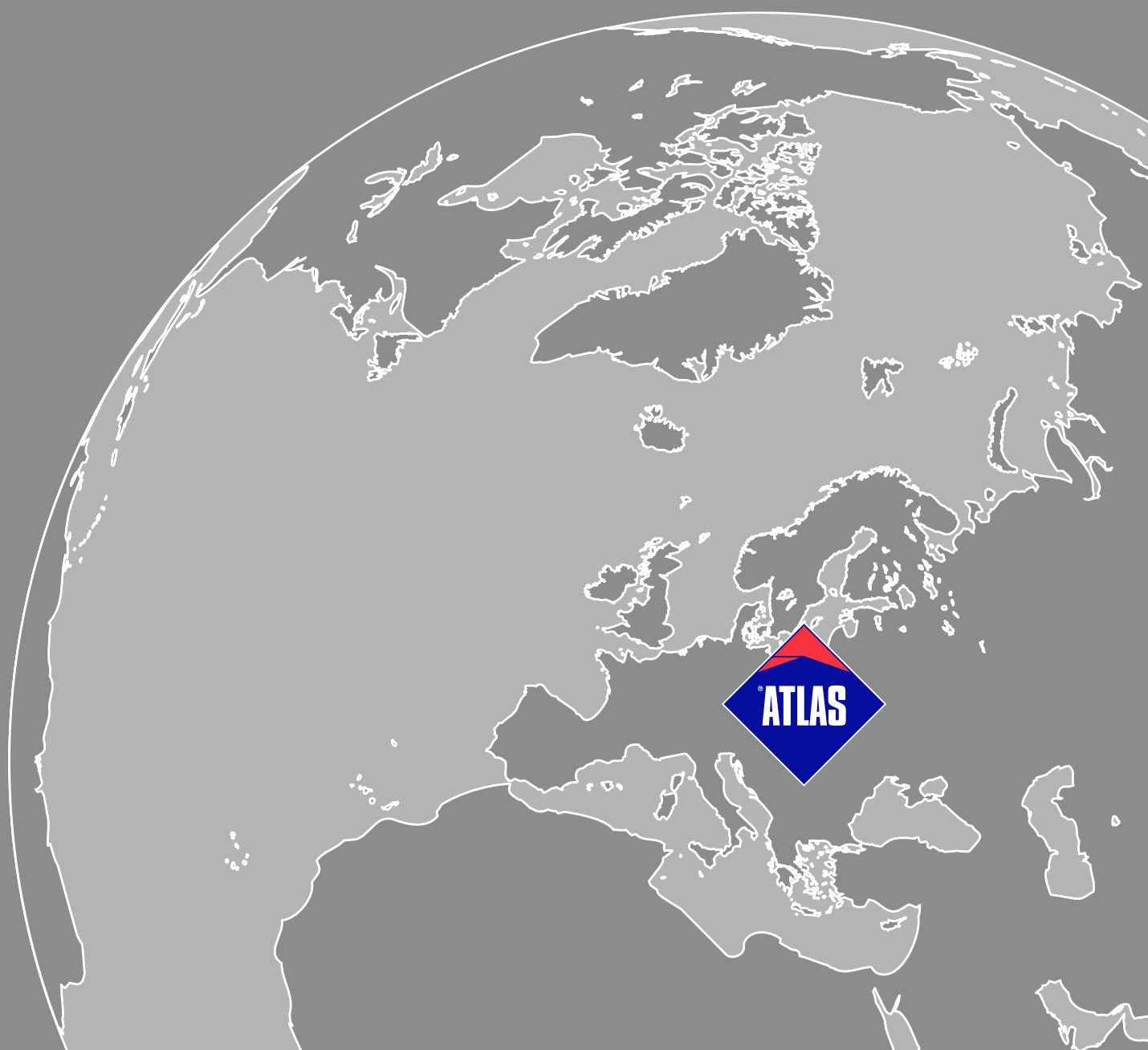
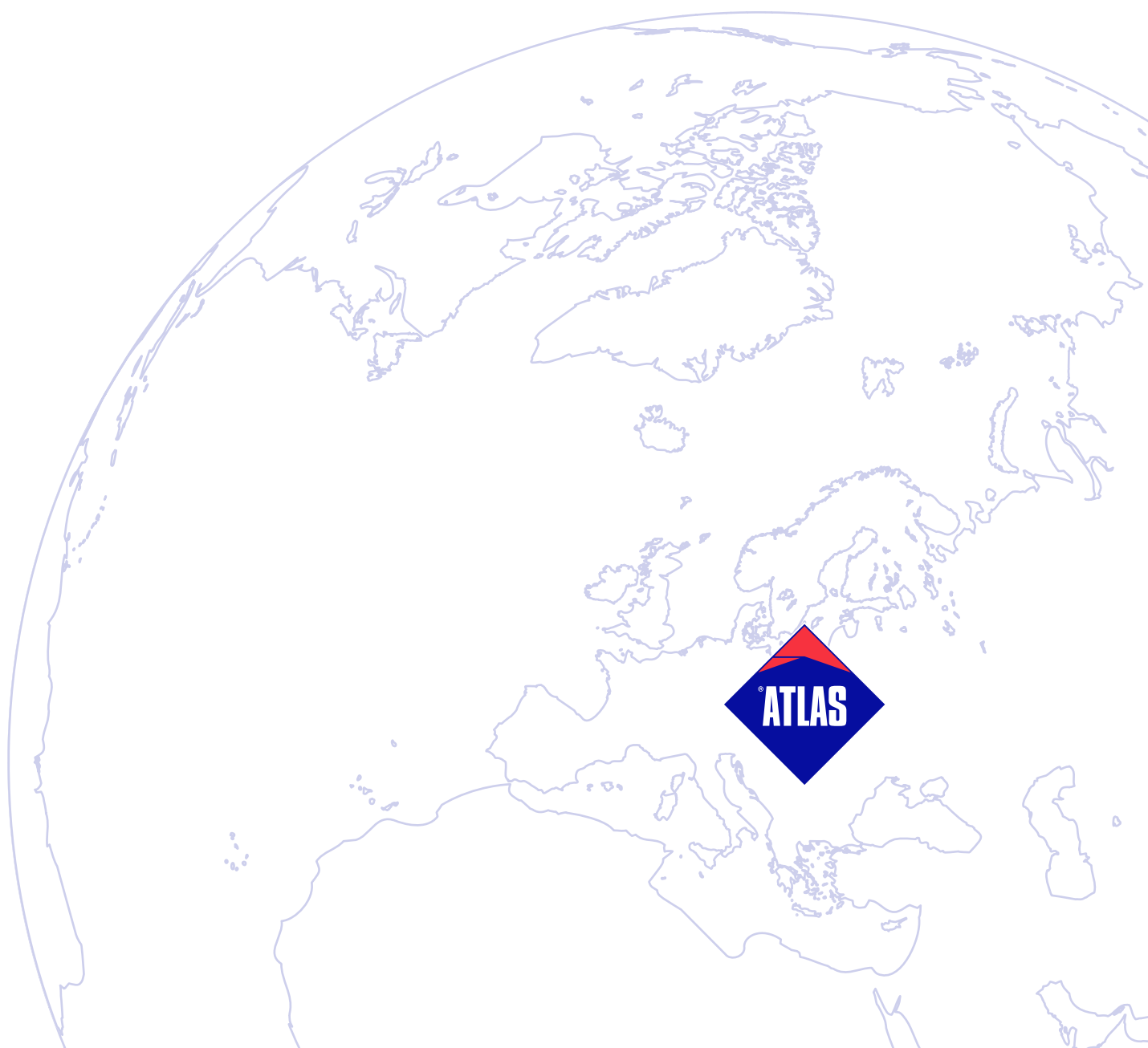


Corporate Social Responsibility

Report 2014-2015



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Dear Reader

Henryk Siodmok Ph.D.
President of the Board Atlas sp. z o.o.

G4-1/G4-2

This year, Atlas is celebrating its silver jubilee. For us, first and foremost, this twenty-five year period has been an ongoing history of consistent and responsible growth from a humble workshop to a capital group holding the position of unquestionable leader on both the Polish and the Central and Eastern European construction chemical markets. Thanks to our passion, our commitment

and our belief that growth can be accomplished intelligently and well, we are now one of the most widely recognised brands in the sector and more or less an icon of Polish entrepreneurship. In a recent debate on the subject of economic freedom, one of the co-owners of the Atlas Group, Andrzej Walczak, noted that:

(...) nowadays, economic freedom means something different from what it did when we started out in business. Back then, freedom meant the possibility of buying foreign currencies, of travelling. (...) It was also the possibility of staying where you were.

Now, in this jubilee year of our presence on the construction market, we have a particular appreciation of the fact that the owners of Atlas made the most of their freedom twenty-five years ago. Not only did they stay where they were, but, at one and the same time, they set out to do business dynamically and responsibly.

G4-8

At present, the Atlas Group consists of more than twenty businesses. In the main, they manufacture construction chemical products, with some producing raw materials for construction products, as well. The Group also contains a transport company and an energy sector company. We offer the construction sector, from single- and multifamily housing to public and industrial developments, several hundred products, including composite technological systems consisting of numerous complementary items. Our cement, gypsum, anhydrite, bitumen and epoxy products make it possible to meet market requirements comprehensively and systemically. Along with our products, we guarantee their recipients a technical service of the highest level, as well as collaborative partnership programmes for our customers.

However, the Atlas Group is not only concerned with manufacturing, sales and a wide product range. The concepts of social responsibility and sustainable development have long been a guiding principle in running our business. Both have a firmly established presence in our employment and occupational health and safety policies, in our environmental protection activities and in our communication with the market, as well as in the extensive sweep of our social commitment. The activities of the two public benefit organisations which exist within the Atlas Group, the Atlas Charitable Foundation and the Atlas Sztuki contemporary art gallery, are proof positive of the fact that crucial social questions are also of the utmost importance to us.

The fact that our business strategy encompasses social responsibility and voluntary non-financial reporting springs from neither passing fashion nor legal requirements. It stems from a sense of both civic duty and fundamental responsibility for the environment and from our consciousness of the role played by an enterprise and the impact which its operations have on the people and the world around it alike.

I am thus delighted to present this Corporate Social Responsibility Report. The third in the history of the Atlas Group, it covers the years 2014 and 2015. We are convinced that publishing non-financial data has a proper place in building a clear and transparent relationship between a business and the economic and social world around it. Not to mince words, we want to make it possible for people to see us not only in terms of what we manufacture and offer, but also, quite simply, for what we are.



DMA. On the Atlas Group's CSR Reporting

G4-DMA/G4-1/G4-2
G4-19/G4-27/G4-56

Jacek Michalak, Ph.D., Eng.
Vice President, Development Atlas sp. z o.o.

G4-33

This is the third corporate social responsibility (CSR) report in the history of the Atlas Group. The first was published in 2013 and presented data for 2012. At one and the same time, it was the Group's opening report, setting out, in condensed form, what was then just over twenty years of operations. The next Atlas annual CSR report was published in 2014 and summarised the activities for 2013. This report makes a departure from its predecessors in that, for the first time, it covers the two previous years, 2014 and 2015. Subsequent reports will follow the same two-yearly cycle, since this makes it possible to carry out a more penetrating analysis of the long-term changes in the functioning of the company.

Both the previous reports were compiled in accordance with the international, non-financial reporting standard provided for by the Global Reporting Initiative's (GRI) sustainability reporting guidelines, which have also been applied for this, the latest edition. The first two reports were drawn up in line with Version 3.1. of the GRI Guidelines. This one complies with the newest version, G4. In the report covering 2012, 31 indicators were provided, with the report for 2013 containing one more, in other words, 32. Both met the requirements of the G3.1 Application Level B and both received a positive attestation report from independent assurance provider PwC, enabling us to self-declare another '+'. By the same token, the level of the Atlas CSR reports for 2012 and 2013 was B+. In each case, the Global Reporting Initiative verified our declaration of the application level by issuing the relevant statement, which constituted an integral part of the reports.

Both the first and second report were very well received within our organisation and in external circles. The facts published in our CSR reports, together with their content, confirmed their readers' conviction that Atlas is a responsible employer. In addition, it is worth mentioning that we were the first Polish construction chemical manufacturer on the market to publish in accordance with the GRI's international standard for non-financial reporting. This initiative confirmed that Atlas is not only a market leader in terms of the scale of our production, offer and market share, but also in other crucial areas.

The reports for 2012 and 2013, along with the latest, which covers 2014-2015, were, and are, a crucial aspect of maintaining the balance between the drive to develop our organisation, the expectations of stakeholders and the need for environmental protection. However, first and foremost, our CSR reports are part of the process of implementing and accomplishing our management strategy concerning matters of social responsibility and sustainable development. The person responsible for this strategy is the Vice President in charge of development on the Board of Atlas sp. z o.o.

As we announced in our CSR report for 2013, the next such report, has been compiled on the basis of the GRI G4 Guidelines, giving further proof of our leading position in this area. Here, it is worth noting that, starting from 2017, in accordance with *Directive 2014/95/EU of the European Parliament and of the Council (...) as regards disclosure of non-financial and diversity information by certain large entities and groups*, organisations referred to in the Directive as "public-interest entities" and operating within the EU will be obliged to report on non-financial information. It is also worth emphasising that we report on our social responsibility and sustainable development of our own free will and that the aforementioned change in the legislation does not apply to the Atlas, which means that, in our case, further reporting in this respect will also be carried out voluntarily and will spring entirely from the company's own sense of responsibility in the matter.



G4-17 This report presents fundamental information concerning all of the business entities constituting the Atlas Group. It is a two-year report covering the financial years 2014 and 2015, which coincide with the calendar year. All the indicators provided relate to the operations of Atlas sp. z o.o., which is the parent company of the entire Group and is its largest entity in terms of revenue and employment. Moreover, on account of the nature of the Group's operations, whereby selected central functions do not occur in some of the subsidiary companies, it is Atlas sp. z o.o. which has the greatest social and environmental impact on its surroundings.

G4-18 The contents of this report were defined by:

- analysing the experience gained during the two previous CSR and sustainable development reporting periods;
- establishing a CSR working group operating in-house as regards the importance of individual aspects of social responsibility and sustainable development;
- referring to sustainable development issues set out in *Regulation (EU) No 305/2011 of the European Parliament and of the Council laying down harmonised conditions for the marketing of construction products* (the Construction Products Regulation; CPR);
- analysing the individual meetings held in Atlas sp. z o.o. production facilities with employees involved in matters of sustainable development;
- taking into consideration suggestions and observations obtained externally, from clients, distributors of Atlas' products, architects, construction work contractors, suppliers of raw materials and service providers;
- taking into consideration the fact that the Atlas CSR report is one of many tools for communication both in-house and externally; our other forms of communication are our bi-monthly newspaper, *Klekot* [Rattle], our website, at www.atlas.com.pl, our *Atlas Fachowca* [Atlas Professional] magazine, an online architects' zone, a free hotline, technical advisers, various kinds of meetings, our in-house intranet, our electronic newsletter, sent out every other week, our 'ideas box', our employees' representative, training, seminars and conferences;
- analysing CSR reports from the construction materials sector in other countries.

As mentioned previously, this report is one aspect of the implementation and accomplishment of the Atlas Group's operational strategy. It covers 2014 and 2015, the second and third years of implementing and accomplishing a three-year plan providing for the comprehensive handling of economic, social and environmental results.

In line with the GRI's G4 Guidelines, the company's operations are described in separate sections of the report, in three categories, economic, environmental and social, by means of providing the values of selected, topical indicators which are vital from the Group's viewpoint. In addition, the social category is divided into four subcategories; labour practices and decent work, human rights, society and product responsibility. In order to illustrate how Atlas describes its operations in the sphere of social responsibility and sustainable development in line with the GRI's G4 Guidelines, the indicators reported by the company are provided in the tables at the end of the report, on pages 34-40.

The Atlas CSR and sustainable development report for 2014-2015 cannot be imbalanced. For this reason, the company's operations have been evenly described, 'in Accordance' with the GRI G4 Guidelines – Core option, with 3 of the 9 possible indicators in the economic category, 6 of the possible 34 in the environmental category and, in the social category, 17 of the possible 46 indicators to be selected by the company. As regards the division of this last category into four sub-categories, we have provided 5 of the 15 indicators for labour practices and decent work, 5 of the 12 for human rights, 2 of the 11 for society and 5 of the 8 for product responsibility, respectively.

In the economic category of the report, the total value of the financial assistance received from the government (G4-EC4) has been provided, along with the percentage of senior management hired from the local community at significant locations of operation (G4-EC6) and the contribution to the development of infrastructure investments and services provided for the community via commercial, in-kind or *pro bono* engagements (G4-EC7). The selection of indicators listed here unequivocally underscores what is significant to Atlas. We are a private company, based in the city of Łódź and succeeding under market economy conditions. Our operations are geared toward long-lasting relationships with all our stakeholders. In this respect, the external world holds a vital place, particularly in terms of people in need of a helping hand and in the cultural sphere. The activities of the Atlas Charitable Foundation serve the former and the Atlas Sztuki contemporary art gallery and Stacja Nowa Gdynia facility are focused on supporting the latter. The scale of all three organisations' activities is such that they have been described in a separate chapter.

Our activities in the environmental category have been described by providing seven indicators, namely, the use of raw materials and materials (G4-EN1), the percentage of recycled input materials used in manufacturing (G4-EN2), the total volume of water drawn from specified sources (G4-EN8), initiatives serving to mitigate the environmental impact of products and services and the areas in which that impact has been mitigated (G4-27), the quantity of reclaimed materials and their packaging in the products sold, by category of material (G4-EN28) and the monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations (G4-EN29).

Atlas has always treated issues related to the environment in the widest sense as a priority. On the one hand, we unfailingly strive to diversify the sources of our raw materials, an obvious practice in terms of running a secure business. The raw materials used in our manufacturing processes are sourced from European and Asian suppliers. On the other hand, we constantly invest a great deal of effort in identifying suppliers and the standards defining their products. At Atlas, we are continually aware of the fact that our ability to offer particular products depends on the quality and stability of our raw materials supply. The length of time we have spent working on behalf of the environment is reflected in the ISO 9001 quality management and ISO 14001 environmental management certificates which Atlas sp. z o.o. has held for years now. With effect from 1st July 2013, *Regulation (EU) No 305/2011 of the European Parliament and of the Council*, the CPR, came into force, introducing a seventh basic requirement, which relates to sustainable development in the construction industry. With this, the issue of the environmental impact of construction products took on a new dimension. Despite the fact that, as yet, there are no obligatory demands related to products' meeting that requirement, Atlas was the first manufacturer of composite thermal insulation systems in Poland and the first manufacturer of gypsum and gypsum plasters to compile a type III Environmental Product Declaration, in line with EN 15804, for this product group.

The fact that this declaration was correctly drawn up was confirmed by an external organisation, the Building Research Institute in Warsaw. Given the importance and innovativeness of the type III Environmental Product Declaration, a separate chapter has been devoted to it further on in this report.

With reference to a range of questions, including environmental issues, it should be mentioned that Atlas has its own research facility, as well as collaborating with a number of external research and development organisations both in Poland and abroad, namely, the Building Research Institute, the Łódź University of Technology, the AGH University of Science and Technology in Krakow, the Nicolaus Copernicus University in Toruń, the University of Łódź, Kiwa Bautest in Dresden, MFPA Weimar, MPA Dresden, TSUS Bratislava and Kiwa Berlin-Brandenburg, as well as with the laboratories of chemical concerns supplying us with raw materials for manufacturing. We are continually engaged in activities aimed at improving the technologies we have and, hand in hand with that, the quality of the products we offer is constantly being enhanced.

Atlas instigated the launch of a new field of study in higher education institutions (HEIs) in Poland. Devoted to the chemicals of construction materials, it has been implemented in cooperation with three institutions, the Łódź University of Technology, the AGH University of Science and Technology and the Gdańsk University of Technology.

We also undertake measures with the objective of improving our energy efficiency. The successive implementation and accomplishment of modernisation work and rationalisation of our energy purchasing is having the effect of improving our energy efficiency indicators.

Water is used at Atlas both for technological purposes and for human consumption. Our management of this resource is subject to a well-defined procedure, with rationalisation by means of reusing water in our manufacturing processes playing a crucial role. In addition to reducing consumption through this procedure, the company conducts activities aimed at increasing our staff's awareness as regards an ecological approach to energy and water usage.

For the labour practices and decent work sub-category, the following five indicators have been provided: injuries, occupational diseases, lost day rate, absentee rate and work-related fatalities, by region (G4-LA6), the average hours of training undertaken by employees during the reporting period, by gender and employee category (G4-LA9), the percentage of employees receiving regular performance and career development reviews (G4-LA11), the composition of our governance bodies and breakdown of employees per employee category by gender and age group (G4-LA12) and the ratio of basic salary and remuneration of women to men, by employee category (G4-LA13).

Atlas employs around 2,500 people across the entire Group. In several locations, our manufacturing facilities are crucial to the local market and are often a key employer in a given area. The Group feels a sense of responsibility for its employees, their families and their dependents. As mentioned previously, the data provided in the report concerns Atlas sp. z o.o., the Group's parent company. However, it should be emphasised that our training programmes are a vital aspect of our employees' development throughout the group. Atlas sp. z o.o. is very much a youthful company, although the over-fifties constitute slightly more than 20% of our employees. We conduct activities to ensure both that the people in this age group have no sense of exclusion and that they are staff members valued for their knowledge and experience. It is also worth noting that, in addition to the aforementioned training programmes, a great many employees enhance their professional qualifications by taking language courses and/or supplementary courses at HEIs. Atlas co-finances its employees' ongoing education to a considerable extent.

Turning now to health and safety in the workplace, our Occupational Health and Safety (OHS) Committee represents all of our employees and its members include an employee representatives. Atlas sp. z o.o. operates a system certified under the BS OHSAS 18001 British standard on occupational health and safety. To recapitulate, Atlas is a reliable employer and never ceases to work on evolving employer-employee relations.

The following indicators for human rights are presented in the report: the percentage and total number of significant investment agreements and contracts which include human rights clauses (G4-HR1), the total hours of employee training on human rights policies and procedures concerning aspects of human rights which are relevant to operations, including the percentage of employees trained (G4-HR2), the total number of incidents of discrimination and the corrective actions taken (G4-HR3), operations and suppliers identified where the right to exercise freedom of association and collective bargaining may be violated or at significant risk and the measures taken to support these rights (G4-HR4) and the total number of grievances concerning human rights impacts filed and addressed through formal grievance mechanisms (G4-HR12).

Working together with external stakeholders is a long-standing tradition at Atlas, as are the social-oriented operations of the Atlas Charitable Foundation, the Atlas Sztuki gallery and the Stacja Nowa Gdynia facility. The achievements of all three organisations for the reporting period, 2014 to 2015, are detailed in a separate chapter further on in the report.

Two indicators are provided in the society category: the total number of legal actions undertaken against the organisation for anti-competitive behaviour, anti-trust and monopoly practices and their outcomes (G4-SO7) and the monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations (G4-SO8). In respect of our social activities, it is worth mentioning our involvement, by way of promotional and advertising initiatives, in a variety of sporting disciplines at a range of events at various levels.

When it comes to the product responsibility category, mention should be made of the fact that, as a Polish market leader, Atlas shapes the market, blazing the trail for both growth and standards of behaviour. From the outset, our strategy has focused on providing a comprehensive solution to construction issues by means of technical consultancy. Our products hold a range of non-obligatory certificates, proof positive of their high quality and their safety. They can be used safely throughout their life cycle. In the product safety section of the report, the following indicators are given: the stage of a product's life cycle for which health and safety impacts are assessed for indicator improvement and the percentage of significant product and service categories subject to this procedure (G4-PR1), the total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes (G4-PR2), the type of product and service information required by the organisation's procedures for product and service information and labelling and the percentage of significant products and service categories subject to such information requirements (G4-PR3), practices related to ensuring customer satisfaction, including the results of customer satisfaction surveys (G4-PR5) and the total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.

Careful reading of this report confirms that Atlas continues to hold its position as leader on the state-of-the-art construction materials market... and that we are doing so with style.

Finally, I would once again like to take this opportunity of thanking all my colleagues at the Atlas Group. With the well-being of the Group constantly in mind, they are united in their commitment to working for social responsibility and sustainable development.

Who Are We?

The history of Atlas began in 1991, when three engineers from the city of Łódź decided to change the face of the Polish construction chemicals market by introducing the first-ever ready-to-use tile adhesive. The moment when the first Atlas product was born in a common-or-garden cement mixer in a garage twenty-five years ago now seems to be a point in the remote past, particularly when we look at the enterprise's tremendous results today. The Atlas Group currently consists of businesses operating not only in Poland, but also in Belarus, Latvia and Romania. There is nothing strange about the sight of our products on the shelves of shops in a number of European countries, given that they are exported to the UK, Ireland, Germany, the Netherlands, the Czech Republic, Slovakia, Cyprus and Bulgaria, amongst others. They also make their way to the distant markets of Asia. The Atlas brand is one of the most widely recognised manufacturers on the Polish construction chemicals market, which has always been the most important to the Group and remains so to this day.

Hand in hand with our growing knowledge and experience and with technological progress comes our systematic expansion of our offer to include new products. At present, it includes some 270 and encompasses not only a wide range of tile adhesives with properties adapted to any and every requirement and application, but also a full assortment of products providing solutions in every area of construction. Our masonry mortars, screeds and rough floors, bitumen products, waterproofing systems, plastering mortars, finishing plasters, grouts in a wide palette of colours, paints and entire range of other chemical agents constitute a comprehensive offer facilitating the construction, renovation and redecoration of residential, industrial and public buildings.

One of our important product groups consists of our external thermal insulation composite systems (ETICS). Used to insulate buildings, they lead to significant improvements in comfort, whilst also reducing heating energy consumption and reducing humanity's damaging effect on the environment.

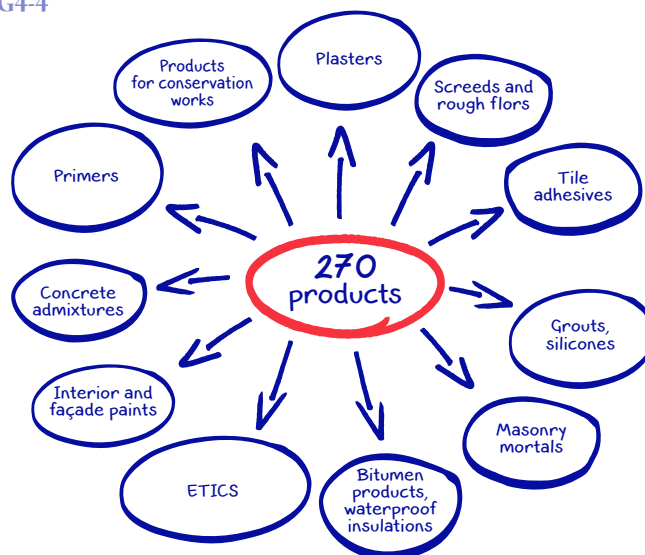
Our offer also includes an extensive group of products designed for conservation purposes; the Atlas Golden Age range. These products, which are often prepared individually for specific applications, have been used all over Poland in work undertaken in order to restore historically important buildings and ancient architectural gems to their former glory.

In addition to our manufacturing facilities, the Atlas Group also encompasses companies engaged in the extraction and processing of natural raw materials such as sand, gypsum and anhydrite. These raw materials are then used to manufacture construction products. Thanks to the fact that those companies operate within the Group, we are able to ensure that the high standard of our products is constantly maintained and that the raw materials are obtained using sustainable methods.

Our employees' commitment to the ongoing growth of the Atlas Group has been noted and appreciated on many occasions by various institutions in the sector. In 2014 and 2015, we received 28 awards. They related not only to our products themselves, but also to our client communications via our web portal and *Atlas Fachowca* [Atlas Professional] magazine. Another area of our operations to draw outside attention were our activities in respect of consolidating the Group and implementing a state-of-the-art Social Business IT system, which were highlighted as making a vital contribution to the development of economic relations between businesses in Poland and Belarus. Our work in non-business spheres also garnered a string of awards, including the Philanthropic

G4-6

G4-4



Leader title in a competition evaluating charitable activities and the Henryk Grohman Award for the Atlas Sztuki art gallery, one of the largest private institutions of its kind in Poland holding contemporary art exhibitions.

Atlas is consistent in remaining a member of numerous national and international organisations and associations, such as Polska Platforma Technologiczna Budownictwa [the Polish Building Technology Platform], Polska Platforma Technologiczna Zielonej Energii [the Polish Green Energy Technology Platform], Polsko-Białoruska Izba Handlowo-Przemysłowa [the Polish-Belarusian Chamber of Commerce and Industry] and Stowarzyszenie na Rzecz Systemów Ociepleń [the Association for Insulation Systems], for instance. In the case of the

G4-16

G4-19

Aspect	Aspect significance
Environmental	
Materials	High
Water	
Products and services	
Compliance	
Labor practices and decent work	
Occupational Health and Safety	High
Training and education	
Diversity and equal opportunity	
Equal remuneration for woman and men	
Product responsibility	
Customer health and safety	High
Product and service labeling	
Customer privacy	
Human Rights	
Investment	Medium
Non-discrimination	
Freedom of association and collective bargaining	
Human Rights grievance mechanisms	
Society	
Anti-competitive behavior	Medium
Compliance	
Economic	
Economic performance	Low
Market presence	
Indirect economic impacts	

last-named, the Atlas Vice President in charge of development was re-elected as the association's chairman in May 2015. That same year, we also joined the Stowarzyszenia Producentów Chemii Budowlanej [Construction Chemical Manufacturers' Association], the Polskiej Federacji Budownictwa [Polish Federation of Construction Material Manufacturers and Distributors] and the Ogólnopolskiego Stowarzyszenia Parkietarzy [Polish Parquet-Layers' Association]. Our activities in sectoral organisations and on several committees, including the Komitet Techniczny ds. Klejów [Technical Committee for Adhesives], Komitetu ds. Gipsu i Wyrobów Gipsowych [Committee for Gypsum and Gypsum Products] and CEN/TC 67, the European Committee for Standardisation body responsible for ceramic tiles, involve us in a multitude of meetings, training courses, discussions and exchanges of knowledge, enabling us both to update our technical and technological know-how on an ongoing basis and to build new standards within the construction industry.

In our work as the Atlas Group, we are very well aware of just how great an impact our operations have on the direct environment and of just how extensive our stakeholder group is. We strive to make our commitment to the functioning of the society around us manifest on a daily basis and this Corporate Social Responsibility Report is simply a summing up of our activities in this respect over the past two years.

The selection of indicators reported here is far from random. Through an analysis of the Group's impact on individual stakeholder groups, we identified every aspect as being material both within and outside the organisation. In this report, we have focused on the three material aspects of our operations which have the greatest effect on the world around us. One of those aspects is environmental, including the use of raw materials in our manufacturing processes and our compliance with the regulations in force, as well as an evaluation of the initiatives and measures we have undertaken to mitigate the impact of our products in this respect. An example of an initiative of this kind is our publication of the Atlas Type III Environmental Product Declarations, which were drawn up in accordance with European Standard EN 15804 and document the potential impact of selected products on the environment. The manufacture of construction chemicals is bound up with a particular responsibility for the items on offer, which is why ensuring the health and safety of our customers is another vital aspect of our product reporting.

The third highly important aspect concerns the employment practices in place at Atlas and the assurance of decent working conditions. The significance of this is also rooted in the size of our work force; at Atlas sp. z o.o., it currently numbers in excess of 800 people. In reporting on this aspect, we provide indicators relating to occupational health and safety, staff training and equal gender rights in our employment structures.

Where possible, our reporting on particular indicators for 2014 and 2015 also shows the indicators provided for 2012 and 2013. This makes it possible for us not only to evaluate where the Atlas Group currently stands in the context of social impact, but also the direction we should take and the activities we should undertake in order to evolve as we pursue the path towards constant improvement.

G4-19

G4-20
G4-21

	Internal environment	Our partners	External environment
Stakeholders G4-24	- employees - owners	- individual customers - institutional customers - professionals - architects - suppliers - distributors	- trade organisations - local communities - graduate schools - local and central government organisations
Mode of communication G4-26	- bi-monthly newspaper <i>Klekot</i> [Rattle] - meetings - in-house intranet - employee representative - idea box	- www.atlas.com.pl website - Atlas Professional portal and portal - online architects' zone - free hotline - technical advisers - meetings with key partners	- meetings - conferences and seminars
Purpose of communication	- streamlining internal communication	- strengthening and developing partner-based cooperation	- developing relationships with local communities and beyond

Awards and distinctions received in 2014

Golden Construction Brand of the Year; the Grand Prix for the Atlas brand in the prestigious general ranking carried out by the ASM Market Research and Analysis Centre.

Silver Construction Brand of the Year; a distinction in the ASM Market Research and Analysis Centre's Professional-Friendly Brand ranking.

Silver Construction Brand of the Year; a distinction in the ASM Market Research and Analysis Centre's ranking for three product categories, grouts, tile adhesives and composite insulation systems.

The Henryk Grohman Award for an Investor/Patron, presented to the Atlas Sztuki gallery by the Board of the Łódź Special Economic Zone.

The Golden Badge, awarded in the QI Order. First-Class Quality category of the Najwyższa Jakość Quality International [First-Class Quality International] competition for our work on consolidating the Atlas Group.

The Pearl of Quality, a special award in the QI order category of the Najwyższa Jakość Quality International competition for a three-time winner of the Golden Badge QI Order award.

The QI Product Golden Badge, awarded to Atlas in the Najwyższa Jakość Quality International competition for its water insulation product, Atlas Woder Duo.

Philanthropic Leader; 1st place in a competition organised by the Forum Darczyńców w Polsce [Polish Benefactors' Forum], in the category for businesses allocating the highest percentage of their income to social purposes.

Superbrands, a distinction in the Business Brand category for the highest results in the familiarity and recommendation categories for the 2014/2015, repeating the success of previous years.

Created in Poland Superbrands 2014/2015; a distinction for the Atlas and Gipsar brands for the highest results for familiarity and recommendation in a special category for brands of Polish origin.

The Golden Paper Clip; the Grand Prix in the Creativity category of a competition run by the Polish Public Relations Consultancies Association, awarded for our Zrobimy Cię na Białą [Let's Go White] advertising campaign for white paint.

25/25 years. Brands for Poland, a distinction awarded by the editorial team of *Brief* magazine for Polish brands with the greatest potential for building 'brand Poland', creating an image for the country as modern, creative and economically strong.

Awards and distinctions received in 2015

Golden Construction Brand of the Year; the most important distinction in the general ranking carried out by the ASM Market Research and Analysis Centre.

Silver Construction Brand of the Year; a distinction in the ASM Market Research and Analysis Centre's Professional-Friendly Brand ranking.

Silver Construction Brand of the Year; a distinction in the ASM Market Research and Analysis Centre's ranking for three product categories, grouts, tile adhesives and composite insulation systems.

Reliable Employer 2015; a distinction presented by the editorial team of the *Rzeczpospolita* [Republic of Poland] newspaper's *Rzecz o Biznesie* [On Business] section.

The QI Order Golden Badge awarded to Atlas in the Najwyższa Jakość Quality International competition for the Group's Integrated Management System.

The QI Order Golden Badge, awarded to Atlas in the Najwyższa Jakość Quality International competition for the Group's atlas-fachowca.pl [Atlas Professional] web portal and magazine.

1st place in the Industry category and the SMAC Master Special Award in the 2015 IT Lider [Leader], for our work on implementing the IFS Applications suite, creating a virtual consolidation layer for the Group based on the IBM Connections suite and introducing the SAS Visual Analytics analysis and reporting platform.

The Józef Łochowski Award, presented to the President of the Atlas Group Board, Henryk Siodmok, Ph.D. by the Polsko-Białoruska Izba Handlowo-Przemysłowa [the Polish-Belarusian Chamber of Commerce and Industry] for his outstanding contribution to the development of economic relations between Poland and Belarus.

The Business Oar 2015; the Jury's Grand Prix in the Business Oar competition organised by the editorial team of the Łódź edition of the *Gazeta Wyborcza* [Electoral Gazette] daily.

Philanthropic Leader; 2nd place in a competition organised by the Forum Darczyńców w Polsce [Polish Benefactors' Forum], in the category for businesses allocating the highest percentage of their income to social purposes.

The Superbrands 2015/2016 title for the Atlas brand in the Construction Materials category, awarded for the tenth time by the International Superbrands Organisation.

Created in Poland Superbrands 2015/2016 for the Atlas, Gipsar and Dolina Nidy brands, awarded by the Superbrands organisation to brands which have been set up and developed and have achieved success in Poland.

The Golden Helmet for Atlas TRE plaster, the first three-ingredient, mineral and silicone plaster on the market designed for do-it-yourself preparation and colouring. The award was presented by the Polska Izba Przemysłowo-Handlowa Budownictwa [Polish Chamber of Construction Industry and Commerce] during the Interbud Fair.

Friend of the Łódź University of Technology's Faculty of Chemistry, an honorary distinction awarded for our many years of collaboration and support in building the faculty's image both in Poland and internationally.

IBM; an award for the most creative and innovative implementation of Social Business solutions in Poland.

The Diamond CIO Digital Energy Hunter's Award for the Atlas IT Systems Director, awarded in the 13th edition of a competition for the best CIO in the country.



G4-5/G4-6

Atlas Group as at 31st December 2015

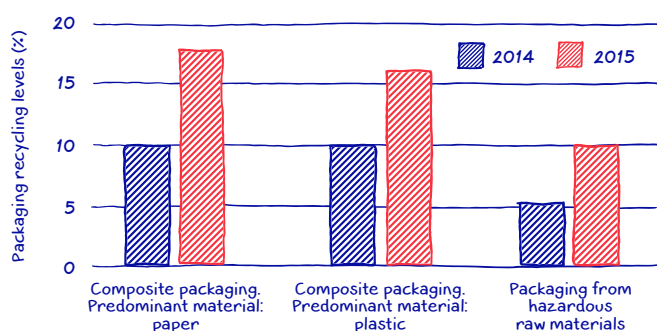
Company name	Company location	Board
Atlas sp. z o.o.	ul. Św. Teresy 105, 91-222 Łódź	President of the Management Board: Henryk Siodmok Vice-President of the Management Board: Konrad Marchlewski Vice-President of the Management Board: Jacek Michalak Vice-President of the Management Board: Tomasz Skalski Vice-President of the Management Board: Paweł Kisiel
WKiZB S.A.	Wytwórnia Klejów i Zapraw Budowlanych S.A.	ul. Szczawińska 52a, 95-100 Zgierz President of the Management Board: Krzysztof Rudólf
Dolina	Dolina Nidy sp. z o.o.	Leszcze 15, 28-400 Pińczów President of the Management Board: Janusz Kuźnia
GIPS KOPALNIA LESZCZE	Kopalnia Gipsu Leszcze S.A.	Leszcze 15, 28-400 Pińczów President of the Management Board: Leszek Irla
NOWY ŁĄD	Kopalnia Gipsu i Anhydrytu Nowy Łąd sp. z o.o. w Niwnicach	59-600 Lwówek Śląski President of the Management Board: Stanisław Małek Vice-President of the Management Board: Małgorzata Lenik Member of the Management Board: Mariusz Pietruszka Member of the Management Board: Daniel Marnicki
Grudzeń Las	Grudzeń Las sp. z o.o.	Grudzeń Las 28, 26-332 Sławno k. Opoczna President of the Management Board: Stanisław Śmiechowicz Member of the Management Board: Andrzej Greń
PERLIT AF	Perlit AF sp. z o.o.	Kamienica 47, 62-530 Kazimierz Biskupi President of the Management Board: Jacency Ślęzak
IZOHAN	Izohan sp. z o.o.	ul. Łużycka 2, 81-963 Gdynia President of the Management Board: Paweł Ziemiński Vice-President of the Management Board: Hanna Bruss Vice-President of the Management Board: Paweł Kisiel
NIDA media	Nida Media sp. z o.o.	Leszcze 15, 28-400 Pińczów President of the Management Board: Wojciech Radej
G-K	G-K sp. z o.o.	Stok 50, 26-341 Mniszków President of the Management Board: Józef Wędzonka
sped PARTNER	Sped Partner sp. z o.o.	Leszcze 15, 28-400 Pińczów President of the Management Board: Radosław Sowiński
WIM	WIM sp. z o.o.	ul. Wronia 61/63, 97-300 Piotrków Trybunalski President of the Management Board: Przemysław Dzioba Vice-President of the Management Board: Artur Duda
Chemiks	Chemiks sp. z o.o.	Łubna 60, 05-532 Baniocha k. Warszawy President of the Management Board: Tadeusz Pietras
ATLAS BALTIC	SIA Atlas Baltic	Matisa iela 79/3, Rīga LV-1009, Republika Łotewska Member of the Management Board: Alina Dymel
мауфун	PT OOO Taifun	ul. Aulskaya 18, 230003 Grodno, Republika Białorusi Director General: Romuald Matiukiewicz Deputy Sales Director: Andrzej Dobrowolski Deputy Production Director: Piotr Patkowski Deputy Purchasing and Administration Director: Dimitri Kurylo
Cesal	S.C. Cesal S.A.	ul. Borşului 31 C, 410605 Oradea, Bihor, Rumunia Director General: Ioan Gadalean Director of Operations: Piotr Chrzanowski Director of Finance: Mihai Manucu Marketing and Sales Director: Marcel Iancau
FOX DEKORATOR	Fox sp. z o.o.	ul. Gazowa 3, 50-513 Wrocław President of the Management Board: Józef Wędzonka Member of the Management Board: Piotr Grzelak
FUNDACJA DOBROczynności Atlas	Fundacja Dobroczynności Atlas	ul. Jaśkowa Dolina 17, 80-252 Gdańsk President of the Management Board: Jolanta Rojek Director General: Barbara Chodnikiewicz
ATLAS SZTUKI	Atlas Sztuki sp. z o.o.	ul. Piotrkowska 114/116, 90-006 Łódź President of the Management Board: Jacek Michalak
STACJA NOWA GDYNIA	Stacja Nowa Gdynia sp. z o.o.	ul. Sosnowa 1, 95-100 Zgierz President of the Management Board: Jacency Ślęzak Vice-President of the Management Board: Marcin Ciupa

Atlas and the Environment

At Atlas, the concept of sustainable development has been an integral part of our policies for years. When we set new goals for the company, we always make a point of foreseeing the impact that accomplishing them will have on our surroundings and of bearing that impact in mind at all times. By the same token, we invariably ensure that we employ sustainable methods to achieve them. After all, the Atlas mission to shape the construction market and offer state-of-the-art building materials which are widely available to every consumer, is a reflection of the economic and social aspects of putting the principles of sustainable development into practice. In addition, in our day-to-day operations, we take great pains to ensure that the manufacture of our products is carried out in the most environmentally friendly way possible. In minimising the impact that our production processes have on our surroundings, we are complying with the environmental aspect of sustainable development at one and the same time.

Every human activity has an impact on our surroundings and, in particular, on the natural environment. This impact is especially evident in the construction industry. In the European Union, the estimated energy consumption in this sector is more than 40% of the total consumption, the generation of which gives rise to around 35% of the total greenhouse gas emissions. The heating of buildings alone consumes approximately 80% of that energy. The industry and its processes also require an enormous range of materials. The extraction of essential raw materials is bound up with the depletion of natural resources, while both extracting them and manufacturing construction materials from them involves the consumption of energy. So the construction industry's impact on the environment is crucial, particularly given the rising demand for housing and expectations of a comfortable standard of living.

As a construction chemicals manufacturer, Atlas has a particular sense of responsibility as far as the natural environment, from which we draw our resources, is concerned and as regards the products we offer. That sense of responsibility is the underlying reason for presenting indicators directly related to the environmental impact of Atlas sp. z o.o.'s operations in this Corporate Social Responsibility Report, just as we did in previous years. The indicators we have reported include the raw materials used, the percentage of recycled materials used in our manufacturing processes and our total water consumption. We have also provided data on the quantity of recycled materials in the products sold and their packaging. In addition to the recycled plastic, steel, paper, textile and wooden packaging materials we reported in previous years, we have included composite packaging materials and packaging from hazardous raw materials. It is worth noting the fact that, in comparison with 2014, the levels of recycled composite packaging with paper as the predominant material and with plastic as the predominant material and of packaging from hazardous raw materials increased in 2015 by 8%, 6% and 5%, respectively.

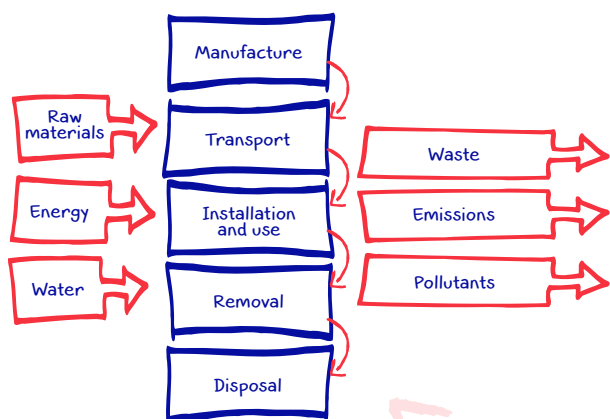


On the Path of Sustainable Development

As a result of the construction industry's high share of total resource and energy consumption, the European Union has undertaken a range of actions and measures aimed at limiting the sector's impact on the environment. The legislative documents defining the changes in this sphere include:

- the *Europe 2020 Strategy*; the 2020 climate and energy package sets three targets to be met by 2020, namely, a 20% cut in greenhouse gas emissions from 1990 levels, a 20% improvement in energy efficiency and an increase, to 20%, of EU energy generated from renewable sources;
- *Directive 2008/98/EC on waste, introducing a waste-management policy approach that takes into account the whole life cycle of products and materials*;
- *Directive 2010/31/EU (EPBD – Recast) on the energy performance of buildings, the partial implementation of which introduced new requirements for the thermal insulation of buildings in Poland over successive years*;
- *Regulation (EU) No 305/2011 of the European Parliament and of the Council laying down harmonised conditions for the marketing of construction products (the Construction Products Regulation; CPR)*.

The last-named document, in addition to introducing new requirements in respect of the obligations resting with manufacturers marketing their construction products, also redefined the substance of the basic requirements for buildings. It introduced a new, seventh basic requirement for buildings, which covers the sustainable use of natural resources. It also modified and clarified the two requirements relating to hygiene, health and the environment and to energy economy and heat retention, respectively. In every case, the amendments concern the entire life cycle of a building; limiting energy consumption and environmental impact cannot be restricted solely to the construction stage, but has to take into account its subsequent use, essential maintenance and repairs and its eventual removal or demolition. The intent is to move towards minimising the construction industry's impact on the environment by using durable, environmentally friendly and easily recycled building materials.



At the same time, the regulation points to a tool for assessing the sustainable use of resources and the environmental impact of a building, namely, the Environmental Product Declaration (EPD). Environmental Product Declarations for construction materials are currently one of the best ways of standardising the environmental aspects of a given product in communications between the manufacturer, the architect, the contractor and the developer. The International Organisation for Standardisation (ISO) provides for three types of declaration. However the most comprehensive of them, and the one giving the widest context for environmental impact, is the type III Environmental Product Declaration, which includes a life cycle assessment (LCA).

The LCA makes it possible to define the environmental impact of a given product unit taking every stage of its life cycle into consideration, from the supply and transporting of raw materials, via the entire manufacturing process, further transportation, construction, use and maintenance, refurbishment or replacement, to demolition and the final disposal method of the end-of-life product. Defining the consumption of natural raw materials, energy and water and the pollution and waste generated at each of these stages makes it possible to determine the entire environmental burden for a given product. The assessment boundaries which primarily concern the manufacturer's operations are known as the "product stage", which comprises obtaining the raw materials, transporting them to the manufacturing site, manufacturing the product and all upstream processes, from cradle to gate, as set out in Modules A1-A3, Chapter 6, Section 6.2 of the *Product Category Rules for Construction Products' EPD* (to EN 15804:2012).

Only the possession of full and reliable information about a product and its impact on the environment can serve as the foundations for a company's continuing sustainable development. This is why, at Atlas, we decided to undertake a comprehensive LCA assessment for several key product groups, carried out in accordance with the PN-EN 15804:2012 standard and to publish type III Environmental Product Declarations in line with the ISO 14025:2010 and PN-EN 15942:2012 standards. In our EPDs, the detailed description of the product, its designated use and technical parameters is followed by a schematic outline of the manufacturing process and the quantity of raw materials utilised in its production. Further on in the EPDs, information concerning primary energy consumption is provided and the source is indicated. The quantity of emissions into the atmosphere and water are also given, as are the quantities of other waste generated during the product stage. The final and, at one and the same time, most crucial section of every type III EPD transfers all the previously described parameters to the relevant indicators, which are grouped by environmental impact, resource use and waste category. These indicators include global warming potential, acidification potential of soil and water and abiotic depletion potential for fossil fuels.

On the basis of the analyses carried out to date, Atlas sp. z o.o. has compiled and published nine Environmental Product Declarations. In addition, Dolina Nidy sp. z o.o., which is part of the Atlas Group, has compiled two type III EPDs. The product groups which have been assessed using the LCA method are:

- the Atlas ETICS system product kits for the thermal insulation of the exterior walls of buildings, with mineral plasters, acryls, silicates, silicones and mixtures;
- Atlas thermal insulation adhesives;
- Atlas mineral thin-coat renders, together with key coats;

Air emission	Unit	total in production [Mg]	used on product [kg/Mg]	used on product [kg/m²]
Dust	kg	10915.06	0.02	0.0001
CO	kg	5058.37	0.009	0.00003
CO ₂	kg	1118904.7	1.1	0.004
NO ₂	kg	2925.38	0.0065	0.00002
SO ₂	kg	453.42	1.00E-02	1.30E-04
NH ₃	kg	0.49	6.56E-07	2.13E-09
HCl	kg	9.27	1.24E-05	4.02E-08
CH ₄	kg	26.28	3.51E-05	1.14E-07



- thin-coat renders based on organic binders, together with key coats;
- façade paints, together with primers;
- gypsum plasters (Dolina Nidy);
- anhydrite binders and natural and synthetic gypsum-based binders (Dolina Nidy).

The EPDs and the information they contain were verified by the Building Research Institute in Warsaw and the positive verification process concluded in the issue of a Certificate testifying to the correctness of the procedures for establishing the underlying data taken into account whilst compiling the declaration and of the data itself. Carrying out an LCA analysis and publishing the results in the form of an EPD can effectively support the promotion of ecological products and serve to counter a dishonest competitor

who presents false or incomplete environmental information about their construction products.

In using an Integrated Management System at Atlas for the past eight years, we are ensuring that we meet international environmental management standards as per ISO 14001, quality management standards as per ISO 9001, social responsibility standards as per ISO 26000 and occupational health and safety standards as per BS OHSAS 18001. However, publishing our type III EPDs makes manifest our broader concern both for the environment and for our products and manufacturing processes, a concern which goes beyond compliance with current standards. At this point, it is worth emphasising that using constructions materials for which an EPD has been

published opens up the path to the environmental certification of buildings under commercial certification systems such as the Building Research Establishment Environmental Assessment Methodology (BREEAM) or Leadership in Energy and Environmental Design (LEED). Under these systems, the assessment, which includes the materials and raw material used, the location, the water and energy consumption, end-user comfort and the innovativeness of the solutions, testifies to the fact that the developer, architect and contractor have put the principles of sustainable development into practice. A 'Green Building' certificate is a prestigious document.

Type III EPDs also make it possible to gain additional points during Green Public Procurement proceedings. Here, the creation of a demand for products which have a serious impact on the environment during their life cycle is restricted in comparison with environmentally friendly products designed for the same purpose. The inclusion of environmental requirements in the technical specifications for green public procurement proceedings serves both to heighten awareness in people involved in the construction industry and to increase the role of construction materials manufactured using sustainable methods.

At Atlas, we believe that accomplishing the goals of various European initiatives with aims such as reducing greenhouse gas emissions, restricting energy consumption and increasing the market share of high-quality products which have undergone environmental impact assessment is a path consistent with the concept of sustainable development and that, as such, it is the right path to take. Knowing just how extensively our operations as the largest construction materials manufacturer in Poland are bound up with the natural environment, we make every effort to support and fulfil the premises of this kind of initiative, whether or not the objectives are the subject of legal obligations. We are convinced that, by acting in this way and in cooperation with the entire construction industry, it will prove possible to draw resources from the environment which supplies our needs without diminishing the next generation's opportunities for development.

Environmental assessment information (MND – Module not declared, MD – Module Declared)																
Product stage			Construction process		Use stage								End of life			Benefits and loads beyond the system boundary
Raw material supply	Transport	Manufacturing	Transport to construction site	Construction-installation process	Use	Maintenance	Repair	Replacement	Refurbishment	Operational energy use	Operational water use	Deconstruction demolition	Transport	Waste processing	Disposal	Reuse-recovery-recycling potential
A1	A2	A3	A4	A5	B1	B2	B3	B4	B5	B6	B7	C1	C2	C3	C4	D
MD	MD	MD	MND	MND	MND	MND	MND	MND	MND	MND	MND	MND	MND	MND	MND	MND
Environmental impacts (for 1 kg).																
Indicator										Unit	A1	A2	A3	A1-A3		
Global warming potential										[kg CO ₂ eq.]	0.23	0.01	0.02	0.3		
Depletion potential of the stratospheric ozone layer										[kg CFC 11 eq.]	1.08E-08	5.09E-08	2.85E-10	6.20E-08		
Acidification potential of soil and water										[kg SO ₂ eq.]	0.0005	0.00	0.00004	0.0005		
Eutrophication potential										[kg (PO ₄) ³⁻ eq.]	0.0001	0.0001	0.00001	0.0002		
Formation potential of tropospheric ozone										[kg Ethene eq.]	0.0001	0.00	0.00	0.0001		
Abiotic depletion potential (ADP-elements) for non-fossil resources										[kg Sb eq.]	0.0012	0.00	0.00	0.0012		
Abiotic depletion potential (ADP-fossil fuels) for fossil resources										[MJ]	1.0	0.1	0.4	1.5		
Environmental aspects on resource use (for 1 kg).																
Indicator										Unit	A1	A2	A3	A1-A3		
Use of renewable primary energy excluding renewable primary energy resources used as raw materials										[MJ]	INA	INA	INA	INA		
Use of renewable primary energy resources used as raw materials										[MJ]	INA	INA	INA	INA		
Total use of renewable primary energy resources (primary energy and primary energy resources used as raw materials)										[MJ]	0.05	0.00	0.02	0.07		
Use of non-renewable primary energy excluding non-renewable primary energy resources used as raw materials										[MJ]	INA	INA	INA	INA		
Use of non-renewable primary energy resources used as raw materials										[MJ]	INA	INA	INA	INA		
Total use of non-renewable primary energy resources (primary energy and primary energy resources used as raw materials)										[MJ]	1.26	0.11	0.42	1.79		
Use of secondary material										[kg]	0.05	0.00	0.00	0.05		
Use of renewable secondary fuels										[MJ]	0.13	0.00	0.00	0.13		
Use of non-renewable secondary fuels										[MJ]	0.20	0.00	0.00	0.20		
Net use of fresh water										[dm ³]	0.32	0.001	0.05	0.37		
Other environmental information describing waste categories (for 1 kg).																
Indicator										Unit	A1	A2	A3	A1-A3		
Hazardous waste disposed										[kg]	0.0003	0.00	0.00	0.0003		
Non-hazardous waste disposed										[kg]	0.089	0.0004	0.0091	0.099		
Radioactive waste disposed										[kg]	0.00	0.00	0.00	0.00		
Components for re-use										[kg]	0.0000	0.0000	0.0049	0.0049		
Materials for recycling										[kg]	0.0082	0.0000	0.0009	0.0091		
Materials for energy recovery										[kg]	0.00	0.00	0.00	0.00		
Exported energy										[MJ]	0.00	0.00	0.00	0.00		

Atlas and our Employees

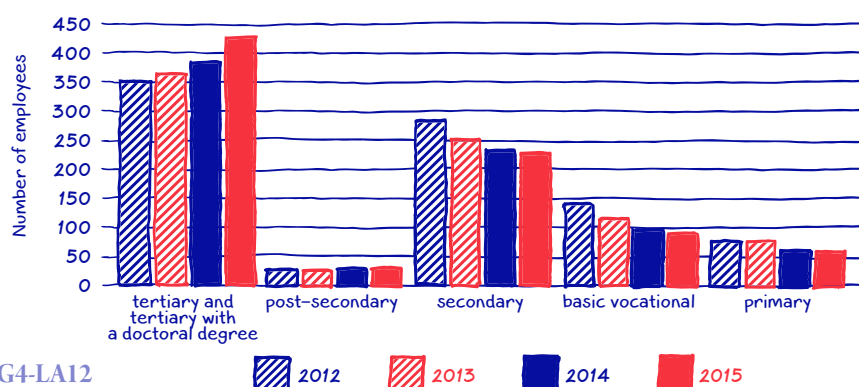
The success of Atlas was not something which occurred effortlessly and overnight. Every employee who has crossed paths with the organisation over the course of the past twenty-five years has contributed to the achievement. At Atlas, we are well aware of this and of the role played by our employees in creating an enterprise capable of competing with foreign rivals and constituting a powerful mainstay of the Polish construction chemicals market. This is why providing decent working conditions in line with the concepts of social responsibility and sustainable development is of such extraordinary importance to us. Creative, motivated and committed employees are, after all, our greatest capital.

In 2015, Atlas had a workforce of 837 spread through every voivodship in the country, with the majority employed in the Łódź, Silesian and Kujawsko-Pomorski regions. Contracts of employment were the predominant form of agreement, ensuring our personnel of a fair approach to their rights and obligations, with 95.58% of them working on a full-time basis. Our staff are qualified; in 2015, more than 50% of our employees had a tertiary-level education.

At the same time, the number of people educated at this level has increased steadily over the course of the past four years. There is a preponderance of men amongst our personnel, particularly in blue-collar positions. The share of women in white-collar posts is significantly higher, totalling around 39% on 2015. However, we are constantly working to accomplish the company's policy and increase the ratio of women to men; in 2012, when we published our first CSR

report, the statistics we presented by gender showed women as constituting 25.9% of all employees. In 2015, that figure rose to 30.6% and, in addition, in four employee categories, they received a higher mean remuneration than their male counterparts. The high employment standards at Atlas were marked by the fact that the company was awarded the Reliable Employer 2015 title, a distinction presented by the editorial team of the *Rzeczpospolita* [Republic of Poland]

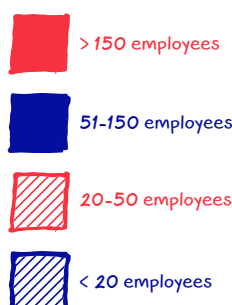
Employment structure, by education

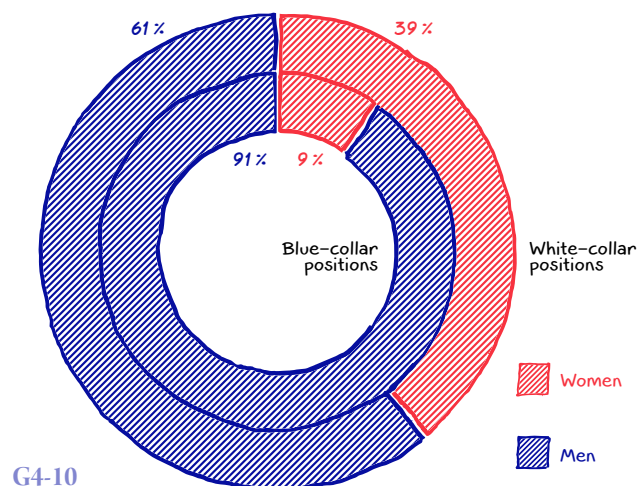


G4-LA12

G4-10

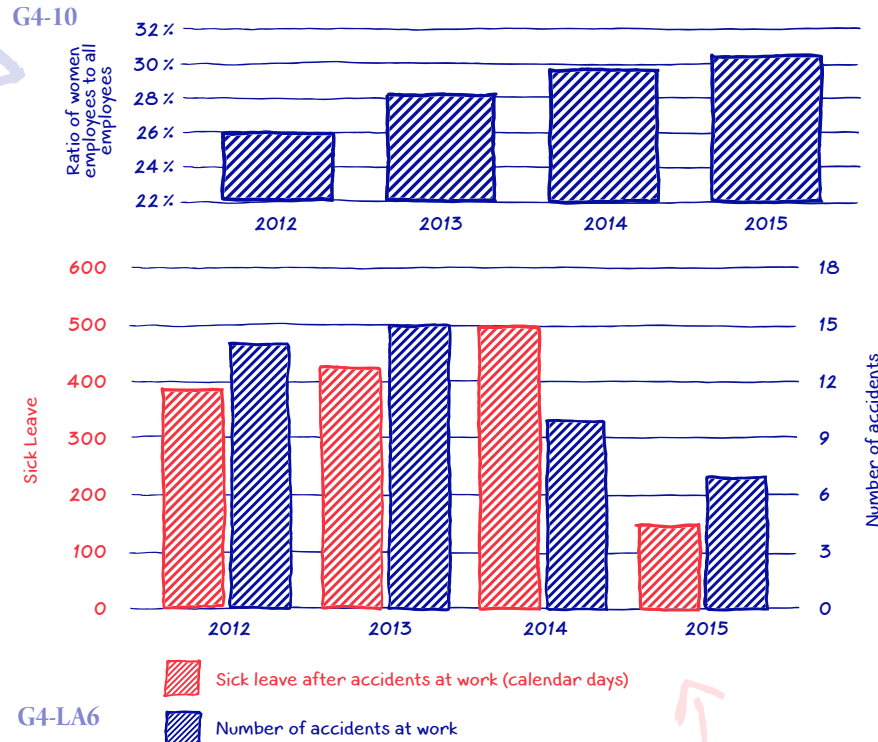
Employment by region (voivodeship)





G4-10

G4-10



G4-LA6

newspaper's *Rzecz o Biznesie* [On Business] section. The aspects evaluated in that poll included compliance with employment law, timely payment of wages and salaries, working conditions, compliance with OHS law and the company's social responsibility.

Occupational health and safety are a matter of the highest priority at Atlas. As of 2009, our OHS management system has been run in compliance with the requirements of the British OHSAS 18001:2007 standard. Thanks to our periodic risk assessments and the activities we constantly undertake in order to neutralise hazards, it has proved possible to reduce the number of accidents, although eliminating them completely is difficult on account of the occurrence of random events which are not directly related to our manufacturing processes.

The total number of accidents in 2014 and 2015 was 10 and 7, respectively. At the same time, none of them were fatal. There was a fall in the accident-related injuries indicator, which is to say, the number of employee sick-leave days per accident; in 2015, it reached its lowest level for four years. Expressed as a percentage of nominal work hours, the time not worked as a result of work-related accidents was 0.054%.

Being a good employer is first and foremost a matter of the ability to listen to the employees. It is impossible to build a company's future without first understanding day-to-day problems cropping up within it and then taking steps to solve them. So our Management Board decided to listen intently to the company's heartbeat in 2015 and launched two initiatives designed to delve more deeply into the prob-

lems experienced by our personnel. One of those initiatives took the form of participating in *Kryptonim Szef*, the Polish version of the television programme *Undercover Boss* and the other was to invite an external company, FPL sp. z o.o., to conduct an anonymous employee opinion survey.

The Vice President in Charge of Special Assignments

In July 2015, the Atlas Group, together with a representative of the Management Board, the Vice-President in charge of development, Jacek Michalak, Ph.D., Eng., became the heroes of *Kryptonim Szef*, a programme made by Telewizja Polska's Channel 1. The concept for the programme made its way to Poland from Great Britain and the underlying idea is genuinely simple; take a CEO of a large company, disguise them beyond all recognition and send them back to work ... as a newly hired employee, preferably in a position demanding massive physical exertion. Then all that remains is to watch them struggle with an entirely new set of tasks. Meanwhile, the role of the 'Boss' is not simply to perform the duties they are charged with, but also to carry out a thorough observation and analysis of what the job in question entails in order to identify and understand the employees' daily woes and emerge from the experience with a proposal for change for the better.

So, how did it work in practice? Of course, the first step towards sinking unnoticed into the new job was the disguise. Vice Chairman Jacek Michalak was given new hair and a beard. The colour of his eyes was changed and he even received new teeth. His everyday style also underwent a radical transformation; out went the well-fitting suit, shirt and tie and in came a baggy T-shirt, a denim jacket and slightly over-large aviator shades. All to ensure that it would be impossible to recognise him as a serving member of the Board. He gained a new persona, as well; from that moment on, he introduced himself as Waldemar Hille, an unemployed taxi driver ready, willing and eager to take on any kind of new job that came his way.

With the full metamorphosis taking as long as three-and-a-half hours to accomplish, the Vice Chairman had little time left for sleeping. His rest was further eaten into by the fact that he was sent to work in three different Atlas locations in order to learn as much as possible about life at the company's grassroots level. Naturally, all of those locations were a long way away from each other. In the course of three days, Waldemar Hille had the chance to be a warehouseman in the manufacturing

facility in the town of Zgierz, just to the north of Łódź, where he made up orders for materials, an assistant on the testing grounds in the city of Dąbrowa Górnicza in South-Central Poland, where Atlas products are assessed by contractors and, finally, a hammer-wielding miner in the Kopalni Gipsu i Anhydrytu “Nowy Łąd” (New Land Gypsum and Anhydrite Mine) in the south-eastern village of Niwnice. In each case, the presence of the film crew was explained away as part of a report on job-seekers starting work in various positions.

Although all three locations involved Waldemar in problems great and small, it was the work in mine which really put him through the mill. For eight hours, his task was to select large anhydrite and gypsum stones after screening had removed the ‘fines’ and then break them into smaller pieces using either a hand-wielded hammer weighing 7.5 or 8.5 kilos (16.5 or 18.7 pounds) or a pneumatic one which weighed 25 kilos (55.1 pounds). It was tough work. Luckily, Waldemar was able to count on the help of the man tasked with guiding him through his ‘first day’, Tadeusz Kulej, a miner with thirty-four years in the industry under his belt. The incognito Vice President’s task was not only a physical challenge. He was also beset by the fact that the sweat streaming from his forehead threatened to play havoc with the make-up which was an integral part of the disguise that ensured his anonymity. Without that, the entire venture would most assuredly end in failure. So even mopping his brow became an activity fraught with hidden danger. Fortunately, he succeeded in making it through the day without being exposed; Waldemar remained Waldemar to the end of the shift.

It might seem as if taking part in *Kryptonim Szef* is about light entertainment. However, the programme reveals its true depths when we look at its social nature. It gave Vice President Jacek Michalak the opportunity of working more closely with company employees in very different jobs, of integrating with them and of encountering their mundane problems head-on. It also gave him a look at their ideas for change concerning their work and made it possible for him to present those ideas directly to the Board, bypassing the rungs of the company’s structural ladder. The *Kryptonim Szef* initiative produced a fresh, new look at the work carried out within Atlas, a closer familiarity with the employees who create the company and an increase in their involvement in change.



The experiment thus proved to be invaluable. As a result of what the Vice Chairman had observed, the Board resolved to undertake several courses of action, including the decisions to renovate the mine’s various administrative and staff facilities on the surface, have one of the loaders thoroughly overhauled and purchase a new one. The projected capital expenditure for these undertakings is PLN 2 million. Waldemar’s ‘guardian angel’, Tadeusz Kulej, was engaged for a further two years at the mine and training programmes were assigned to two other employees, Zbigniew Klimek, a miner, and Adam Chęciński, a senior warehouseman, enabling them to further enhance their qualifications. The warehouse system was improved by the addition of a new software add-on making it easier to read the warehouse codes and the overburdened validation team received consent to take on an additional employee.

Although going ‘undercover’ will not become a permanent fixture of the Vice Chairman’s job description, it was, as he himself reiterates, an experiment which greatly benefited company and employees alike, while the experience of working incognito itself was an unforgettable one. There can be no doubt about it; Vice President Jacek Michalak’s appearance on the show can be taken as an example of an unusual, but constructive, dialogue between the company’s employees and its Board.

The conclusions I drew from such a singular method of observation are excellent. As a Group, we’re a well-organised company, with good people filling the jobs and alert, clear-headed management. The programme confirmed my positive perception of the company. Really, we do have something to pride ourselves on. Atlas repeatedly receives compliments and tributes as an icon of Poland’s post-1989 transformation ... and they’re fully deserved. Yes. After such a string of adventures and after such a singular programme, I can say that, to me, those opinions now have an even greater profundity and have been even more robustly confirmed and justified.

Jacek Michalak
Vice President
Atlas



Knowing More

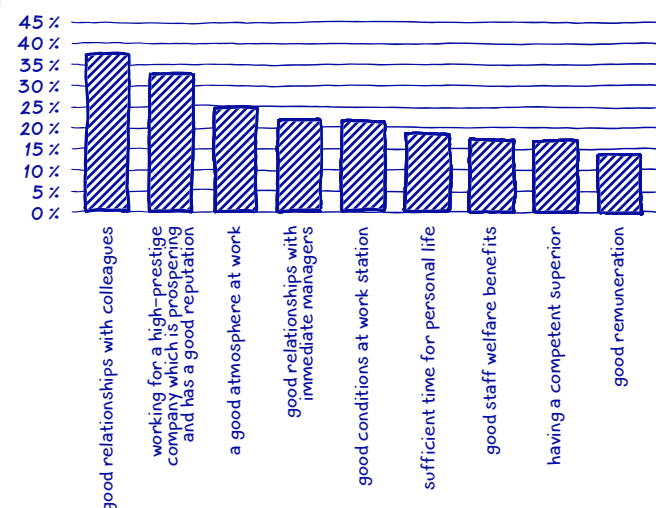
G4-27

The second initiative undertaken by Atlas for the first time was the Employee Opinion Survey carried out in September 2015 in order to gain a direct insight into the staff's thinking on key areas of the company's operations. Identifying problems within a company is impossible without the participation of the employees, whose day-to-day functioning within its structures renders them best able to perceive both its strengths and its weaknesses. In order to ensure the security of our staff's details and guarantee them complete anonymity, the survey was commissioned from an outside organisation, FPL, a company with extensive experience in the field.

Of our 828 employees, 428 completed the questionnaire, giving a response rate of 49%. In terms of location, the highest number of completed questionnaires was received from personnel in our head office in Łódź, followed by those returned by our mobile workforce. The areas focused on in the survey included the respondents' perceptions of themselves and their work in the company, the motivational system and the way Atlas functions. It also produced their evaluations of the management and of their own relations with their immediate supervisors or managers.

The results indicated a great many positive aspects of our operations. In comparison with other companies, our employees gave positive responses concerning the standards of their work stations, the atmosphere at work, their remuneration and our company's products and position on the market. Almost 57% of them consider themselves to be motivated in their work and envisage their working future with Atlas.

The main advantages of working for the company

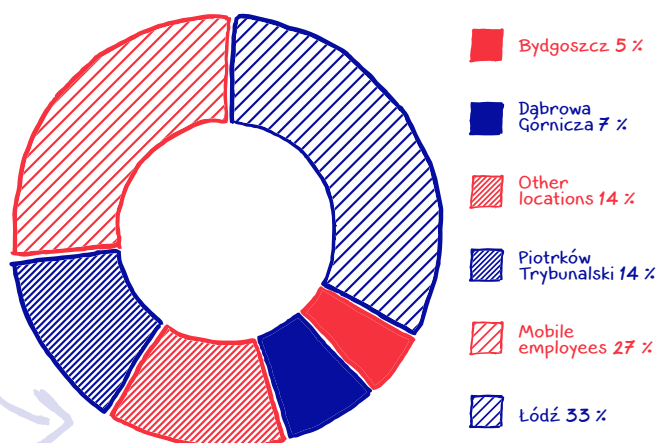


In response to these opinions, we will be stepping up the Board's activities aimed at streamlining communication, increasing integration and improving openness in the company's in-house operations. One example of these activities is the launch of our IBM Connections system, a business social network platform which is designed to provide support in the collaborative organisation of work and establishing in-house contact.

Another frequently occurring reservation regarding the way the company functions concerned the limited possibilities for professional development and the insufficient provision of training courses. Although 43.3% of the entire Atlas workforce took part in training courses in 2015 and the number of training hours totalled 14,627, the highest for three years, it is clearly evident that our training policy requires further change and greater involvement on the part of our personnel. After all, it is common knowledge that, for employees, more training means improved skills, an enhanced belief in one's own potential and abilities and better work done for the company.

Plans for the forthcoming years include another Employee Opinion Survey, with particular attention being paid to the aspects which received the lowest evaluations in the 2015 survey. The aim of the next one will be to ascertain whether the activities undertaken in order to improve issues which are crucial to our employees have produced results. Thanks to the rapid assessment of their efficacy it will produce, we will know if we are heading in the right direction and how far we still have to go.

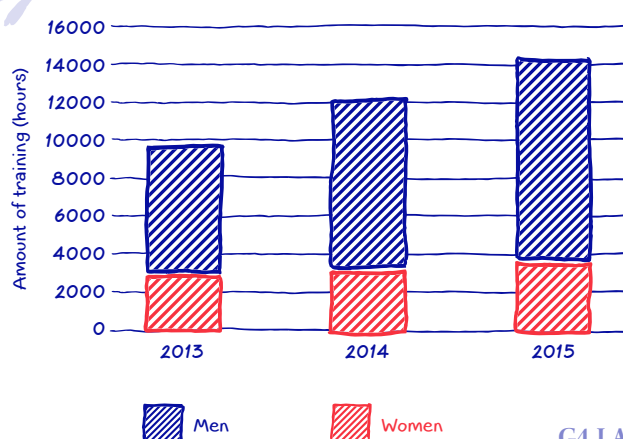
Percentage participation in the Atlas sp. z o.o. Employee Opinion Survey



Their opinion as regards their relationships with their colleagues is also heartening. An entire 95.8% of the respondents believe that they have good relationships with the people in their section/department, with 87.7% thinking the same about their relations with their direct supervisor or manager, whom they consider to be responsible, competent and open to their proposals and suggestions when the need arises.

At the same time, the data obtained from the survey highlighted areas where there is still much to be done. The existence of these areas is a natural state of affairs in any company and the survey made it possible for us to identify them precisely. One of the lowest rated aspects was in-house communication; here, unfortunately, an entire 63.2% of the respondents have reservations concerning the flow of information. The major impediments they listed were, primarily, carelessness and imprecision on the part of the people passing on the information, a lack of openness as regards the exchange of information and knowledge and the fact that managers and supervisors are unaware of the necessity of passing on information to the people they are in charge of.

Staff training at Atlas



G4-LA9

Building and evolving a business sustainably is a matter of skilfully combining three things; economic efficiency, concern with protecting the natural environment and activities geared towards social development and equal opportunities. A good entrepreneur knows that long-term growth can only be

achieved when all three of these pillars of a company's operations stand on firm foundations. This is why, at Atlas, our activities also include initiatives aimed at promoting the arts, sport and a healthy lifestyle, reducing social inequality and offering assistance to those most in need of a helping hand.

Together for People in Need

As we work to achieve our business goals, we continue in the mould established during the earliest days of the company's operations, which means that we never forget people who, for various reasons, have limited opportunities and little chance of a decent life and who are struggling with adversity. In 1996, the company's owners took a formal decision and the Atlas Charitable Foundation was born, going on to obtain the status of a public benefit organisation in 2004.

First and foremost, the Foundation brings help to individuals who find themselves battling illness or economic difficulties. However, it is also engaged in charitable activities in the public service spheres of welfare, health care, special needs education and care for children and young people. As at 17.02.2016, the sum allocated to social purposes by the Foundation since the outset totalled PLN 61,484,414. In 2014 and 2015, the Atlas Group transferred PLN 2,165,685 and PLN 2,348,435, respectively, to the Foundation. The donations made to those in need most often take the form of money. The value of donations in kind, including construction materials, was PLN 215,978 and PLN 77,785 in 2014 and 2015, respectively.

The Atlas Charitable Foundation provides ongoing support for four orphanages, located in the villages of Grotniki and Dąbrówka in the Łódź region, the town of Zawiercie in Silesia and the village of Trzemiętowo in north-central Poland. The Specjalny Ośrodek Szkolno-Wychowawczy [Special Needs Education and Care Centre] in the town of Pińczów in central Poland and the Zespół Szkół Specjalnych [Special Needs Schools Group] in the town of Kędzierzyn Koźle in the south-west are also recipients of the company's constant support. In 2014, financial assistance from the Foundation made its way to 625 families and 49 institutions and in 2015, to 612 families and 47 institutions. For its charitable work in both years, the company received the Philanthropic Leader award in a competition organised by Forum Darczyńców w Polsce [the Polish Benefactors' Forum], in the category for businesses allocating the highest percentage of their income to social purposes.

The concept of bringing help to people in need which is put into practice on a daily basis through the activities of the Atlas Charitable Foundation is also supported by the voluntary work carried out by our employees. The founding of the Atlas Running Team club serves as an illustration of their involvement in activities designed to promote mutual integration. The club members are amateur runners who have donned the Atlas 'colours' and entered more than a dozen races together since 2013. In 2014 and 2015, they took part in over twenty events all over the country and the combined distance they covered together totalled more than 2,500 kilometres (1,553 miles). Both the club and the shared experience of taking off from the starting block together provide the Atlas Running Team members with the chance to integrate, motivate one another and form a team in a sense that goes beyond the sporting meaning of the word.

The club does more than unite enthusiasts, though. It also brings together people who want to help those in need. The Atlas Running Team initiates regular charitable events where the Board provides financial support for the cause, be it an individual or an institution, with the amount depending on the number of people entering to run and the total distance that all the members succeed in covering together. In 2014, our runners pounded out the kilometres on a mission to help Oliwia, the sick daughter of one of the tilers from our atlasfachowca.pl web portal. In 2015, the team came together for the annual Piotrkowska Street Run, which celebrates Łódź's most famous commercial thoroughfare, one of the longest in Europe. This time, they were running for Małgorzata. Małgorzata is the eleven-year-old daughter of one of the employees at the Atlas Group's Grudzeń Las sand quarry and she has cerebral palsy.

So, all in all, there is nothing strange about the fact that not all the club members who enter a race could take on a world-class marathon runner. The most important thing is to keep on running and never mind the speed. What matters is who you are running for and why.

Providing Chances

First comes the non-stop training and then the healthy rivalry, the emotions of competitors and fans, the achievements and the climb in the rankings, rung by hard-won rung, in the pursuit of the glittering prize ... to be the best of the best in your discipline. Such is the sportsperson's life. It demands immense determination and enormous effort, particularly when it seems that physical limitations will make scaling the heights impossible.

Seeming is not being, though, as the career of Bartłomiej Mróz serves splendidly to illustrate. Bartłomiej comes from Kędzierzyn Koźle and he is a para-badminton player. As of 2015, he has been taking to the courts wearing the Atlas 'colours'. He was born without his right forearm, but that has never stopped him from 'going for gold', a road he set out on ten years ago. Now he coaches children and young people and promotes para-badminton amongst disabled people. As he himself says, his greatest achievement to date has been winning the silver medal for both the singles and doubles in his class at the 2013 World Championships. His successes are a source of rejoicing at Atlas, particularly since, as his sponsor, the company is an active participant in the development of his career. We hope that, with his dedication and enthusiasm, he will blaze a trail and serve as a role model for a multitude of people, especially those whose disabilities mean that they fear to test their strength in the world of sport and thus to fulfil their dreams.

There is a simple equation. Sport = health, which is why it is so important to start nurturing physical fitness during the childhood years. Hence the fact that promoting sport amongst young children is one of the goals of our company's social activities.

Almost nothing encourages children to involve themselves in a sport more than the chance of competing with their idols, the stars of Poland's sporting world. An extremely important aspect of our sponsorship of world-class Polish tennis player Jerzy Janowicz was the Atlas Jerzyk Cup, a children's tennis tournament we organised with him in 2014. On an explanatory note, 'Jerzyk' is a diminutive of 'Jerzy'. The tournament was held on the



courts of Miejski Klub Tenisowy [the Municipal Tennis Club] in Łódź. It drew young tennis players from all over the country and gave them a chance not only to measure their skills against their peers, but also to meet 'Jerzyk' himself. Events of this kind offer their participants a host of unforgettable experiences and serve to spread enthusiasm for sport. The company continued to promote physical development in 2015, with world-class ski-jump champion Kamil Stoch joining the Atlas galaxy of sporting stars.

Promoting a healthy lifestyle, particularly in conjunction with creating opportunities for physical exercise is also part and parcel of our social undertakings at the local level. Centrum Sportowo-Rekreacyjne Stacja Nowa Gdynia [the New Gdynia Station Sports and Leisure Centre] in the town of Zgierz, near Łódź, is also a part of the Atlas Group. The Stacja Nowa Gdynia facility offers an extensive range of fitness classes, a comprehensively equipped gym, a racquet-sports training base, a water park and a bowling rink. In addition, the Centre arranges a host of festive events, including the traditional Swimming-Pool Birthday celebrations, featuring swimming competitions and lifeguard demonstrations for the fourth-form primary school children of Łódź and Zgierz. The tenth and eleventh editions took place in 2014 and 2015, respectively. Just before the summer holidays began in 2015, the Centre held a sports and music fête. Offering fun for all the family, it was the largest open-air event organised by Stacja Nowa Gdynia to date.

However, even as we nurture the development of the body, we should never forget to tend to the flourishing of the spirit, which is why the Centre's offer extends beyond physical development. At Stacja Nowa Gdynia, the culture of body and soul are propagated simultaneously. During the reporting period, the Centre held fourteen visual art exhibitions, ten gatherings focusing on the written word and featuring either literary themes or current affairs commentators and four concerts. Three of the music events formed part of the programme for the *Kolory Polski* [Colours of Poland] festival organised in collaboration with the Łódź Philharmonic Orchestra.



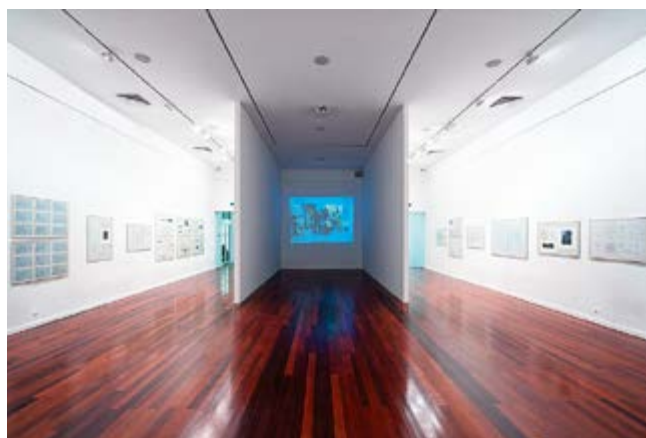
Opening Minds

At first glance, contemporary fine art does not always give the appearance of being 'fine' or of celebrating of its creator's talents; it speaks in highly indirect ways and is often unfathomable. However, every encounter with art provides an opportunity for discussion and polemics, summoning up the kind of thinking which, when it goes unstimulated, rarely, if ever, pokes its head out from the recesses of the mind. This is why the promotion of contemporary art is an important aspect of our non-financial activities. We work to accomplish this mission by holding exhibitions at the Atlas Sztuki gallery, one of the largest private exhibition spaces in the country.

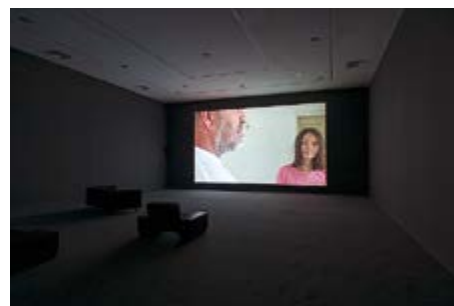
Atlas Sztuki has been organising exhibitions since 2003. Seven shows were held there in 2014; six of them were new ventures



Zbigniew Rybczyński
13.12.2013-02.02.2014



Katarzyna Kozyra,
Looking for Jesus,
11.04.2014-01.06.2014

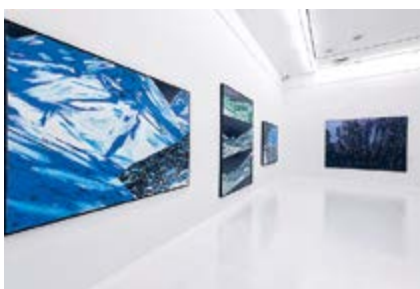


Jarosław Kozłowski, *Decompositions*,
07.02.2014-06.04.2014



Roger Ballen,
Shadow Land. Photographs (1982-2013),
06.06.2014-31.08.2014

and one was a continuation of a project begun in 2013. In 2015, there were six exhibitions. Eleven of the thirteen held during the course of the two years were solo shows and two were collective. Both the collective shows presented works from abroad, as did six of the solo exhibitions. The other five were devoted to Polish art. Two earlier Atlas Sztuki exhibitions also went on a six-stop tour during the reporting period and were shown once in Germany, once in Romania and at four different venues in Poland.



László Fehér – Roman Lipski,
12.09.2014-19.10.2014

Bert Danckaert, *Simple Present*,
24.10.2014-30.11.2014



Wojciech Wilczyk, *Holy War*, 05.12.2014-18.01.2015

At Atlas, we treat the gallery's exhibition work as a distinct element of our socially oriented activities aimed at building universal access to culture in the widest sense of the word. Atlas Sztuki sp. z o.o. thus holds the status of a public benefit organisation and entrance to the exhibitions it organises is free of charge. In the ranking of state, local and private arts institutions carried out annually by *Polityka* [Politics] weekly magazine, Atlas Sztuki has consistently featured amongst the country's top ten contemporary galleries. Moreover, it has just as consistently held the highest position attained by a private organisation, making it the best of its kind in Poland. Atlas Sztuki's educational input is also significant; the gallery's involvement in children's education includes organising an opportunity of exploring various dimensions of visual art. The classes, which are specially designed to be 'child-friendly', begin by guiding their youthful participants through the complexities of whichever exhibition is currently on show in the gallery. Then the children are given a task which is related to what they have seen and furnishes them with the chance of creating and presenting their own works of art.



Jean-Marc Caracci,
Homo Urbanus Europeanus,
23.01.2015-01.03.2015

The company's support of the arts has other faces, as well. In 2014 and 2015, Atlas continued to collaborate with *Polityka* magazine, performing the role of primary sponsor for the publication's prestigious Architectural Award. The aim of this initiative is to promote architectural work which is distinctive in its original solutions, functionality, good taste and positive impact on the aesthetics of its surroundings. The company was the General Sponsor of the tenth, jubilee edition of the Tansman International Festival of Musical Personalities, held in Łódź and organised by the Stowarzyszenie Promocji Kultury im. A. Tansmana [Aleksander Tansman Association for the



Illusions,
Beeskow – Łódź 2015,
06.03.2015-12.04.2015



Exhibition of selected works from the Dr. Werner Jerke collection,
17.04.2015-24.05.2015



Igor Makarevich,
Borisov's Museum,
18.09.2015-18.10.2015

Carl de Keyzer,
Moments Before the Flood,
29.05.2015-13.09.2015



Jerzy Nowosielski,
23.10.2015-20.12.2015



Promotion of Culture] in conjunction with the Ministry of Culture and National Heritage. Working together with the Łódź-based Arthur Rubenstein International Music Foundation, Atlas took on the role of sponsor for two concerts performed at the Łódź Philharmonic as part of the fourth Rubenstein Piano Festival. During the reporting period, the company was also the main sponsor for two successive editions of the International Festivals of Comics and Games; held in Łódź, it is the largest event of its kind in Central-Eastern Europe.



Bringing Science and Business Together

Our social activities are also given expression through our close working relationships with higher education institutions (HEIs). Year in and year out, Poland's HEIs educate a host of young people brimming with ideas and ambition, along with the knowledge and skills they need to turn them into reality. A company's innovative approach both to the services and products it offers and to its management processes is what enables it to function effectively on the market. In working with the generation about to take its first steps on the jobs market, we have the opportunity of offering them a positive chance to release their creativity. At Atlas, we are very well aware of the fact that, before long, the task of creating our shared future will rest in their hands.

Atlas supports HEIs in a variety of ways, one of which was organising the first International Neoclassical and Behavioural Finance Conference in collaboration with two units at the University of Łódź: the Department of Industry and Capital Market Economics and the Institute of Finance. The conference topics encompassed modern Polish and global economic problems, particularly in terms of the behavioural mechanisms of market participants. The event provided an opportunity for the presentation of research results and for discussions on current trends in finance, as well as of striking up an acquaintanceship with experts in the fields of economics and finance.

Another dimension of our work with HEIs is our collaboration with students on technical courses. The Budownictwo [Civil Engineering] European Social Fund project being implemented by the students of the Łódź University of Technology involves participants in an internship abroad with a company in the sector. Atlas thus works together with the university's Faculty of Civil Engineering, Architecture and Environmental Engineering, enabling the students there to undergo a six-week internship at our Cesal manufacturing facility in the Romanian city of Oradea. Immersion in an environment where two different markets meet must have been an interesting experience for the students, while the staff at Cesal also have warm recollections of the time the students from Łódź spent with them. Atlas will unquestionably be continuing this kind of collaboration over the course of the forthcoming years.

Just as Atlas invests care not only in financial results, but also in every aspect of sustainable development, so the company builds its collaboration with HEIs in that sphere, which is so crucial to the way a business functions. In 2015, we began working together with the University of Łódź's Faculty of Economics and Sociology, launching a project entitled *Sustainable Development and Social Equality. Developing and Implementing an Innovative Educational Programme on Modern Methods for Measuring, Evaluating and Forecasting Quality of Life*. One of the aims of the project is to create a course module at the university's Institute of Sociology. The module will cover the concepts of sustainable development, with reference to their practical application in the operations of business organisations. Given that we are consistent in working to accomplish the Atlas sustainable development policy and that the company is blazing the trail for non-financial reporting in the construction chemical manufacturing sector and has considerable experience in that sphere, we were delighted to start collaborating with the university as a partner in the project. During their field trips, the students were able to visit Kopalnia Piasku Kwarcowego, our quartz sand quarry in Grudzeń Las, not far to the south-east from Łódź. Their visit included an in-depth tour of the chemistry and physics labs there and gave them an insight into the ways we work to put the principles of sustainable development into practice at the quarry. The students also visited Wytwórnia Klejów i Zapraw Budowlanych S.A., our adhesives and mortars manufacturing facility in Zgierz. There, they were introduced to our wet and dry production processes, our packaging manufacture processes and the issues relating to the storage of raw materials. They also attended a talk on social responsibility and sustainable development in the Atlas Group.

At Atlas, we are always ready and willing to enter into shared ventures of the kind described in this chapter and we firmly believe that undertaking activities of this nature today will bear fruit in the form of even more interesting initiatives in the future.

The Atlas Group Today

We would like to take this opportunity of sharing a picture of how we have changed over the course of the past twenty-five years and of who we are now. So here, in this 2014-2015 Social Responsibility Report, we will introduce ourselves anew. The Atlas Group today is, above all, its people, but it is also our research work, our manufacturing facilities, complete with state-of-the-art production lines, our mineral mines, laboratories, offices, plants and warehouses, spread right across Poland and a presence in several other European countries as well, not to mention our cutting-edge sales techniques and our unusual marketing activities. Even though Atlas is a household name, not everyone has an insider's view of how we work. In order to provide an insight into the many fields we are active in, we have decided to illustrate our everyday world in a series of photos presenting the many faces of the Atlas Group.





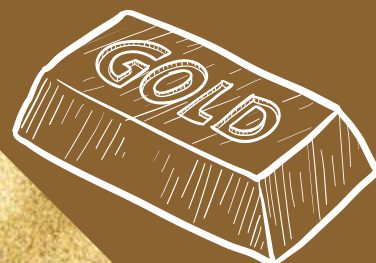
In 2015

we consumed

409 963 181 kg

of sand during manufacturing processes

It is **2x** the weight of all
the gold that has been mined
throughout history



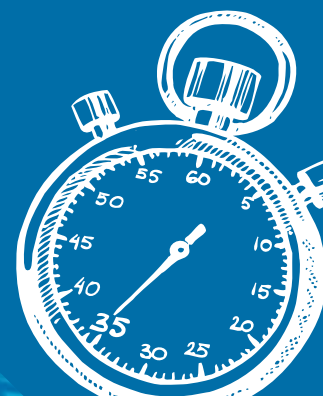
In 2015

we consumed

36 545 m³ of water

It is the amount that flows
through Vistulas' river
mouth during

35 s

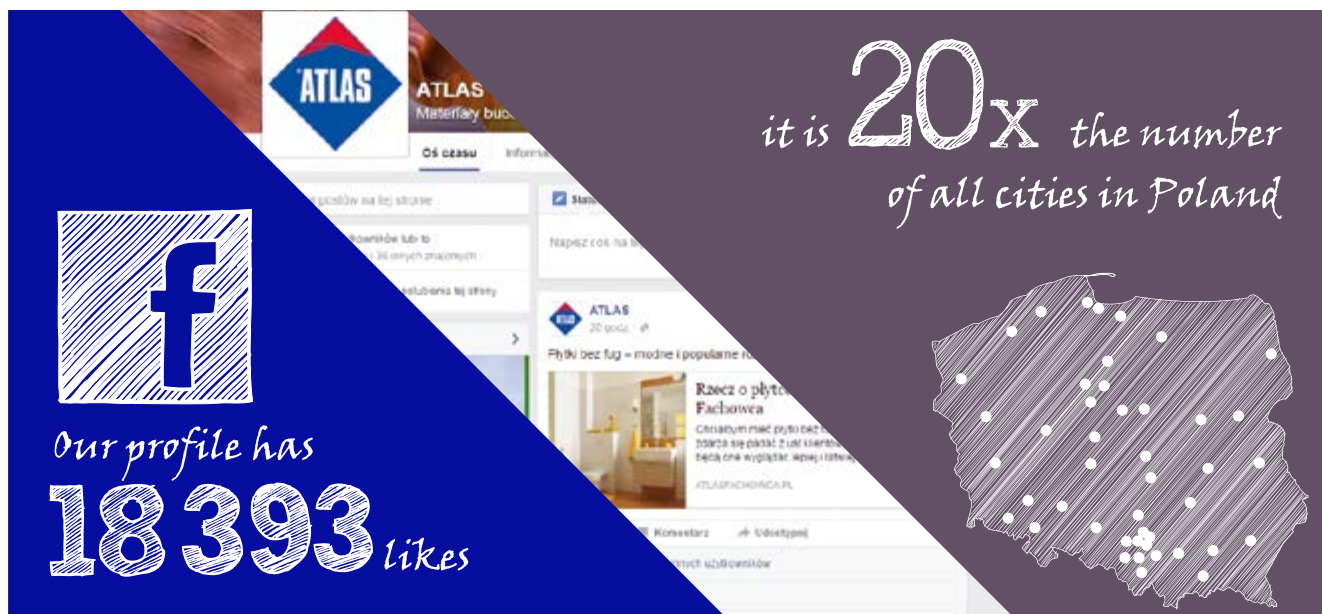


*Servicing
our clients we
consumed approx.*

60 000 L of fuel

and we drove
12 000 000 km





Full-time and part-time
employment,
as at 31st December 2015
and 31st December 2014

G4-10

type of employment	number of employees, by gender				percentage of total employees, by gender (%)				number of employees		(%) of total employees	
	women		men		women		men		2015	2014	2015	2014
	2015	2014	2015	2014	2015	2014	2015	2014				
0.125	2	2	2	2	0.78	0.84	0.34	0.36	4	4	0.48	0.50
0.25	—	—	4	5	—	—	0.69	0.89	4	5	0.48	0.62
0.333	2	2	2	2	0.78	0.84	0.34	0.36	4	4	0.48	0.50
0.5	13	11	9	3	5.08	4.60	1.55	0.53	22	14	2.63	1.75
0.6	1	1	—	—	0.39	0.42	—	—	1	1	0.12	0.12
0.75	2	2	—	—	0.78	0.84	—	—	2	2	0.24	0.25
1	236	221	564	551	92.19	92.47	97.07	97.87	800	772	95.58	96.26
total	256	239	581	563	100.00	100.00	100.00	100.00	837	802	100.00	100.00

type of employment	number of employees, by gender				percentage of total employees, by gender (%)				number of employees		(%) of total employees	
	women		men		women		men		2015	2014	2015	2014
	2015	2014	2015	2014	2015	2014	2015	2014				
open-ended contract	194	187	417	417	75.78	78.24	71.77	74.07	611	604	73.00	75.31
fixed-term contract	47	47	153	142	18.36	19.67	26.33	25.22	200	189	23.89	23.57
trial period contract	8	—	11	3	3.13	0.00	1.89	0.53	19	3	2.27	0.37
temporary cover	7	5	—	1	2.73	2.09	0.00	0.18	7	6	0.84	0.75
total	256	239	581	563	100.00	100.00	100.00	100.00	837	802	100.00	100.00

Employment, by contract type,
as at 31st December 2015
and 31st December 2014

G4-10

Employment, region (voivodship),
as at 31st December 2015,
31st December 2014,
31st December 2013
and 31st December 2012

G4-10

region	number of employees				percentage of total employees (%)			
	2015	2014	2013	2012	2015	2014	2013	2012
Lower Silesia	37	33	58	69	4.42	4.11	7.05	7.86
Kujawsko-Pomorskie	87	94	104	112	10.39	11.72	12.64	12.76
Lubelskie	9	9	9	8	1.08	1.12	1.09	0.91
Lubuskie	5	6	7	7	0.60	0.75	0.85	0.80
Łódzkie	366	344	334	371	43.73	42.89	40.58	42.26
Małopolskie	21	23	21	22	2.51	2.87	2.55	2.51
Mazowieckie	40	33	29	38	4.78	4.11	3.52	4.33
Opolskie	3	2	2	2	0.36	0.25	0.24	0.23
Podkarpackie	7	8	8	7	0.84	1.00	0.97	0.80
Podlaskie	27	30	35	37	3.23	3.74	4.25	4.21
Pomerania	26	24	22	23	3.11	2.99	2.67	2.62
Silesia	124	122	124	94	14.81	15.21	15.07	10.71
Świętokrzyskie	49	34	31	42	5.85	4.24	3.77	4.78
Warmińsko-Mazurskie	8	11	8	7	0.96	1.37	0.97	0.80
Wielkopolskie	19	21	22	30	2.27	2.62	2.67	3.42
West Pomerania	9	7	8	8	1.08	0.87	0.97	0.91
Belarus	0	1	1	1	0.00	0.12	0.12	0.11
total	837	802	823	878	100.00	100.00	100.00	100.00

gender	blue-collar				white-collar			
	2015	2014	2013	2012	2015	2014	2013	2012
women	23	21	20	21	233	218	213	206
men	220	235	275	325	361	328	315	326
total	243	256	295	346	594	546	528	532

Employment, by employee category,
as at 31st December 2015, 31st December 2014,
31st December 2013 and 31st December 2012

G4-10

Senior management, by gender (2013-2015)

G4-EC6

employees in the top two employee categories	2015		2014		2013	
	women	men	women	men	women	men
number of employees	7	15	8	19	8	16
percentage share (%)	31.8	68.2	29.6	70.4	33.3	66.7
board members	—	—	—	—	—	—
number of employees	—	5	—	5	—	5
percentage share (%)	0	100	0	100	0	100

senior managers* drawn from the local community	2015		2014		2013	
	from the local community	from elsewhere	from the local community	from elsewhere	from the local community	from elsewhere
number of employees	21	6	26	6	22	2
percentage share (%)	77.8	22.2	81.3	18.8	91.7	8.3

Senior managers
drawn from the local
community
(2013-2015)

G4-EC6

*All senior management on contracts of employment and holding posts which fall within the two highest remuneration scales at Atlas sp. z o.o. Members of the Atlas sp. z o.o. Management Board are appointed to their duties in accordance with the Commercial Companies Code. For the purposes of this report, the local community is defined as the voivodship. The local community for the company's facility locations is thus: Łódź and Piotrków Trybunalski: Łódzkie Voivodship; Bydgoszcz: Kujawsko-Pomorskie Voivodship; Dąbrowa Górnicza: Silesian Voivodship; Suwałki facility: Podlaskie Voivodship.

material	weight (kg)				volume (dm ³)			
	2015	2014	2013	2012	2015	2014	2013	2012
quartz sands of various grain size	409 963 181	439 326 912	416 505 452	400 627 950	248 462 534	266 258 733	252 427 547	242 804 818
all types of packaging marketed domestically	16 632 579	17 814 631	16 897 695	18 786 388	—	—	—	—
all other raw materials consumed during manufacturing processes	194 464 822	205 863 041	277 587 589	261 144 225	—	—	—	—
total materials used during manufacturing processes	621 060 582	663 004 584	710 990 736	680 558 563	—	—	—	—

Consumption of raw materials and other materials during manufacturing processes (2012-2015)

For the calculation of quartz sand volumes, $d = 1.65 \text{ kg/dm}^3$ was adopted. Consumption of liquid raw materials is very much lower than dry raw material consumption and was thus omitted.

G4-EN1

material	recycled materials (%)		weight (kg)	
	2015	2014	2015	2014
paper and cardboard	6	6	131 470	136 588
black stretch palletising film	11	12	60 138	65 748

Percentage of recycled materials used during manufacturing processes (2014-2015)

G4-EN2

type of packaging	packaging marketed domestically in 2013, by weight (kg)*	recycled packaging waste in 2014, by weight (kg)	packaging marketed domestically in 2014, by weight (kg)*	mass of recycled packaging waste in 2015, by weight (kg)	recycling level in 2015 (%)	recycling level in 2014 (%)
plastics	1 525 725	358 545	1 594 927	374 808	23.5	23.5
steel, including sheet steel	2 295	1 170	4 903	2 501	51.0	51.0
paper and cardboard	2 977 004	1 815 972	3 758 011	2 292 386	61.0	61.0
wood	11 518 073	1 842 892	12 252 677	1 960 428	16.0	16.0
composite packaging (predominant material: paper)	837 143	83 714	171 196	30 815	18.0	10.0
composite packaging (predominant material: plastics)	36 474	3 647	31 697	5 071	16.0	10.0
hazardous material	981	49	1 220	122	10.0	5.0
total	16 897 695	4 105 989	17 814 631	4 666 131	—	—

*The data presented are for the financial year preceding the year in question, in accordance with the requirements of Article 20, 1. item 2 of the Packaging and Packaging Waste Management Act of 13th June 2013

G4-EN28

Employee absences
caused by occupational
accidents (2012-2015),
by region (voivodship)

voivodship	lost days; number of days of sick pay as a result of occupational accidents				lost day rate; ratio of total days lost as a result of occupational accidents to total number of hours scheduled to be worked by the workforce			
	2015	2014	2013	2012	2015	2014	2013	2012
Lower Silesia	—	—	32	4	—	—	0.18	0.02
Kujawsko-Pomorskie	25	31	32	21	0.115	0.13	0.12	0.07
Lubelskie	—	—	—	—	—	—	—	—
Lubuskie	—	—	—	—	—	—	—	—
Łódzkie	34	55	44	36	0.039	0.07	0.05	0.04
Małopolskie	—	—	—	—	—	—	—	—
Mazowieckie	—	—	35	44	—	—	0.47	0.49
Opolskie	—	—	—	—	—	—	—	—
Podkarpackie	—	—	10	—	—	—	0.49	—
Podlaskie	—	13	—	136	—	0.17	—	1.47
Pomerania	—	—	—	—	—	—	—	—
Silesia	50	127	112	16	0.163	0.41	0.39	0.07
Świętokrzyskie	—	—	—	—	—	—	—	—
Warmińsko-Mazurskie	—	—	28	3	—	—	1.43	0.18
Wielkopolskie	—	—	—	21	—	—	—	0.3
West Pomerania	—	—	—	—	—	—	—	—
total	109	226	293	281	0.054	0.11	0.14	0.13

G4-LA6

facility	W1 rate				W2 rate
	2015	2014	2013	2012	2015-2012
Atlas sp. z o.o. (total)	8.69	12.64	18.27	16.10	0
Headquarters	1.88	7.91	10.35	11.85	0
Piotrków Tryb.	21.66	10.54	32.51	37.37	0
Dąbrowa Górnicza	33.31	31.75	47.05	23.24	0
Bydgoszcz	16.64	14.08	11.77	11.23	0
Suwałki	0.00	47.89	0.00	41.24	0
Niwnice/Gromadka	0.00	0.00	38.15	0.00	0

Injury rate (2012-2015),
by company facility

G4-LA6

by region (voivodship)

$W1 = (P1 / U) \times 1000$
 $W2 = (P2 / U) \times 1000$
 P1 - number of occupational accidents
 P2 - number of serious/fatal occupational accidents
 U - average full-time contracts of employment

G4-LA6

voivodship	W1 rate				W2 rate
	2015	2014	2013	2012	2015-2012
Łódzkie	5.73	8.88	12.21	10.96	0
Silesia	24.6	24.33	35.27	20.66	0
Kujawsko-Pomorskie	22.74	10.38	9.08	8.94	0
Warmińsko-Mazurskie	—	—	127.90	5.45	0
Mazowieckie	—	—	33.83	56.59	0
Lower Silesia	—	32.18	28.96	—	0
Świętokrzyskie	—	—	33.97	—	0
Podkarpackie	—	—	122.1	—	0
Podlaskie	—	63.32	—	27.03	—
Wielkopolskie	—	—	—	35.56	—
Pomorskie	—	—	—	38.97	—
Lubuskie	—	—	—	175.75	—

voivodship	number of occupational accidents			
	2015	2014	2013	2012
Łódzkie	2	3	4	3
Silesia	3	3	4	3
Kujawsko-Pomorskie	2	1	1	1
Warmińsko-Mazurskie	—	—	1	1
Mazowieckie	—	—	1	2
Lower Silesia	—	1	2	—
Świętokrzyskie	—	—	1	—
Podkarpackie	—	—	1	—
Podlaskie	—	2	—	1
Wielkopolskie	—	—	—	1
Pomorskie	—	—	—	1
Lubuskie	—	—	—	1
total	7	10	15	14

Number of occupational accidents (2012-2015),
by region (voivodship), on the basis of the employee's place of residence

G4-LA6

facility	number of occupational accidents			
	2015	2014	2013	2012
Atlas sp. z o.o. (total)	7	10	15	14
Headquarters	1	4	5	6
Piotrków Tryb.	2	1	3	4
Dąbrowa Górnicza	3	3	4	2
Bydgoszcz	1	1	1	1
Suwałki	0	1	0	1
Niwnice/Gromadka	0	0	2	0

Number of occupational accidents (2012-2015), by company facility

Two women were injured in occupational accidents in 2014.
The other injured employees were men.
No women were injured in 2015.

G4-LA6

Lost days; sick leave as a result occupational accidents (2012-2015), by organisational division within the company

facility	lost days; number of calendar days lost as a result of occupational accidents				lost days; number of scheduled work days lost as a result of occupational accidents				full rehabilitation benefits (work days)			
	2015	2014	2013	2012	2015	2014	2013	2012	2015	2014	2013	2012
Atlas sp. z o.o. (total)	150	501	427	390	109	352	296	277	0	0	0	7
Headquarters	8	118	134	59	6	83	93	39	0	0	0	0
Piotrków Tryb.	47	53	38	44	34	36	27	36	0	0	0	0
Dąbrowa Górnicza	67	279	164	68	50	197	112	48	0	0	0	0
Bydgoszcz	28	44	44	33	19	31	32	21	0	0	0	0
Suwałki	0	7	0	181	0	5	0	129	0	0	0	7
Niwnice/Gromadka	0	0	47	5	0	0	32	4	0	0	0	0

G4-LA6

voivodship	lost days; number of calendar days lost as a result of occupational accidents				lost days; number of scheduled work days lost as a result of occupational accidents				full rehabilitation benefits (work days)			
	2015	2014	2013	2012	2015	2014	2013	2012	2015	2014	2013	2012
Łódzkie	47	81	61	44	34	55	44	36	0	0	0	0
Silesia	67	279	164	68	50	197	112	48	0	0	0	0
Kujawsko-Pomorskie	36	44	44	33	25	31	32	21	0	0	0	0
Warmińsko-Mazurskie	—	80	42	5	—	56	28	3	—	0	0	0
Mazowieckie	—	—	50	25	—	—	35	15	—	—	0	0
Lower Silesia	—	—	47	5	—	—	32	4	—	—	0	0
Świętokrzyskie	—	—	0	—	—	—	0	—	—	—	0	—
Podkarpackie	—	—	15	—	—	—	10	—	—	—	0	—
Podlaskie	—	17	—	181	—	13	—	129	—	0	—	7
Wielkopolskie	—	—	—	29	—	—	—	21	—	—	—	0

by region (voivodship), on the basis of the employee's place of residence

Occupational disease rate: reported* 1*, confirmed 0, number of fatalities 0
*proceedings in progress, awaiting a decision from the State Sanitary Inspectorate

G4-LA6

Employee training (2013-2014), by employee category

employee category	women				men			
	staff who underwent training (%)		total number of training hours		staff who underwent training (%)		total number of training hours	
	2014	2013	2014	2013	2014	2013	2014	2013
1.	1.8	1.3	112	78	4.7	4.7	352	92
2.	1.3	1.5	66	144	17.8	13.7	1282	770
3.	2.4	1.9	179	178	10.0	6.9	866	630
4.	5.0	6.2	901	774	3.2	4.5	571	816
5.	2.7	3.2	355	542	8.1	6.6	1432	981
6.	2.4	2.8	488	516	13.2	10.0	2531	1662
7.	2.3	2.1	992	711	5.2	3.9	1322	1225
8 & 9.	0.5	0.6	119	96	2.0	1.5	627	508
consultant positions	0.3	0.2	5	8	1.1	0.6	93	102
total	18.5	19.8	3217	3047	65.4	52.4	9076	6786

G4-LA9

employee category	women		men	
	staff who underwent training (%)	total number of training hours	staff who underwent training (%)	total number of training hours
	2015			
1.	2.0	177	1.5	104
2.	1.5	323	14.3	1223
3.	1.0	216	4.6	396
4.	3.6	901	4.7	718
5.	2.6	568	11.3	3720
6.	2.1	618	8.4	2572
7.	1.7	519	5.3	1046
8.	1.3	337	1.6	641
9 & 10.	0.5	102	1.9	335
consultant positions	0.3	16	0.7	96
total	16.5	3776	54.3	10851

Employee training in 2015, by employee category

Employee training for 2015 is presented in a separate table by reason of a change to the employee categories in that year.

G4-LA9

employee category	number of employees		% of total employees		number of employees	% of total employees
	women	men	women	men		
	2015					
employees receiving reviews	251	567	98.0	97.6	818	97.7
1.	21	15	8.2	2.6	36	4.3
2.	26	146	10.2	25.1	172	20.5
3.	16	49	6.3	8.4	65	7.8
4.	70	66	27.3	11.4	136	16.2
5.	44	101	17.2	17.4	145	17.3
6.	34	97	13.3	16.7	131	15.7
7.	18	59	7.0	10.2	77	9.2
8.	15	19	5.9	3.3	34	4.1
9 & 10.	7	15	2.7	2.6	22	2.6
others	5	14	2.0	2.4	19	2.3
consultant positions	5	14	2.0	2.4	19	2.3
total	256	581	100.0	100.0	837	100.0

Employees receiving regular performance and career-development reviews in 2015, by employee category

G4-LA11

Employees receiving regular performance and career-development reviews in 2014, by employee category

employee category	number of employees		% of total employees		number of employees	% of total employees
	women	men	women	men		
	2014					
employees receiving reviews	232	547	97.1	97.2	779	97.1
1.	15	39	6.3	6.9	54	6.7
2.	11	134	4.6	23.8	145	18.1
3.	30	79	12.6	14.0	109	13.6
4.	71	42	29.7	7.5	113	14.1
5.	47	73	19.7	13.0	120	15.0
6.	26	110	10.9	19.5	136	17.0
7.	24	51	10.0	9.1	75	9.4
8-9.	8	19	3.3	3.4	27	3.4
others	7	16	2.93	2.84	23	2.9
consultant positions	7	16	2.9	2.8	23	2.9
total	239	563	100.0	100.0	802	100.0

G4-LA11

Employees, by age, as at 31st December 2015, 31st December 2014, 31st December 2013 and 31st December 2012

G4-LA12

age	employees								board of directors								supervisory board	
	number of employees				% of total employees				number of employees				% of total employees				number of employees	% of total employees
	2015	2014	2013	2012	2015	2014	2013	2012	2015	2014	2013	2012	2015	2014	2013	2012	2015-2012	2015-2012
under 30	118	116	148	196	14.1	14.5	18.0	22.3	—	—	—	—	—	—	—	—	—	—
31-40	331	329	337	343	39.5	41.0	40.9	39.1	—	1	—	—	—	20.0	—	—	—	—
41-50	215	193	176	172	25.7	24.1	21.4	19.6	3	2	2	2	60.0	40.0	40.0	40.0	—	—
51-60	140	133	136	146	16.7	16.6	16.5	16.6	2	2	3	3	40.0	40.0	60.0	60.0	2	66.7
over 60	33	31	26	21	3.9	3.9	3.2	2.4	—	—	—	—	—	—	—	—	1	33.3
total	837	802	823	878	100.0	100.0	100.0	100.0	5	5	5	5	100.0	100.0	100.0	100.0	3	100.0

Employees, by gender, as at 31st December 2015, 31st December 2014, 31st December 2013 and 31st December 2012

gender	employees								board of directors		supervisory board	
	number of employees				% of total employees				number of employees	% of total employees	number of employees	% of total employees
	2015	2014	2013	2012	2015	2014	2013	2012	2015-2012	2015-2012	2015-2012	2015-2012
women	256	239	233	227	30.59	29.8	28.3	25.9	—	—	—	—
men	581	563	590	651	69.41	70.2	71.7	74.1	5	100.0	3	100.0
total	837	802	823	878	100.0	100.0	100.0	100.0	5	100.0	3	100.0

G4-LA12

Employees,
by level of education,
as at 31st December 2015,
31st December 2014,
31st December 2013
and 31st December 2012

G4-LA12

level of education	employees								board of directors		supervisory board	
	number of employees				% of total employees				number of employees	% of total employees	number of employees	% of total employees
	2015	2014	2013	2012	2015	2014	2013	2012	2015-2012	2015-2012	2015-2012	2015-2012
tertiary with a doctoral degree	2	2	2	1	0,2	0,2	0,2	0,1	4	80,0	1	33,3
tertiary	419	376	357	349	50,1	46,9	43,4	39,8	1	20,0	2	66,7
post-secondary	32	30	28	30	3,8	3,7	3,4	3,4	—	—	—	—
secondary	228	229	248	279	27,2	28,6	30,1	31,8	—	—	—	—
basic vocational	92	100	117	140	11,0	12,5	14,2	15,9	—	—	—	—
primary	64	65	71	79	7,6	8,1	8,6	9,0	—	—	—	—
total	837	802	823	878	100,0	100,0	100,0	100,0	5	100	3	100

employee category	Atlas sp. z o.o.	facility					
		Headquarters	Bydgoszcz	Dąbrowa G.	Niwnice	Piotrków Tryb.	Suwałki
	W/M	W/M	W/M	W/M	W/M	W/M	W/M
1.	87,2%	83,6%	80,6%	96,5%	—	72,9%	—
2.	101,8%	92,5%	—	—	—	86,1%	87,9%
3.	109,0%	97,2%	—	93,3%	—	—	—
4.	103,1%	91,4%	127,2%	94,6%	123,8%	123,2%	133,5%
5.	92,3%	91,0%	—	—	—	—	—
6.	104,9%	104,6%	—	—	—	—	—
7.	88,6%	93,9%	79,8%	55,9%	—	70,7%	57,9%
8.	89,2%	87,2%	—	—	—	—	—
senior management (9 & 10.)	96,9%	96,9%	—	—	—	—	—
consultant positions	85,6%	85,6%	—	—	—	—	—

Ratio of average basic remuneration for women and men, calculated as full-time employment, as at 31st December 2015 (W: women / M: men)

G4-LA13

Ratio of average basic remuneration for women and men, calculated as full-time employment, as at 31st December 2014 (W: women / M: men)

G4-LA13

employee category	Atlas sp. z o.o.	facility					
		Headquarters	Bydgoszcz	Dąbrowa G.	Niwnice	Piotrków Tryb.	Suwałki
		W/M	W/M	W/M	W/M	W/M	W/M
1.	84,1%	—	88,7%	84,5%	86,4%	64,3%	—
2.	91,6%	92,3%	—	—	—	70,3%	—
3.	95,3%	89,6%	—	79,9%	—	122,6%	72,6%
4.	93,3%	92,6%	104,6%	70,8%	91,4%	104,5%	122,9%
5.	90,7%	92,8%	65,6%	—	—	—	—
6.	115,6%	115,6%	—	—	—	—	—
7.	97,6%	96,7%	—	—	—	—	—
senior management (8 & 9.)	96,6%	96,6%	—	—	—	—	—
consultant positions	74,0%	74,0%	—	—	—	—	—

Training in human rights policies and procedures (2012-2015)

training with content relating to compliance with human rights*	2015	2014	2013	2012
number of participants	291	478	388	197
total number of training hours	3679	4037	2689	1694
percentage of training hours devoted to human rights policies and procedures	25,2	32,8	27,3	14,0

*training taken into account:
1. Occupational Health and Safety
2. Fire Prevention
3. First Aid
4. Servicing, inspecting and maintaining equipment
5. Environmental aspects; accidents, emergencies, identifying and eliminating potential causes of accidents.

G4-HR2

Type of information provided on product labels (in 2014 and 2015 no change from previous years)

G4-PR3

type of information	yes	no
origin of product or service components		✓
composition, particularly in the case of substances which could have an adverse environmental or social impact	✓	
the safe use of the product or service	✓	
product withdrawal and impact on the natural environment or social issues	✓	

GRI Content Index (G4 'In Accordance' Core Option)

General Standard Disclosures

Standard Disclosure (G4)	Standard Disclosure Title	Page in report	External Assurance	Comment	
				2015	2014
Strategy and analysis					
G4-1	Statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and its strategy.	3, 4-6	✓		
G4-2	Description of key impacts, risks, and opportunities.	3, 4-6	✓		
Organizational profile					
G4-3	Name of the organization.	7	✓		
G4-4	Primary brands, products, and/or services.	7	✓		
G4-5	Location of organization's headquarters.	10	✓		
G4-6	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	7, 10	✓		
G4-7	Nature of ownership and legal form.		✓	A privately-owned company. The three owners sit on the Atlas sp. z o.o. Supervisory Board.	
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	3, 7	✓		
G4-9	Scale of the reporting organization.	7, 8	✓	As at 7 th March 2016, Atlas sp. z o.o.'s net sales of products, commodities and materials for 2015 totalled PLN 589,512,714.44. As at 31 st December 2015, the Atlas sp. z o.o. workforce numbered 837 employees and the company offer encompassed 270 products, namely, adhesives, mortars, grouts, ETICS, plasters, screed and rough floors.	Atlas sp. z o.o.'s net sales of products, commodities and materials for 2014 totalled PLN 589,662,108.09. As at 31 st December 2014, the Atlas sp. z o.o. workforce numbered 802 employees and the company offer encompassed 220 products, namely, adhesives, mortars, ETICS, plasters, screeds and rough floors.
G4-10	Total workforce by employment type, employment contract, region, and gender.	14, 15, 28	✓		
G4-11	Percentage of total employees covered by collective bargaining agreements.		✓	There are no collective bargaining agreements in force at Atlas sp. z o.o.	
G4-12	Organization's supply chain.		✓	Atlas sp. z o.o. works with a wide range of goods and service providers in Poland and other European Union countries, including Germany, France, Italy and Denmark. The company also works with suppliers from countries outside the EU, with South Korea being one example. The main goods and services they supply include raw materials for the company's manufacturing processes, individual product and bulk packaging, goods for resale and transport services. In 2014, Atlas sp. z o.o. purchased goods and services from over 160 suppliers, at a sum of approximately PLN 120 million. In 2015, the company purchased goods and services from over 160 suppliers, at a sum of approximately PLN 100 million. The figures presented here relate to external suppliers.	

Standard Disclosure (G4)	Standard Disclosure Title	Page in report	External Assurance	Comment	
				2015	2014
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership or its supply chain.		✓	March 2014: merger of IZOHAN sp. z o.o., the acquiring company, and Przedsiębiorstwo Produkcji Materiałów Budowlanych "IZOLMAT" [IZOLMAT Construction Materials Manufacturer] sp. z o.o.; July 2014: the resolution concerning the liquidation of LDZ BRAMA sp. z o.o.; 2015: the instigation of the liquidation of Atlas TAK sp. z o.o.; February 2015: contract of sale for the 100% sale of shares in ATLAS RUSSIA sp. z o.o.	
G4-14	Explanation whether and how the precautionary approach or principle is addressed by the organization.		✓	When Atlas sp. z o.o. introduces a new product onto the market, the launch is always preceded by the appropriate product evaluations and the confirmation that it meets the requirements set out in the relevant standards and the regulations in force. One of the methods the company employs for assessing a product's environmental impact is compiling a type III Environmental Product Declaration. Atlas sp. z o.o. applies a preventative approach to environmental protection and does not engage in any activities which might lead to the launch of products which could prove environmentally hazardous.	
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.		✓	Atlas sp. z o.o. is a member of the Employers of Poland Confederation's Coalition for Responsible Business. During the reporting period, the company also worked through the Atlas Charitable Foundation to collaborate with the Polish Benefactors' Forum on implementing a project entitled <i>Podwyższenie jakości realizacji zadań publicznych przez fundacje korporacyjne w Polsce</i> [Raising the Quality of Public Tasks through Corporate Foundations in Poland].	
G4-16	Memberships of associations (such as industry associations) and national or international advocacy organizations.	7	✓		
Identified material Aspects and Boundaries					
G4-17	Entities included in the organization's consolidated financial statements or equivalent documents.	5	✓		
G4-18	Description of the process for defining the report content and the Aspect Boundaries.	5	✓		
G4-19	Material Aspects identified in the process for defining report content.	4, 8	✓		
G4-20	Material Aspects within the organization.	8	✓		
G4-21	Material Aspects outside the organization.	8	✓		
G4-22	Explanation of the effect of any restatements of information provided in earlier reports, and reasons for such restatement.		✓	No restatements of information.	
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.		✓	No significant changes from previous reporting periods in the Scope and Aspect Boundaries.	
Stakeholder engagement					
G4-24	List of stakeholder groups engaged by the organization.	8	✓		
G4-25	Basis for identification and selection of stakeholders with whom to engage.	see comment	✓	Stakeholders were identified through an internal analysis. The following groups and individuals were taken into consideration: 1) groups and/or individuals who can reasonably be significantly affected by Atlas; 2) groups and/or individuals whose actions can reasonably be expected to affect the company's ability to implement its strategies successfully and achieve its objectives. The internal analysis was carried out in accordance with the recommendations set out in the G4 version of the Sustainability Reporting Guidelines and the GRI's educational publications.	
G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	8	✓		

Standard Disclosure (G4)	Standard Disclosure Title	Page in report	External Assurance	Comment	
				2015	2014
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	4, 17	✓		
Report profile					
G4-28	Reporting period for information provided.		✓	The report covers 2014 and 2015.	
G4-29	Date of most recent previous report.		✓	This report is the third in the history of the Atlas Group. The most recent previous report was published in 2014.	
G4-30	Reporting cycle.		✓	Two-yearly.	
G4-31	Contact person.		✓	Jacek Michalek, Vice President, Development, Atlas sp. z o.o.	
G4-32	GRI Content Index.	34-40	✓		
G4-33	Policy and current practice with regard to seeking external assurance for the report.	4	✓		
Governance					
G4-34	Governance structure of the organization, including committees of the highest governance body, responsible for decision-making on economic, environmental and social impacts.		✓	The company's three owners sit on the Atlas sp. z o.o Supervisory Board.	
Ethics and integrity					
G4-56	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	4-6	✓		

Specific Standard Disclosures

Standard Disclosure(G4)	Standard Disclosure Title	Page in report	External Assurance	Comment	
				2015	2014
Economic					
Economic performance					
G4-DMA	Generic DMA	4-6			
G4-EC4	Financial assistance received from government.		✓	In 2015, the financial assistance received from the government totalled PLN 245,558.15. This comprised: funding to a total of PLN 5,506.82 allocated by the Ministry of Economy under project number POIG.06.05.02-00-158/12-00, the implementation of <i>Promocja specjalistycznych produktów do prac konserwatorskich Atlas Złoty Wiek</i> [Promotion of the Atlas Golden Age Special Product Range for Conservation Work]; a total of PLN 31,205.28 from the Ministry of Finance; funding to a total of PLN 31,326.91 allocated by the Ministry of Economy; PLN 177,519.14 allocated by the Ministry of Finance in connection with project number POIG.06.05.02-00-137/12, <i>Rozwój eksportu i promocja produktów na kluczowych dla firmy Atlas rynkach zagranicznych</i> [Development of the Export and Promotion of the Atlas Company's Products on Key Foreign Markets].	The funding allocated to Atlas sp. z o.o. in 2014 totalled PLN 40,194.48. The entire sum was related to the implementation of project number POIG.06.05.02-00-158/12-00, <i>Promocja specjalistycznych produktów do prac konserwatorskich Atlas Złoty Wiek</i> [Promotion of the Atlas Golden Age Special Product Range for Conservation Work]. It comprised financing from the Ministry of Economy to the sum of PLN 6,029.17 and from the Ministry of Finance to the sum of PLN 34,165.31.
Market presence					
G4-DMA	Generic DMA	4-6			
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation.	28, 29	✓		
Indirect economic Impacts					
G4-DMA	Generic DMA	4-6			
G4-EC7	Development and impact of infrastructure investments and services supported.	18-23	✓		
Environmental					
Materials					
G4-DMA	Generic DMA	4-6			
G4-EN1	Materials used by weight or volume.	29	✓		
G4-EN2	Percentage of materials used that are recycled input materials.	29	✓		
Water					
G4-DMA	Generic DMA	4-6			
G4-EN8	Total water withdrawal by source.		✓	Consumption of water from municipal networks in 2015: 36,545 m³.	Consumption of water from municipal networks in 2014: 36,896 m³. The increase in water consumption in comparison with the previous reporting period is related, <i>inter alia</i> , to the increased manufacture of wet products at the company's Zgierz facility and the launch of a paint production line in the facility in Piotrków Trybunalski. The increase of water consumption to 3,236 m³ at our headquarters in 2014 is connected with the increase in the number of employees at that location from 167 to 183 and to the installation of a system for watering the green areas around the building.

Standard Disclosure (G4)	Standard Disclosure Title	Page in report	External Assurance	Comment	
				2015	2014
Products and services					
G4-DMA	Generic DMA	4-6			
G4-EN27	Extent of impact mitigation of environmental impacts of products and services.	11-13			
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	29	✓		
Compliance					
G4-DMA	Generic DMA	4-6			
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.		✓	No significant fines were levied against Atlas sp. z o.o. in 2014 or 2015 for non-compliance with environmental laws and regulations.	
Labor practices and decent work					
Occupational Health and Safety					
G4-DMA	Generic DMA	4-6			
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	15, 30	✓		
Training and education					
G4-DMA	Generic DMA	4-6			
G4-LA9	Average hours of training per year per employee by gender, and by employee category.	17, 31	✓		
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	32	✓		
Diversity and equal opportunity					
G4-DMA	Generic DMA	4-6			
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	15, 32, 33	✓		
Equal remuneration for women and men					
G4-DMA	Generic DMA	4-6			
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	33	✓		
Human Rights					
Investment					
G4-DMA	Generic DMA	4-6			
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.			The company includes a special appendix to the agreements it enters into: <i>Rules for suppliers of goods and services and for leaseholders entering, and carrying out work on Atlas sp. z o.o. premises</i> (Version 1, 9 th July 2009). The appendix includes provisions relating to occupational health and safety, risk assessment and so forth. In 2014, twelve agreements containing this appendix were entered into; three were rental agreements and nine were service agreements. In 2015, thirteen agreements containing this appendix were entered into; six were rental agreements and seven were service agreements.	

Standard Disclosure(G4)	Standard Disclosure Title	Page in report	External Assurance	Comment	
				2015	2014
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	33	✓		
Non-discrimination					
G4-DMA	Generic DMA	4-6			
G4-HR3	Total number of incidents of discrimination and corrective actions taken.			No incidents of discrimination were reported at Atlas sp. z o.o. in 2014 or 2015.	
Freedom of association and collective bargaining					
G4-DMA	Generic DMA	4-6			
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.			No threats to employee rights to exercise freedom of association or collective bargaining were identified at Atlas sp. z o.o. in 2014 or 2015.	
Human Rights grievance mechanisms					
G4-DMA	Generic DMA	4-6			
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.		✓	A case filed by a former Atlas employee against Atlas sp. z o.o. in respect of compensation for the pain and suffering caused by a work-related accident was reviewed by the court. The court ordered that due compensation be paid to the complainant. The company did not appeal the case, but carried out the judgement of the court of first instance. No other grievances related to human rights were recorded in Atlas sp. z o.o. in 2015.	A case filed by a former Atlas employee against Atlas sp. z o.o. in respect of the unlawful termination of a contract of employment and compensation in that regard was reviewed by the court. The case was dismissed. A case filed by a former Atlas employee against Atlas sp. z o.o. in respect of remuneration for overtime was also reviewed by the court. Atlas entered into an agreement with the complainant. No other grievances related to human rights were recorded in Atlas sp. z o.o. in 2014.
Society					
Anti-competitive behavior					
G4-DMA	Generic DMA	4-6			
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.		✓	No legal actions for anticompetitive behaviour or for anti-trust or monopoly practices were undertaken or continued against Atlas sp. z o.o. in 2014 or 2015.	
Compliance					
G4-DMA	Generic DMA	4-6			
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.		✓	In 2015, Atlas sp. z o.o. paid out the sum of PLN 50,000 in compensation for the pain and suffering caused by a work-related accident. The monetary value of other fines for non-compliance with laws and regulations in 2015 totalled PLN 22,196.91. The sum comprised: contractual penalties for late deliveries and/or deficiencies in deliveries to our customers (PLN 3,958.05); fines for parking offences, incurred by employees parking company vehicles (PLN 835.40); fee for an inspection in respect of the noise pollution health and safety standard for an eccentric press operator work station (PLN 153.00); compensation annuities (PLN 17,250.46).	The monetary value of fines for non-compliance with laws and regulations in 2014 totalled PLN 21,456.10, including: compensation annuities (PLN 20,668.90); a fine of PLN 122.00 from the District State Sanitary Inspectorate in Bydgoszcz for failing to have an operations programme for limiting exposure to mechanical vibration. The remaining sum related to fines for parking offences, incurred by employees parking company vehicles.

Standard Disclosure(G4)	Standard Disclosure Title	Page in report	External Assurance	Comment	
				2015	2014
Product responsibility					
Customer health and safety					
G4-DMA	Generic DMA	4-6			
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.			During the design and manufacturing process, the health and safety impact of every product offered by Atlas sp. z o.o. is assessed in terms of its use and disposal.	
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.		✓	No incidents of non-compliance in this respect were reported.	
Product and service labeling					
G4-DMA	Generic DMA	4-6			
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	33			
G4-PR5	Results of surveys measuring customer satisfaction.			At Atlas sp. z o.o., customer feedback is collected on the basis of the following mechanisms: - our 800 168 083 hotline, open from 8.00 to 16.00, Monday to Friday. Calls from landlines and mobile phones are free; - e-mails sent to atlas@atlas.com.pl; - a discussion forum on our Atlas Fachowca [Atlas Professional] social portal at www.atlasfachowca.pl; - phone contact or direct contact with our sales and technical advisors. The phone numbers are available on the Atlas website). The average response time for complaints lodged by our customers in 2015 was 10.6 days. This was a reduction of one day on the response time for 2014, which averaged 11.6 days. The response times for 2013 and 2012 were 11.5 and 11.6 days, respectively. The ratio of total products subject to complaints where the complaint proceedings confirmed the legitimacy of the complaint, to total products sold in 2015 was 0.000013. The ratio for 2014 was 0.000089. For the previously reported periods, it was 0.000004 in 2013 and 0.000012 in 2012.	
Customer privacy					
G4-DMA	Generic DMA	4-6			
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.		✓	No substantiated complaints regarding breaches of customer privacy or loss of customer data were recorded in 2014 or 2015.	



Limited assurance report

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

Subject matter and criteria

We have been engaged by the Management Board of Atlas Sp. z o.o. ("the Company") in accordance with our agreement dated 13 February 2015 and annex to the agreement dated 16 December 2015 (the "Agreement") to perform a limited assurance engagement with respect to selected non-financial information, presented in the Company's Corporate Social Responsibility Report prepared for the period of 1 January 2014 to 31 December 2015 ("Atlas Report 2014-2015") and marked with symbol ✓ in a column "External Assurance" in a table „GRI G4 Content Index" on pages 34-40 ("Reviewed Indicators").

The Company's management prepared Atlas Report 2014-2015 ensuring its adherence to the Sustainability Reporting Guidelines of the Global Reporting Initiative version 4.0 Core (the "GRI G4 criteria").

Management's Responsibility

The Company's Management is responsible for the preparation of the Atlas Report 2014-2015 in accordance with the GRI G4 criteria. The responsibility of the Company's Management includes the selection and application of appropriate methods to prepare the non-financial information and the design, implementation and maintenance of systems and processes which ensure the adherence to the GRI G4 criteria relevant for the preparation of the non-financial information using assumptions and estimates which are reasonable in the circumstances.

Our Responsibility

Our responsibility is to express a limited assurance conclusion with respect to the Reviewed Indicators presented in the Atlas Report 2014-2015. We applied our procedures based on our judgment and in consideration of our assessment of the risk of material misstatement of the Reviewed Indicators (definitions of indicators and reference to a page where indicators are presented are included in Atlas Report 2014-2015 in the GRI G4 Content Index).

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").

Summary of work performed

Our limited assurance procedures included:

- Interviews with management and persons responsible for the reporting of the non-financial information,
- Analytical procedures for the selected non-financial information,
- Inspection of a sample evidence for the selected non-financial information.

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PricewaterhouseCoopers Sp. z o.o. is entered into the National Court Register maintained by the District Court for the Capital City of Warsaw, under KRS number 0000044655, NIP 526-021-02-28. The share capital is PLN 10,363,900. The seat of the Company is in Warsaw at Al. Armii Ludowej 14.



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.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Control 1 and accordingly maintains a system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Conclusion

Based on performed procedures, nothing has come to our attention that causes us to believe that the Reviewed Indicators presented in the Atlas Report 2014-2015 have not been prepared, in all material respects, in accordance with the GRI G4 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 Atlas Sp. z o.o. Management Board. It should not be used to other purposes.

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 2014-2015 should be read together with the Sustainability Reporting Guidelines of the GRI G4 Core.

TRANSLATION ONLY

PricewaterhouseCoopers Sp. z o.o.
Warsaw 1 April 2016

If you have any queries regarding the Atlas 2014-2015 Corporate Responsibility Report,
please send them to: csr@atlas.com.pl

English translation by Caryl Swift

