh time, an Environmental Declaration, informing the public opinion, public institutions of various levels, neighbouring and cooperating organisations, and all interested parties on its environmental impact, effects of its eco-management system, and results of its constant improvement. The Environmental Declaration of Dolina Nidy Sp z o.o. can be accessed at www.dolina-nidy.com.pl.

In its 2012 Environmental Declaration, Dolina Nidy Sp. z o.o. states, among other things, the following indicators of environmental performance indicators: energy efficiency, community waste generation ratio in kg per tonne of product, hazardous waste generation ratio in kg per tonne of product, non-hazardous waste generation ratio in kg per tonne of product, biodiversity, water consumption in m³ per tonne of product, use of resources (gypsum rock, Rea gypsum, fillers, chemical additives), dust and gaseous emissions ratio per unit of product output. All these indicators were provided by Dolina Nidy Sp. z o.o. for its two production facilities: Leszcze (Świętokrzyskie province) and Konin (Wielkopolskie province).



PARTNERSHIP IN BUSINESS

Product responsibility

High product quality is a must, and not only for the formal reasons of regulatory compliance. For obvious reasons, it is also important from the business point of view: increasingly demanding markets eliminate products that do not meet their requirements or expectations. Product quality, especially when it comes to building materials, is also – or perhaps primarily – a matter of corporate ethics and responsibility. A good-quality product is safe to work with and use.

Clear information for the customer

To use building materials safely and correctly, users need comprehensive and precise information about their characteristics, intended use, and technology of application. We make sure that customers have convenient access to such data. Basic information about the product's usage, storage, and utilisation is stated on the packaging. Also provided is information about potential hazards involved in using product and the necessary precautions.

Thanks to constant monitoring of legal requirements, all our products comply with current regulations concerning product packaging and labelling.

Customers can also access other formal information about products:

- material safety data sheets (MSDS) compliant with Regulation (EC) No. 1907/2006 (REACH);
- technical sheets with detailed instructions on product usage;
- National Institute of Public Health-National Institute of Hygiene radiation certificates of approval for indoor-use products.

Provision of product information is a bilateral process, which is why we try to be in constant touch with customers in order to make sure that our products are used in the

correct way, or to receive feedback information about them.

For this purpose we have set up several channels of communication with our customers:

- a toll-free number available during work hours, also for mobile-phone users;
- dedicated e-mail address;
- large-scale network of commercial and technical consultants (also available on site);
- AtlasFachowca.pl community portal.

Although we strive to meet exacting quality standards at every stage of the production process, sometimes customers are not entirely happy with the product they have purchased. In order to ensure swift processing of customer complaints, we have set up a quick-response system. Though there are no formal regulations in this regard, we have set ourselves the goal to process technology-related complaints within a maximum period of 14 days. Complaint processing time is constantly monitored; in 2012, it fell to an average of 11.6 days, down from 12.1 days in 2011.

Assistance and cooperation

Atlas has always been determined to build close, partnership relations with target groups, especially those working professionally in the construction sector. Such partnerships allow us to tailor our products to the market's needs. Moreover, Atlas offers various educational programmes to its customers.

Atlas of professionals

Theoretical and practical product training workshops are the primary form of education for construction-sector professionals. We deliver training programmes to over 13,000 contractors annually. Practical presentations, where we discuss products and technology solutions, are carried out by an experienced training team consisting of long-time market practitioners. We also collaborate with professionals at the stage of product validation.

As part of our educational programme, Atlas has since December 2011 published its own specialist bimonthly, Atlas fachowca, a reliable source of knowledge about the sector. With 68 pages, it offers expert opinions and tips, reports on key events and developments in the industry, and describes recent technological innovations. This is also the place where we discuss work safety issues, give advice on how to run your own business, and get in touch with our customers. Atlas fachowca is distributed, free of charge, to over 40,000 professionals all over the country.

Another educational tool, but also a unique information-and knowledge-sharing platform, is AtlasFachowca.pl, Poland's first construction-sector community portal, launched by Atlas in 2008, which allows contractors to reach investors with their offer.

The portal's Knowledge Base includes a large number of publications on the characteristics and applications of various materials, design and workmanship, and running your own business. Users have access to Akademia, an online training platform, being able to monitor the training schedule and sign up for selected workshops. An Atlas materials-and-technologies expert as well as experts on law, accounting, insurance, and business psychology are available for consultation.

The portal's large Forum is a place where users are able to discuss and share knowledge about all kinds of construction-industry topics, such as tools and materials, work health and safety, customer relations, to technical advice. Construction-sector professionals can receive tips about how to run their own business, browse through international job offers, or post their own hiring advertisements.

The portal is a unique platform for sharing experiences, rating executed projects presented in the gallery, or posting buy/sell and job hiring/seeking classifieds. For Atlas, it is a valuable source of quick and up-to-date feedback information on Atlas products and market practices, as well as a channel for conducting customer satisfaction focus research.

For private customers planning a renovation or construction project, the portal is of invaluable help. The Professional Finder, a large database of contractors, helps investors find the professional they need. For the sake of users' convenience and safety, the contractor profiles, besides contact data, contain a range of useful information, such as their education, diplomas and certificates, customer references, insurance, or photos of jobs completed. All data are submitted by the professionals themselves.

Specially for individual investors, there is a section on how to negotiate with contractors and prepare a work contract.

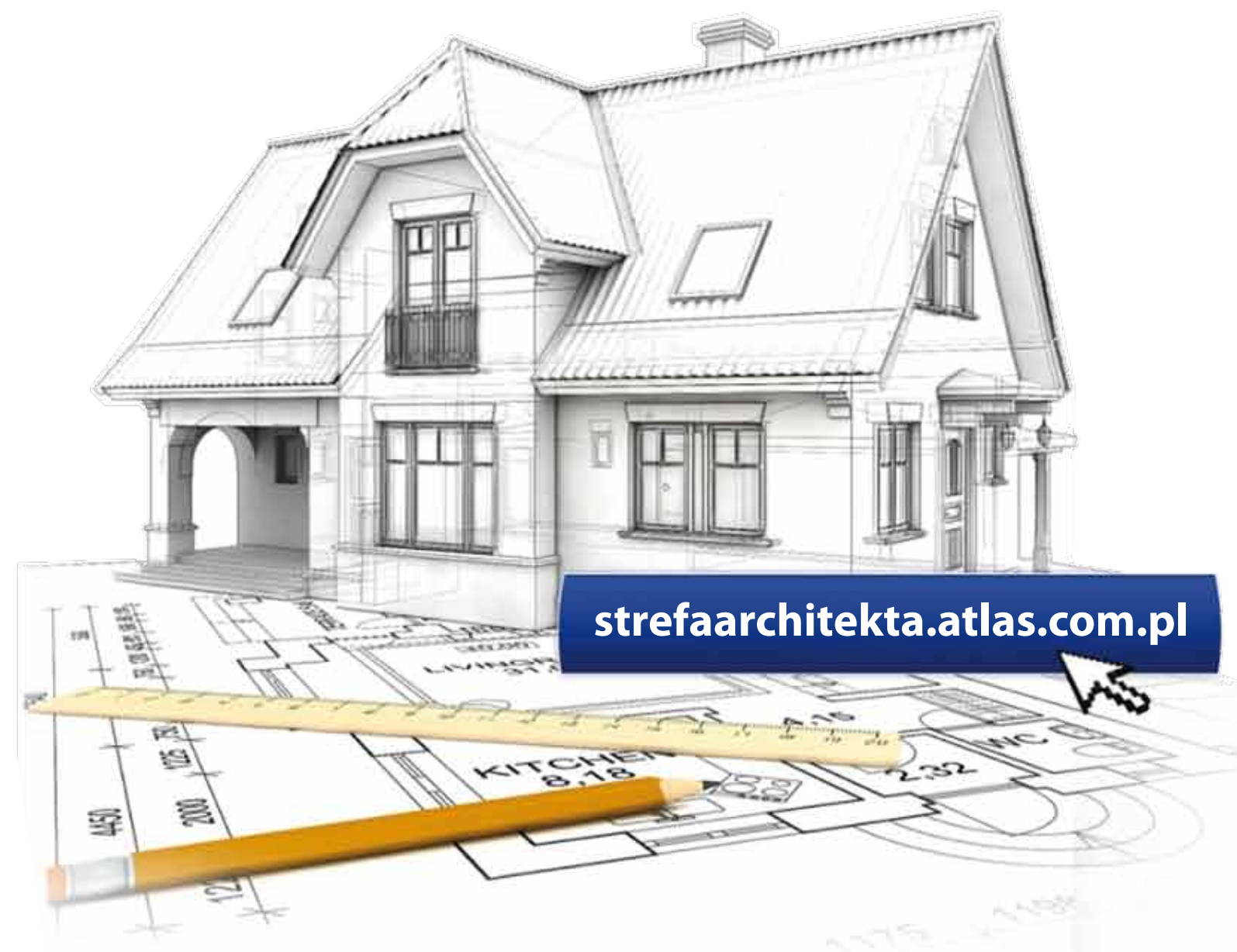
Architect Zone

The Architect Zone portal, integrated with the official Atlas website, offers designers and architects an online package of specialist applications indispensable in daily design and cost-estimating practice. Usage is free and the user is only required to open an account that will allow them to access the available tools and save work progress. By registering, users receive access to information about

software updates and new functionalities as they are added.

The tools available at the portal allow users to select Atlas products or system components to draw up a precise tender offer and investment project specification, including a material-technological description and cost estimate, as well as calculating the required material quantities. Also available are applications to aid energy-requirement calculations.

A special application called the Digital Colour Palette, created in collaboration with colour-selection specialists, allows users to select plaster colours and textures in accordance with the latest trends, or even to match them to their psychological profile. Colour and material libraries are available both online and for downloading, in formats accepted by popular architectural software programs.



ATLAS - SOCIAL COMMITMENT





Establishing its leading position on the construction chemicals market, Atlas Group did not forget about those less fortunate in life. From the start, we were not only investing in business growth but also actively pursuing charity activities. As the company grew, so did our philanthropic commitment. In order to make our giving more systematic, the Atlas Charity Foundation was created in 1996.

Every month the Foundation carefully reviews all aid requests received and allocates the funds justly. It systematically supports four children's homes: in Grotniki (łódzkie province), Zawiercie (śląskie province), Dąbrówka near Zgierz (łódzkie province), and the Special School Centre for the Intellectually Disabled in Pińczów (Kieleckie province). The Foundation has also offered systematic support for the Combined Special School in Kędzierzyn Koźle, ever since the great flood of 1997, when it sent truckloads of the basic necessities and offered Atlas materials for free to the hardest-hit communes. In association with the Polsat Foundation, five houses for flood victims were built and fully equipped.

The main goal of the Foundation's philanthropic activities is helping people afflicted by poverty, including, especially, young people, as well as helping patients suffering from terminal illness. In 2012, the Foundation offered

material and financial support to 574 families. Moreover, the Foundation grants material and financial support to public-benefit institutions providing welfare, health, educational, or philanthropic services, in accordance with the Public Benefit and Volunteer Work Act. Among the over 40 such institutions to which the Foundation donated in 2012 were also those charities of the Catholic Church. The Foundation's work is not limited to the territory of Poland. In collaboration with 'Dla Polonii' Foundation, funds were donated for full board for ethnic Poles from abroad studying in Poland. The Foundation also supported the launch of Lithuania's first stationary hospice by the Congregation of the Sisters of Merciful Jesus in Vilnius. Earlier, the Foundation had donated to the development of the facility itself, drawing on its experiences from 2004 when it financed the development of the St. Joseph Hospice in Sopot, for which it received the Benefactor of the Year title and the Special Award of the Academy of for the Development of Philanthropy in Poland.

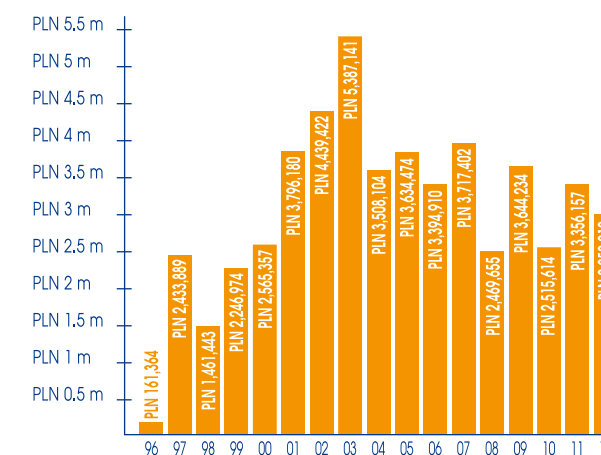
In 2012, the Foundation offered support to the Scouting Association of the Republic of Poland (ZHR) in Warsaw for Christmas parcels and their shipment to ethnic Poles living beyond Poland's eastern borders. Through the Atlas Charity Foundation, Dolina Nidy funded Christmas parcels for ethnic Poles living in Belarus, a project organised by the Foundation for Children from the Grodno Region.

ATLAS CHARITY FOUNDATION



**By end-2012,
the Atlas Charity Foundation
had donated a total of PLN 51,684,339 to philanthropic causes,
including nearly PLN 3 million in 2012 alone.**

In 2012, in collaboration with the Polish Donors Forum, the Atlas Charity Foundation joined the project 'Improving the Quality of Grantmaking by Corporate Foundations in Poland'. Supported by the European Union as part of the European Social Fund, the project's aim is to improve corporate donors' grantmaking skills and procedures. Through the exchange of ideas and experiences and mutual inspiration, operating standards are to be worked out in areas such as statutory mission and goals, foundation management, support area identification, grantmaking policies and procedures, relationships with beneficiaries, internal assessment, or accountability and transparency of operation.



Total support granted by the Atlas Charity Foundation (in PLN)

CO-AUTHORING CULTURE

Atlas Sztuki gallery was founded in 2003. By end-2011, it had organised a total of 53 exhibition projects. Many of those were subsequently presented in other cities in Poland and abroad, including, among others, in Sopot, Poznań, Wrocław, Warsaw, Zielona Góra, Płock, Kraków, Radom, Szczecin, Jelenia Góra, Katowice, Paris, Dresden, Prague, Bratislava, Košice, Sofia, Chişinău, Bucharest, Budapest, Vienna, Marseilles, or Trostberg.



In 2012, Atlas Sztuki presented seven projects:

1. Czekalska + Golec, *Contract Killer*, (13.01.2012-04.03.2012);
 2. Anna Baumgart, *Conquerors of the Sun*, Andrzej Turowski, *Locomotive of History*, (09.03.2012-29.04.2012);
 3. Joseph Beuys, *Performative Beuys*, (11.05.2012-24.06.2012);
 4. Stanisław Koguciuk, Jan Uścimiak, *The farmer is asleep and on his field crops grow*, (29.06.2012-02.09.2012);
 5. *Eastern Front*, (14.09.2012-28.10.2012);
 6. Stanisław Fijałkowski, 90th Anniversary of the Artist's Birth, (04.11.2012);
 7. Samuel Szczękacz 1917-1983, (23.11.2012-28.12.2012).
- Wojciech Wilczyk's photography exhibition, *There's No Such Thing as an Innocent Eye*, which debuted at Atlas Sztuki on 16 January 2009, travelled to the following venues in 2012:

1. Marc Chagall Art Center, Vitebsk, Belarus, (09.02.2012-04.03.2012);
2. Minsk City History Museum, Minsk, Belarus, (04.04.2012-29.04.2012).

Throughout 2012, Atlas Sztuki continued working with the Elementary and Middle School of Music in Łódź. A series of two-hour workshops were organised, where first-graders listened to a presentation about current exhibitions and then were able to create their own work of art.

Since autumn 2012, Atlas Sztuki has been holding workshops for students of the T. Makowski Combined Educational Facility for Fine Arts in Łódź.

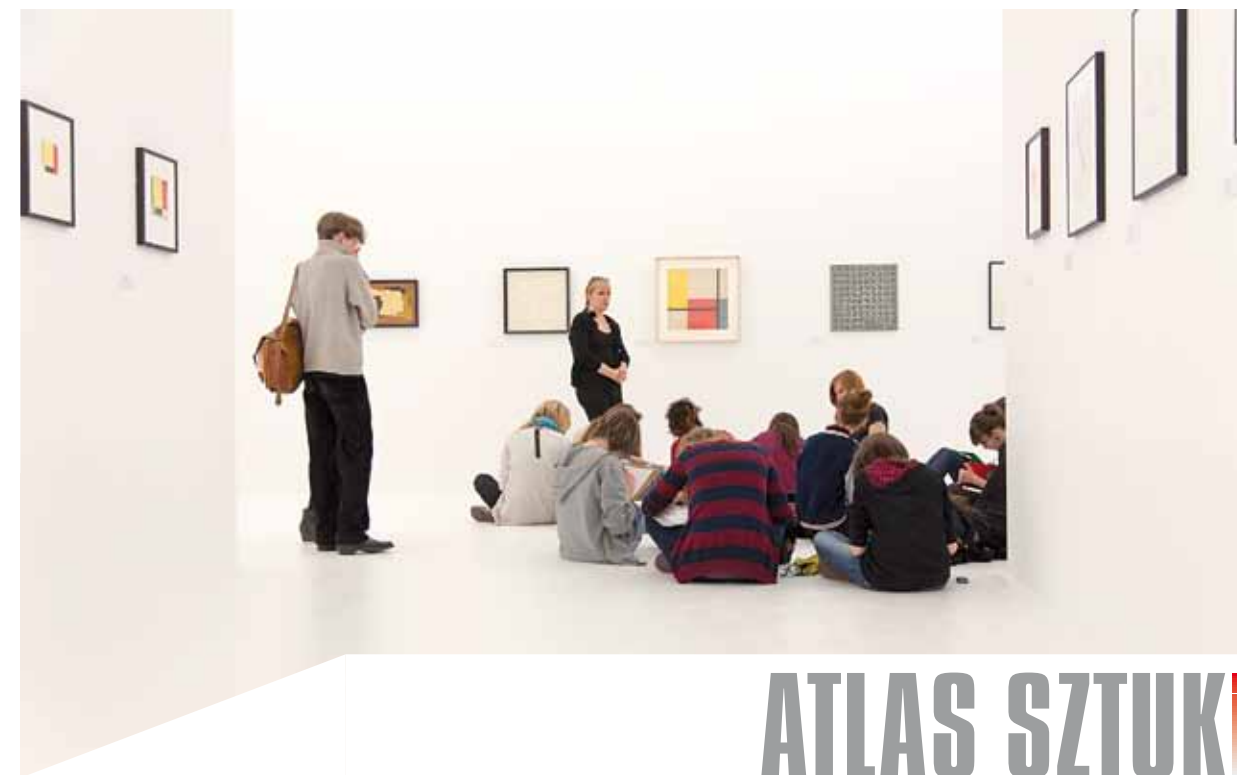
On 10 March 2012, a meeting was organised with author Andrzej Turowski and artist Anna Baumgart on the occasion of the publication of the former's book *Parowóz dziejów* (The locomotive of history).

On Atlas Sztuki's initiative, Maria Kornatowska's Star was unveiled at the Walk of Fame in Łódź, commemorating the Łódź Film School professor who died in 2011.

Atlas Sztuki is present on Facebook: <http://www.facebook.com/AtlasSztuki>.

The exhibitions held by Atlas Sztuki in 2012 were reviewed and commented on in mass media both nationwide (*Gazeta Wyborcza*, *Rzeczpospolita*, *Newsweek*, *Polityka*, *Wprost*, *Przekrój*, *Gazeta Studencka*, *Arteon*, *Art&Business*, *Orońsko*, *Exit*, TVP2, TVPINFO, Polskie Radio 3, Radio TOK FM) and local (*Gazeta Łódzka*, *Dziennik Łódzki*, TVP3 local channel, Telewizja Toya, Polskie Radio Łódź).

Since its founding, Atlas Sztuki has been the recipient of numerous awards, including two awards of the Minister of Culture and National Heritage, and three times winner of the *Polityka* weekly's ranking of best private art galleries in Poland.



ATLAS SZTUKI



Stacja Nowa Gdynia is a unique sports-and-business centre in the very heart of Poland. A place for all kinds of sports activities, physical recreation, and leisure, it also offers a wide range of cultural and intellectual attractions.

Stacja Nowa Gdynia makes its space available for visual artists and organises meetings with



writers. Since 2001, its gallery has organised over 90 exhibitions of painting, graphic arts, photography, sculpture or comics, each show accompanied by an opening reception and a meeting with the featured artist or artists. Since 2002, meetings have been organised with poets, writers, and journalists, offering the audience the opportunity to read and analyse poetry, participate in interesting debates, or meet popular

authors of children's literature.

Another important field of activity is music. In 2012, in association with the Łódź Philharmonic, a series of open-air concerts were organised under the name of 'Colours of Poland'. As part of the Stacja Nowa Gdynia festival, three concerts took place, each attracting an audience of several hundred.



ARCHITECTURE PRIZE

In a project aimed at supporting urbanistic culture, Atlas, as the exclusive sponsor, and the *Polityka* weekly launched in 2012 the annual Polityka Architecture Prize competition.



The purpose of the competition is to highlight the quality of architectural work being done in Poland, the various aspects of spatial planning and aesthetics of everyday spaces. It is also a form of promoting solutions that improve the standard of Polish architecture.



The annual competition awards prizes in three categories: executed architectural projects, urban-planning designs, and art in public space.



Entries are nominated and the winners selected by some of the most outstanding Polish architects and urban planners, architecture critics, urban space-aesthetics activists, and renowned artists.

A total of 117 entries have been received for the first edition of the Polityka Architecture Prize.



Photos by
Tadeusz Późniak / *Polityka*,
press materials of the *Polityka* weekly

Supporting cultural projects is a particular joy when they are aimed at the youngest audience.

In March 2012, we gladly sponsored the publication of Waldemar Wolański's *Fairytale about a Frog that Didn't Become a Queen* and its staging at Łódź's Arlekin Puppet Theatre. The book and stage show were

ARLEKIN PUPPET



THEATRE



Professor Maria Kornatowska's Star on Walk of Fame

In 2012, Prof Maria Kornatowska, outstanding film critic, essayist, and professor at the State Graduate School of Film, TV and Theatre in Łódź got her own star on Łódź's Walk of Fame at Piotrkowska Street. The star was exclusively sponsored by Atlas.

ATLAS SZTUKI

accompanied by an exhibition at Łódź's Museum of Cinematography, presenting the project's background and explaining how the book illustrations and theatre stage sets were created. The story of the frog tells the youngest viewers about important matters such as friendship, courage, or living in peace with others. It also suggests how to tell good from evil.

The Atlas-sponsored book went not only to the children present at the premiere at Arlekin Theatre but also, accompanied by an Atlas stork mascot, to all of the young finalists of the 3rd Dorota Gellner Festival of Children's Songs 'For Rainy Days'. The festival was organised in May 2012 under the auspices of the Łódź Chief School Administrator.



COMICS FESTIVAL

Atlas has for many years been a keen supporter of cultural activities, not only through its Atlas Sztuki art gallery,

In 2011, Atlas became the main sponsor of the International Festival of Comics and Games in Łódź, a unique event with a long and rich tradition. Taking place annually since 1992, it is the largest event of its kind in Poland and Central and Eastern Europe, every year attracting several thousand participants from Poland and abroad.

Numerous exhibitions and meetings with leading comics artists from all over the world are held as part of the festival.

Participants of the international competition exhibition compete for the Grand Prix, and since 2006 specially invited artists from two selected countries team up to create a project called City Stories: a collection of visual narratives set in Łódź

or themed around it. Over the years, the festival has grown greatly so the exhibitions, concerts and accompanying events now take place all over the city. In 2009, a computer game zone was added, with tournaments, game and hardware presentations, and new title launches.

While the festival itself lasts only three days, various related projects are held throughout the year. Domestic and international exhibitions are organised to promote Polish comics artists; to date, such shows have travelled to Belgium, Russia, Portugal, Italy, Lithuania, Netherlands, Hungary, France, Ukraine, and Austria, among other countries.

Atlas is proud to be able to support this unique and valuable initiative.



Razem z **FACHOWCAMI,**
razem z **ARTYSTAMI.**

atlas.com.pl
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Międzynarodowy Festiwal Komiksu i Gier
Łódź, 5-7 Października 2012

FROZEN STREETS



In February 2012, for almost a week, the participants of an event called Frozen Streets were able to use a 'snow park', a construction for ski and snowboard acrobatics.

Atlas had decided to support an initiative of two young people from Łódź, Rafał Pierzchański and Bartek Ślaboszewski, who dreamt of being able to practice winter sports without having to leave the city. Thanks to support from Atlas and other sponsors, the organisers were able to prepare a large construction for tricks and aerials.

The programme's highlight was a prize competition, of course, but the organisers had also prepared many other attractions, such as film screenings.



Practical Knowledge: the Key to Success

Atlas Academy

In 2012, in association with the University of Social Sciences and Humanities in Warsaw, Atlas started an educational project called 'Study with Atlas – the Atlas Academy'. The president of Atlas Group, Henryk Siodmok, PhD, is the project's co-author and also one of the lecturers. The course, addressed at future marketing and management specialists, offers a unique combination of theoretical and practical knowledge. On today's highly demanding labour market, the lack of practical, hands-on experience is often the number one obstacle to getting a job. Thanks to our project, students will be able to confront their learnt knowledge with the experience of business practitioners. Besides Mr Siodmok, another Atlas executive lecturing as part of the project is Krzysztof Ogórek, vice-president for sales and marketing.

Support for Mid-Level Building Education

Atlas offers educational support for secondary schools of building construction, providing them since October 2012, free of charge, with the *Atlas fachowca* bimonthly. The periodical is mailed to all kinds of secondary-education institutions teaching future building construction specialists. In another example of collaboration with the educational sector, Atlas participates in the project 'Development as the Path to Success – Providing Equal Opportunities in Braniewo County', carried out at the Technical Secondary School of Building Construction in Braniewo. As part of the project, students were able to familiarise themselves with the arcana of building chemicals production during a trip to the Atlas Production Facility in Bydgoszcz.

Master's Course in Construction Chemicals

Since the academic year 2011/2012, three tertiary schools – the Gdańsk University of Technology, the University of Science and Technology in Cracow, and the Łódź University of Technology – have offered master's courses in construction chemicals. The new course has been created with the participation of Atlas Group, and Atlas vice-president, Jacek Michalak, PhD, sits on the Programming Board which is the body responsible for its organisation and curriculum. The first such course in Poland, it is a joint initiative of the Faculties of Chemistry of the Gdańsk and Łódź Universities of Technology and the Faculty of Material Engineering and Ceramics of the Cracow University of Science and Technology. Students learn the technologies of production, processing, and modification of building materials as well as the production and recycling of final products. They are also prepared to operate specialist software and computer databases.

Cooperation with the University of Management and Administration in Zamość

In 2012, Atlas signed a cooperation agreement with the University of Management and Administration (WSZiA) in Zamość, under which students of the latter's Faculty of Construction were able to undergo traineeships at Atlas manufacturing plants and laboratories to familiarise themselves with the latest technologies used in the field of construction chemicals, thus boosting their labour-market attractiveness. Besides the traineeships programme, Atlas and WSZiA will be running joint research projects and consulting teaching curricula.

GRI Content Index

(version G 3.1)

| Profile Disclosures | Disclosures | Level of Reporting | Location of Disclosures (page in report) | Comment |
|----------------------------------|--|--------------------|--|---|
| 1. STRATEGY AND ANALYSIS | | | | |
| 1.1 | Statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and its strategy. | Fully | 3, 4, 5 | |
| 1.2 | Description of key impacts, risks, and opportunities. | Fully | 3, 4, 5 | |
| 2. ORGANIZATIONAL PROFILE | | | | |
| 2.1 | Name of the Organization | Fully | 26, 27 | |
| 2.2 | Primary brands, products, and/or services. | Fully | 26, 27 | |
| 2.3 | Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint venture. | Fully | 26, 27, 28, 29 | |
| 2.4 | Location of organisation's headquarters. | Fully | 26, 27 | |
| 2.5 | Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report. | Fully | 26, 27 | |
| 2.6 | Nature of ownership and legal form. | Fully | 26, 27, 28, 29 | Privately-owned company. Three owners sit on supervisory board. |
| 2.7 | Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries). | Fully | 26, 27 | |
| 2.8 | Scale of the reporting organisation. | Fully | 26, 27 | Net sales of Atlas Sp. z o.o. (products, commodities, materials) in 2012 – PLN 646,720,000, 878 employees-December 31, 2012. 154 products (adhesives, mortars, ETICS, renders, self-leveling compounds) |
| 2.9 | Significant changes during the reporting period regarding size, structure, or ownership. | Fully | 14, 15 | |
| 2.10 | Awards received in the reporting period. | Fully | 30, 31 | |
| 3. REPORT PARAMETERS | | | | |
| 3.1 | Reporting period for information provided. | Fully | | Year 2012. This is an opening report, the first in the history of Atlas Group. |
| 3.2 | Date of most recent previous report (if any). | Fully | | Not applicable |
| 3.3 | Reporting cycle. | Fully | | Annual. |
| 3.4 | Contact person. | Fully | | Jacek Michalak - Vice President for Development. |

| Profile Disclosures | Disclosures | Level of Reporting | Location of Disclosures (page in report) | Comment |
|---|--|--------------------|--|---|
| 3.5 | Process for defining report content. | Fully | 4, 5, 25 | Stakeholders were identified by internal analysis. The following groups of individuals were taken into consideration: 1) groups or individuals who can reasonably be significantly affected by Atlas, 2) groups or individuals whose actions can be reasonably be expected to affect the ability of Atlas to successfully implement its strategies and achieve its objects Internal analysis was made according to recommendation specified in the Sustainability Reporting Guidelines (version 3.1) and the GRI educational publications - program Learning Services. |
| 3.6 | Boundary of the report. | Fully | 26, 27 | |
| 3.7 | State any specific limitations on the scope or boundary of the report. | Fully | | none |
| 3.8 | Basis for reporting on joint ventures, subsidiaries, leased facilities,outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organisations. | Fully | 26, 27 | |
| 3.9 | Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the indicators and other information in the report. | Fully | | All figures have been calculated on the basis of data from the company's IT systems, with an estimated figure provided in one case (annotated as such). |
| 3.10 | Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement. | Fully | | Not applicable. |
| 3.11 | Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report. | Fully | | Not applicable. |
| 3.12 | Table identifying the location of the Standard Disclosures in the report. | Fully | 82-89 | |
| 3.13 | Policy and current practice with regard to seeking external assurance for the report. | Fully | 4, 5 | |
| 4. GOVERNANCE, COMMITMENTS, AND ENGAGEMENT | | | | |
| 4.1 | Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight. | Fully | | Three owners sit on the Supervisory Board of Atlas Sp. z o.o. |
| 4.2 | Indicate whether the Chair of the highest governance body is also an executive officer. | Fully | | The Chairman of the Supervisory Board of Atlas Sp. z o.o. is also the owner of the company. |
| 4.3 | State the number of members of the highest governance body that are independent and/or non-executive members. | Fully | | Three owners sit on the Supervisory Board of Atlas Sp. z o.o. |
| 4.4 | Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body. | Fully | 49 | |

| Profile Disclosures | Disclosures | Level of Reporting | Location of Disclosures (page in report) | Comment |
|---------------------|--|--------------------|--|---|
| 4.5 | Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organisation's performance (including social and environmental performance). | Fully | | Board members and senior management of Atlas Sp. z o.o. are entitled to an annual bonus of up to 30% of basic salary. This bonus is linked to the achievement of annual targets. Targets of some board members and senior management staff include environmental and social KPIs that are taken into account when calculating the bonus. Supervisory board members of Atlas Sp. z o.o. are not compensated. |
| 4.6 | Processes in place for the highest governance body to ensure conflicts of interest are avoided. | Fully | | No family connections are present in the supervisory board. |
| 4.7 | Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees. | Fully | | Atlas Sp. z o.o. is a private company on the supervisory board of which sit three owners who possess specialist knowledge and expertise in matters related to the company's operations. |
| 4.8 | Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation. | Fully | 22, 23 | |
| 4.9 | Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles. | Fully | | The supervisory board is convened whenever deemed necessary by the company's owners. |
| 4.10 | Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance. | Fully | | Performance is evaluated by the supervisory board. |
| 4.11 | Explanation of whether and how the precautionary approach or principle is addressed by the organisation. | Fully | | Besides the principles described herein, Atlas Sp. z o.o. complies with all regulations provided for in this regard by the Commercial Code. |
| 4.12 | Externally developed economic environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses. | Fully | 32, 33 | |
| 4.13 | Memberships in associations (such as industry associations) and/or national/international advocacy organisations. | Fully | 32, 33 | |
| 4.14 | List of stakeholder groups engaged by the organisation. | Fully | 24, 25 | |
| 4.15 | Basis for identification and selection of stakeholders with whom to engage. | Fully | 24, 25 | see comment at 3.5 |
| 4.16 | Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group. | Fully | 24, 25 | |
| 4.17 | Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting. | Fully | 4, 5 | |

| MANAGEMENT APPROACH (DMAs) | | | | |
|----------------------------|---|-----------|------|------------|
| DMA EC | Management Approach EC (Economic) | | | |
| Aspects | Economic Performance | Partially | 4, 5 | EC4 |
| | Market Presence | Partially | 4, 5 | EC7 |
| | Indirect Economic Impacts | Partially | 4, 5 | EC8 |
| DMA EN | Management Approach EN (Environmental) | | | |
| Aspects | Materials | Fully | 4, 5 | EN1, EN2 |
| | Energy | Partially | 4, 5 | EN7 |
| | Water | Partially | 4, 5 | EN8 |
| | Biodiversity | Not | | |
| | Emission, Effluents and Waste | Not | | |
| | Products and Services | Fully | 4, 5 | EN26, EN27 |
| | Compliance | Partially | 4, 5 | EN28 |
| | Transport | Not | | |
| | Overall | Not | | |
| DMA LA | Management Approach LA (Labor Practices and Decent Work) | | | |
| Aspects | Employment | Partially | 4, 5 | LA1 |
| | Labor/Management Relations | Partially | 4, 5 | LA4 |
| | Occupational Health and Safety | Partially | 4, 5 | LA7 |
| | Training and Education | Partially | 4, 5 | LA12 |
| | Diversity and Equal Opportunity | Partially | 4, 5 | LA13 |
| | Equal Remuneration for Women and Men | Partially | 4, 5 | LA14 |
| DMA HR | Management Approach HR (Human Rights) | | | |
| Aspects | Investment and Procurement Practices | Partially | 4, 5 | HR1, HR3 |
| | Non-Discrimination | Fully | 4, 5 | HR4 |
| | Freedom of Association and Collective Bargaining | Fully | 4, 5 | HR5 |
| | Child Labor | Not | | |
| | Prevention of Forced and Compulsory Labor | Fully | 4, 5 | HR7 |
| | Security Practices | Not | | |
| | Indigenous Rights | Fully | 4, 5 | HR9 |
| | Assessment | Not | | |
| | Remediation | Fully | 4, 5 | HR11 |
| DMA SO | Management Approach SO (Society) | | | |
| Aspects | Local Communities | Not | | |
| | Corruption | Not | | |
| | Public Policy | Not | | |
| | Anti-Competitive Behaviour | Fully | 4, 5 | SO7 |
| | Compliance | Fully | 4, 5 | SO8 |
| DMA PR | Management Approach PR (Product Responsibility) | | | |
| Aspects | Customer Health and Safety | Fully | 4, 5 | PR1, PR2 |
| | Product and Service Labeling | Partially | 4, 5 | PR3, PR4 |
| | Marketing Communications | Partially | 4, 5 | PR7 |
| | Customer Privacy | Partially | 4, 5 | PR8 |
| | Compliance | Not | | |

| Performance indicators | | | | |
|---------------------------------|--|--------------------|--|--|
| Economic | | | | |
| Economic Performance | | | | |
| Indicator | Disclosures | Level of Reporting | Location of Disclosures (page in report) | Comment |
| EC4 | Significant financial assistance received from government. | Fully | | In 2012, Atlas Sp. z o.o. received de minimis assistance of gross value of PLN 1,639.68 for CSR training of 19 employees. Other than that, the company received no assistance from the Republic of Poland. |
| Market Presence | | | | |
| EC7 | Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation. | Fully | 45 | |
| Indirect Economic Impacts | | | | |
| EC8 | Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in kind, or pro bono engagement. | Fully | 69, 72, 73, 75, | |
| Environmental | | | | |
| Materials | | | | |
| EN1 | Materials used by weight or volume | Fully | 55 | |
| EN2 | Percentage of materials used that are recycled input materials. | Fully | 59 | |
| Energy | | | | |
| EN7 | Initiatives to reduce indirect energy consumption and reductions achieved. | Fully | 59 | |
| Water | | | | |
| EN8 | Total water withdrawal by source. | Fully | | 30 534 m ³ (from the municipal water system) |
| Products and Services | | | | |
| EN26 | Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. | Fully | 57, 58, 59, 61 | |
| EN27 | Percentage of products sold and their packaging materials that are reclaimed by category. | Fully | 59 | |
| Compliance | | | | |
| EN28 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. | Fully | | No fines were levied on Atlas Sp. z o.o. in 2012 for non-compliance with environmental laws or regulations. |
| Labor Practices and Decent Work | | | | |
| Employment | | | | |
| LA1 | Total workforce by employment type, employment contract, and region. | Fully | 45, 46 | |

| Indicator | Disclosures | Level of Reporting | Location of Disclosures (page in report) | Comment |
|--|--|--------------------|--|---|
| Labor/Management Relations | | | | |
| LA4 | Percentage of employees covered by collective bargaining agreements. | Fully | | No employees are covered by collective bargaining agreements at Atlas Sp. z o.o. |
| Occupational Health and Safety | | | | |
| LA7 | Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities, by region. | Fully | 38, 39 | Number of occupational diseases: reported – 0, recorded – 0, fatal accidents – 0. |
| Training and Education | | | | |
| LA12 | Percentage of employees receiving regular performance and career development reviews. | Fully | | 100 % of personnel employed on job contracts. |
| Diversity and Equal Opportunity | | | | |
| LA13 | Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity. | Fully | 28, 29, 46 | |
| Equal Remuneration for Women and Men | | | | |
| LA14 | Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation. | Fully | 46 | |
| Human Rights | | | | |
| Investment and Procurement Practices | | | | |
| HR1 | Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. | Fully | | Agreements with contractors include the document 'Terms of staying and performing works at the premises of Atlas Sp. z o.o. by product and service providers and leaseholders' (version 1 from 9 July 2009) which contains stipulations on, among other things, occupational safety and health, risk assessment and so on. In 2012, four development/modernisation contracts were signed, the abovementioned document being attached to all of them. All contracts included human rights clauses. |
| HR3 | Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. | Fully | 41 | |
| Non-Discrimination | | | | |
| HR4 | Total number of incidents of discrimination and actions taken. | Fully | | No incidents of discrimination were reported at Atlas Sp. z o.o. in 2012. All employees have access to the 'idea box', through which they can lodge complaints and propose initiatives. |
| Freedom of Association and Collective Bargaining | | | | |
| HR5 | Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights. | Fully | | No threats to the freedom of association or the right to collective bargaining were identified at Atlas Sp. z o.o. in 2012. |

| Performance indicators | | | | |
|------------------------------|--|--------------------|--|---|
| Human Rights | | | | |
| Forced and Compulsory Labor | | | | |
| Indicator | Disclosures | Level of Reporting | Location of Disclosures (page in report) | Comment |
| HR7 | Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour. | Fully | | No risk of any forms of forced or compulsory labour was identified at Atlas Sp. z o.o. in 2012. |
| Indigenous Rights | | | | |
| HR9 | Total number of incidents of violations involving rights of indigenous people and actions taken. | Fully | | No incidents of violations involving rights of indigenous people were recorded at Atlas Sp. z o.o. in 2012. |
| Remediation | | | | |
| HR11 | Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms. | Fully | | One plaint was failed against Atlas Sp. z o.o. in 2012 alleging unlawful termination of plaintiff's employment contract. Atlas Sp. z o.o. lost the case. No other human rights-related grievances were filed in 2012. |
| Society | | | | |
| Anti-Competitive Behaviour | | | | |
| SO7 | Total number of legal actions for anticompetitive behaviour, anti-trust, and monopoly practices and their outcomes. | Fully | | No legal actions for anticompetitive behaviour, anti-trust, or monopoly practices were undertaken or continued against Atlas Sp. z o.o. in 2012. |
| Compliance | | | | |
| SO8 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations. | Fully | | The total monetary value of fines levied on Atlas Sp. z o.o. in 2012 was PLN 7,553.20. This included a PLN 7,080.00 compensation adjudged in court for the unlawful termination of an employment contract, and PLN 473.20 in parking tickets. |
| Product Responsibility | | | | |
| Customer Health and Safety | | | | |
| PR1 | Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures. | Fully | | On the following steps: designing, production, use and utilisation influence of the Atlas Sp. z o.o. products on health and safety is estimated. All Atlas Sp. z o.o. products are reviewed in terms of safety and healthiness. |
| PR2 | Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes. | Fully | | No incidents of non-compliance in this regard were reported. |
| Product and Service Labeling | | | | |
| PR3 | Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements. | Fully | 55 | |

| Indicator | Disclosures | Level of Reporting | Location of Disclosures (page in report) | Comment |
|--------------------------|--|--------------------|--|--|
| PR5 | Practices related to customer satisfaction, including results of surveys measuring customer satisfaction. | Fully | | In Atlas Sp. z o.o. feedback from customers is collected based on the following mechanisms: - infoline 800 168 083 (from Monday to Friday from 8.00 to 16.00) is free of charge. Since September 2012 free of charge calling is also available from the mobile phones. - possibility of sending e-mail message to the address: atlas@atlas.com.pl - social portal (part of the Atlas Fachowca program) available on the website: www.atlasfachowca.pl - indirect (by phone) or direct contact with sales and technical advisors. |
| Marketing Communications | | | | |
| PR7 | Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes. | Fully | | No incidents of non-compliance in this regard were reported. |
| Customer Privacy | | | | |
| PR8 | Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data. | Fully | | No substantiated complaints regarding breaches of customer privacy or losses of customer data were reported in 2012. |



Limited assurance report

To the Management Board of Atlas sp. z o.o.

Subject matter and Criteria

As per terms of our Agreement dated 24 September 2012 (the "Agreement") we have been engaged to perform a limited assurance engagement on selected data named below and presented in the "Corporate Social Responsibility Report, Annual Report 2012, Opening Report" prepared for the period 1 January 2012 to 31 December 2012 ("Atlas Report").

Atlas sp. z o.o. (the Company) management prepared Atlas Report ensuring its adherence to the Sustainability Reporting Guidelines of the Global Reporting Initiative version 3.1 (the "GRI G3.1 criteria, "reporting criteria").

Atlas Report presents quantitative and qualitative information on the Company's corporate responsibility practices in the period of 1 January 2012 to 31 December 2012.

Management's Responsibility

The Company's management is responsible for the preparation of the Atlas Report in accordance with the GRI G3.1 criteria.

This responsibility includes the selection and application of appropriate methods to prepare the non-financial data and the design, implementation and maintenance of systems and processes which ensure the adherence to the GRI G3.1 criteria relevant for the preparation of the non-financial data using assumptions and estimates which are reasonable in the circumstances.

Practitioner's Responsibility

Our responsibility is to express a conclusion as to the selected indicators presented in Atlas Report. Performed procedures were chosen based on our judgment and take under consideration our judgment of the risk of material misstatement for the selected indicators: EC7, EN1, EN2, EN8, HR3, LA1, LA4, LA7, LA12, LA13, SO8, EC4, EN27, LA14, EN7, EN28 (definitions of the indicators and respective reference to the page of their reporting are presented in Atlas Report in the table "GRI disclosures")

We conducted our work in accordance with International Standard on Assurance Engagements 3000 "Assurance engagements other than audits or reviews of historical financial information" („ISAE 3000").

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PricewaterhouseCoopers Sp. z o.o. wpisana jest do Krajowego Rejestru Sądowego prowadzonego przez Sąd Rejonowy dla m. st. Warszawy, pod numerem KRS 0000044655, NIP 526-021-02-28. Kapitał zakładowy wynosi 10.363.900 złotych. Siedzibą Spółki jest Warszawa, Al. Armii Ludowej 14.



Summary of the work performed

Within the scope of our work we performed amongst others the following procedures:

- Examination of the relevant documentation regarding relevant systems and processes for gathering and analyzing the data for the selected indicators named above,
- Inquiries of the appropriate management members as well as personnel responsible for the reporting of CSR information and performing of analytical procedures on the selected indicators named above,
- Obtaining sample evidence for the selected indicators named above. Sample analyzed documents included invoices/reports from external service providers, internal reports including data generated as reports from the Company's IT-systems.

In a limited assurance engagement the evidence-gathering procedures are more limited than in a reasonable assurance engagement, and therefore less assurance is obtained than in a reasonable assurance engagement.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Conclusion

Based on our limited assurance engagement, nothing has come to our attention that causes us to believe that the selected indicators named above as presented in the Atlas Report have not been prepared, in all material respects, in accordance with the GRI C3.1 criteria.

Limitation of use and distribution

Our limited assurance report prepared by PricewaterhouseCoopers sp. z o.o. („PwC") for Atlas sp. z o.o. in respect of the Agreement is directed to sole use of the Company's Management Board. It should not be used to other purposes.

Thus PwC does not take any responsibility in respect of this report (contractual, tort (including that for negligence) or any other) in respect of any parties other than the Company. Respectively, regardless of the form of the actions, whether in contract, tort or other, within the capacity allowed by the law, PwC does not take any responsibility, and any consequences coming out of the report for any person (excluding the Company, based on rules described above) or for any other decision taken based on this report.

The Atlas Report should be read together with the Sustainability Reporting Guidelines of the GRI G3.1.

TRANSLATION ONLY

PricewaterhouseCoopers Sp. z o.o.
Warsaw 18 July 2013



Statement GRI Application Level Check

GRI hereby states that **Atlas Sp. z o.o.** has presented its report “Corporate Social Responsibility Report, Annual Report 2012, Opening Report” to GRI’s Report Services which have concluded that the report fulfills the requirement of Application Level B+.

GRI Application Levels communicate the extent to which the content of the G3.1 Guidelines has been used in the submitted sustainability reporting. The Check confirms that the required set and number of disclosures for that Application Level have been addressed in the reporting and that the GRI Content Index demonstrates a valid representation of the required disclosures, as described in the GRI G3.1 Guidelines. For methodology, see www.globalreporting.org/SiteCollectionDocuments/ALC-Methodology.pdf

Application Levels do not provide an opinion on the sustainability performance of the reporter nor the quality of the information in the report.

Amsterdam, 14 August 2013



Nelmara Arbex
Deputy Chief Executive
Global Reporting Initiative



The “+” has been added to this Application Level because Atlas Sp. z o.o. has submitted (part of) this report for external assurance. GRI accepts the reporter’s own criteria for choosing the relevant assurance provider.

The Global Reporting Initiative (GRI) is a network-based organization that has pioneered the development of the world’s most widely used sustainability reporting framework and is committed to its continuous improvement and application worldwide. The GRI Guidelines set out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance. www.globalreporting.org

Disclaimer: Where the relevant sustainability reporting includes external links, including to audio visual material, this statement only concerns material submitted to GRI at the time of the Check on 2 August 2013. GRI explicitly excludes the statement being applied to any later changes to such material.

Any questions related to
Atlas Corporate Social Responsibility Report,
Annual Report 2012,
Opening Report
please send to the following address:
zrownowazony.rozwoj@atlas.com.pl

