



LET'S BUILD A BETTER FUTURE

 **A SUSTAINABLE FUTURE WITH ALUPROF**



Our ambition is to work our way towards being climate neutral and progressively reduce the carbon footprint of our manufacturing process. We are convinced that, for the sake of future generations and the natural environment, the industry has to join the battle for a better tomorrow. We firmly believe that, if we all work together, we will succeed in building a better future for our planet, for our sector and for ourselves.

**TOMASZ GRELA**

CHIEF EXECUTIVE OFFICER  
PRESIDENT OF THE MANAGEMENT BOARD  
ALUPROF SA



**A LETTER FROM  
THE PRESIDENT  
OF THE ALUPROF SA  
MANAGEMENT BOARD**

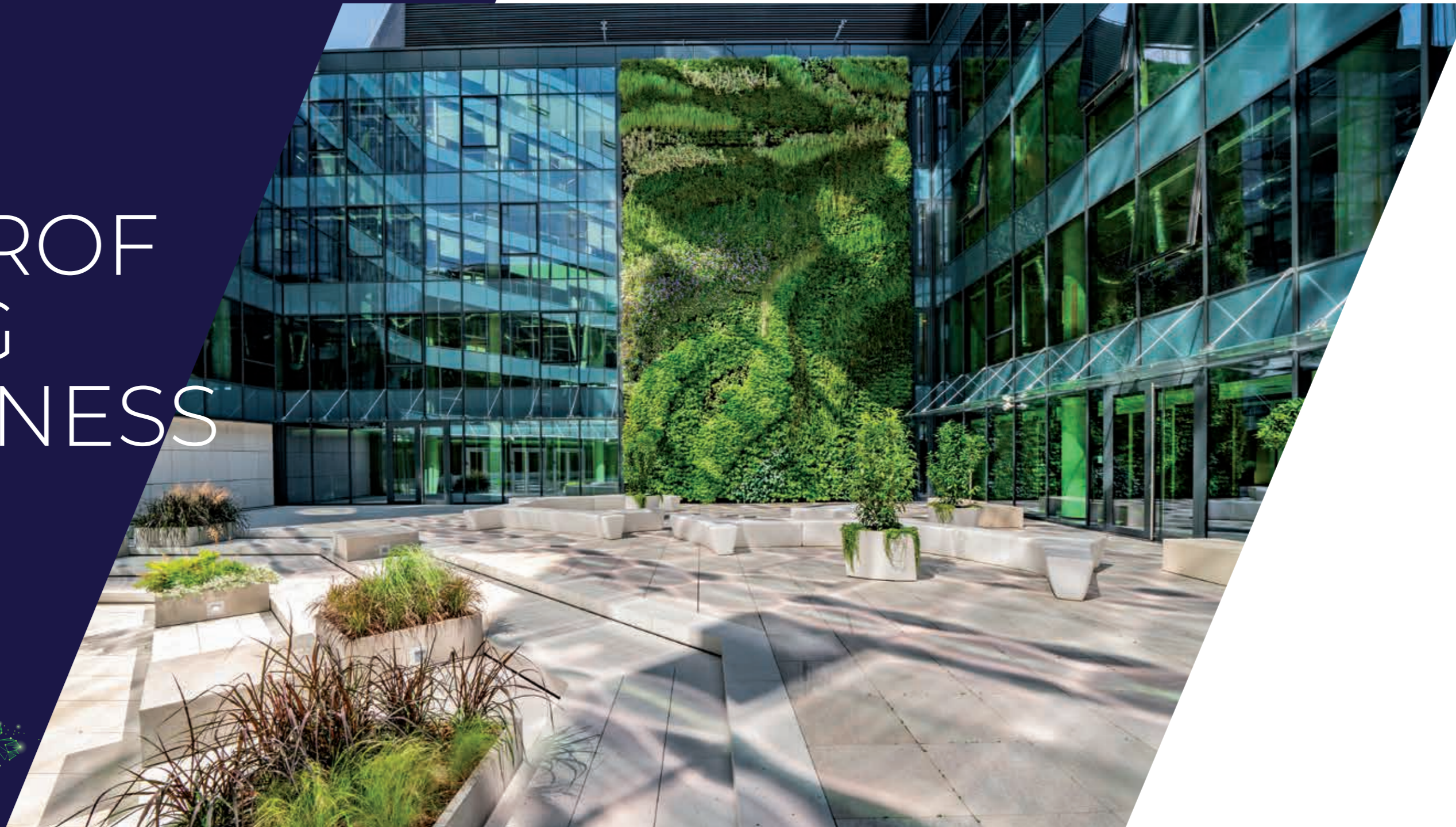
Aluminium is a raw material of the future and it is reshaping contemporary buildings. It enables us to obtain spectacular forms while maintaining the highest technical parameters. Our ambition is to work our way towards being climate neutral and progressively reduce the carbon footprint of our manufacturing process. In addition to our core business activities, the issues we will address in the coming years will be sustainable development in the construction industry and its impact on today's environment, society and business. We are convinced that, for the sake of future generations and the natural environment. The industry has to join the battle for a better tomorrow. This is why we are continuing to promote the concept of sustainable development and will be introducing a range of initiatives aimed at eliminating the impact of our operations on the natural environment. We firmly believe that, if we all work together, we will succeed in building a better future for our planet, for our sector and for ourselves.

**TOMASZ GRELA**

CHIEF EXECUTIVE OFFICER  
PRESIDENT OF THE MANGEMENT BOARD  
ALUPROF SA



# ALUPROF WORKING FOR BUSINESS



## VISION AND VALUES

Imagine a city created to serve people. To foster their health, their comfort and their personal growth.

Imagine buildings that nurture our planet, emit no greenhouse gases, produce no waste and leave a carbon footprint of zero.

Imagine a city that is wholly self-sufficient in terms of energy, raw materials and water.

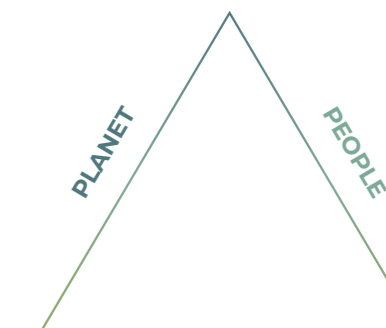
A city born of transparent, ethical principles for running a business and interpersonal relationships.

A city that functions in accordance with those rules.

The world of the future.

We can create it today.

What you have just been reading is the vision we have been working on, consistently and step by step, to bring it to life. All thanks to a sustainable approach to building, an approach that serves human beings and nature alike.



BETTER TOWNS & CITIES



**70** YEARS OF EXPERIENCE

**5** PRODUCTION FACILITIES

**9** COMPANIES IN OTHER COUNTRIES

**55** EXPORT COUNTRIES

**1300** LONG-TERM CLIENTS

**385** MILLION SALES REVENUE



ALUPROF SA, which is part of Grupa Kęty Capital Group SA, is a leading European manufacturer of aluminium systems. We supply our solutions to numerous countries in Europe and to the USA.

With almost seventy years of experience, it is no wonder that we have more than 1,300 long-term clients and an annual sales revenue which exceeds EUR 385 million.

Exports make up approximately 40% of our overall sales and we have more than 2,300 employees.



## STRATEGY FOR 2021 TO 2025

Operational and financial targets have been adopted by the ALUPROF Management Board, which has also set the parameters for the company's environmental, social and governance (ESG) commitments in the form of sustainability targets. Those commitments have been made public.

They include environmental impact, safety, employee development, responsibility along the supply chain and engagement with local communities.



We have the ambition of growing our business and sharing the profits we earn with a wide group of stakeholders.

One of our aims is to maintain a stable dividend policy until 2025, at a level of 60-100% net of consolidated profits.

Our ambitions also include observing human rights, combating corruption and working to a responsible environmental policy across a wide supply chain.

# ALUPROF WORKING FOR SOCIETY

## CORPORATE SOCIAL RESPONSIBILITY

ALUPROF's vision and values reflect the nature of the company's operations, meaning that they accord with the principles of Corporate Social Responsibility (CSR) in place throughout Grupa Kęty Capital Group. To us, CSR practices are much more than an obligation. They are our standard. Social interests, environmental protection and relationships with stakeholder groups are consciously taken into account by the management boards of all the companies within the group. Forging extensive relationships like this is a guarantee of our company's harmonious development and the way forward for building a positive image.



## THE FOUNDATIONS FOR ALUPROF'S OPERATIONS ARE GRUPA KĘTY CAPITAL GROUP'S FUNDAMENTAL VALUES, AS SET OUT IN THE FOLLOWING DOCUMENTS:

Code of Ethics



Climate Change Policy



Environmental Policy



Code of Conduct for Grupa Kęty  
Capital Group Suppliers



Diversity Policy



Conflicts of Interest Policy



Anti-Corruption Policy



Occupational health and Safety Policy



Quality Policy



## SUSTAINABLE DEVELOPMENT GOALS

On 25th September 2015, in New York, the one hundred and ninety-three member states of the United Nations General Assembly adopted Resolution 70/1, Transforming our World: the 2030 Agenda for Sustainable Development.

It sets out the 17 Sustainable Development Goals (SDGs) and the 169 Targets which are associated with them. The aim is for those targets to be achieved by 2030. They relate to attainments in the areas known as the '5 P's', in other words, the five pillars of sustainable development; people, planet, prosperity, peace and partnership. The SDGs encompass a wide range of challenges and form a basis for the development of countries, cities, towns and organisations.



## ALUPROF'S SUSTAINABLE DEVELOPMENT GOALS

ALUPROF has joined the UN's drive to create a better future and we are working to achieve the SDGs which apply to us:

- 
**8 DECENT WORK AND ECONOMIC GROWTH**  
 Decent work and economic growth; creating decent jobs
- 
**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**  
 Industry, innovation and infrastructure; innovative organisation and products
- 
**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**  
 Responsible consumption and production
- 
**11 SUSTAINABLE CITIES AND COMMUNITIES**  
 Sustainable cities and communities; engaging in dialogues to this end
- 
**13 CLIMATE ACTION**  
 Climate action
- 
**4 QUALITY EDUCATION**  
 Quality education; actively nurturing the education of ALUPROF's staff and partners
- 
**3 GOOD HEALTH AND WELL-BEING**  
 Good health and well-being; active concern for ALUPROF staff members' health and quality of life
- 
**10 REDUCED INEQUALITIES**  
 Reduced inequalities; working to combat exclusion
- 
**17 PARTNERSHIPS FOR THE GOALS**  
 Partnerships for the goals



## THE UN GLOBAL COMPACT FOR SUSTAINABLE DEVELOPMENT

In 2015, Grupa Kęty Capital Group joined the UN Global Compact for Sustainable Development, a voluntary initiative based on commitments made by CEOs to implement sustainability principles and measures designed to support UN goals. In line with the compact, the company is putting into practice the SDGs which relate to the maintenance of human rights and labour standards and to the protection of the natural environment.

The UN Global Compact is the world's largest platform for engaging businesses in the accomplishment of the SDGs. Its task is to work for their implementation by supporting organisations in developing the best practices and strategies in accordance with the SDGs and the 10 Principles of the UN Global Compact



## THE GLOBAL REPORTING INITIATIVE

As part of Grupa Kęty, Aluprof is following the Global Reporting Initiative (GRI) path, which reinforces sustainable decision-making. The GRI is an independent, international organisation which began pioneering sustainable development reporting in 1997 and has led the field ever since.

It helps companies and governments all over the world to comprehend and communicate their impact on crucial sustainable development questions such as climate change, human rights, governance and social well-being.



As a signatory of the UN Global Compact, ALUPROF SA decided to implement commitments such as:

### COMPLIANCE WITH HUMAN RIGHTS

respecting and supporting the protection of internationally recognised human rights; eliminating all violations of those rights

### LABOUR STANDARDS

supporting freedom of association; recognising the right to collective bargaining, supporting the elimination of all forms of slavery and forced labour; contributing to the effective abolition of child labour; combating discrimination in employment

### ENVIRONMENTAL PROTECTION

supporting a preventive approach to environmental problems; undertaking initiatives to promote greater environmental responsibility; supporting the development and promotion of environmentally friendly technologies

### COMBATING CORRUPTION

tackling corruption in all its forms





## THE GRUPA KĘTY CHILDREN OF THE PODBESKIDZIE REGION FOUNDATION

From the outset, **Grupa Kęty Capital Group** has worked for the public good by providing financial assistance to numerous charitable institutions and organisations, taking part in arranging cultural events, supporting the aspirations of talented sports people and creating conditions to help children and young people engage in sports.

The **GRUPA KĘTY CHILDREN OF THE PODBESKIDZIE REGION FOUNDATION** is a continuation of those good works and charitable activities. The name of the foundation is a direct reference both to its founder and funder and to its fundamental objectives.



**Volunteering** is a vitally important part of Grupa Kęty Capital Group's corporate culture. Members of staff are constantly encouraged to undertake activities for the benefit of others. At present, the priority is developing the activities of the Grupa Kęty Children of Podbeskidzie Region Foundation.

The group is also involved with ventures connected with **sports and ecology**. This includes being a partner of the Bike Helps campaign. Organised by the ARKA Ecological Foundation, it aims to encourage people to take to their bikes. People cycle and add the kilometres they cover to the collective count. The kilometres are then converted into bicycles for children and young people in need.



## EDUCATION

As part of the implementation of SGD No. 4, Quality Education, ALUPROF SA has set up dedicated educational programmes which serve as platforms for exchanging knowledge and sharing experience with numerous groups of participants.

The company's training programmes offer participants the opportunity of acquiring knowledge in the following areas:

- OCCUPATIONAL HEALTH AND SAFETY
- NEW PRODUCTS
- SOFTWARE
- TECHNOLOGY

■ **ALU-ACADEMY**

■ **ALU-EDUCATOR**

■ **ARCHI-EDUCATOR**

■ **ALUPROF4FUTURE**

■ **ALU-PROFESSIONAL**



The **Alu-Academy** and **Alu-Educator** training programmes are designed for ALUPROF SA's clients in Poland and abroad. They are a means of passing on valuable knowledge about a range of topics, including new developments in building and sun screening systems.

**Archi-Educator** is a series of product training courses created for architects, a crucial participant group. The topics cover new developments in buildings and sun screening systems.

Quality education also means disseminating specialist knowledge among the upcoming generations who are just beginning to explore the joinery sector or the construction industry in general. For years now, the company has been running **Aluprof4Future**, a programme of activities addressed directly to this group.

ALUPROF SA also runs regular training courses for its staff. This continually improves their qualifications and creates experts in every relevant field.

**Alu-Professional**, on the other hand, is the company's own training programme for our partners' sales staff and consultants. The underlying purpose here is to provide professionals in direct contact with clients with the best possible education concerning the advantages of aluminium.





## AT ALUPROF, PEOPLE COUNT THE MOST

Concern for our staff is our prime value. In addition to decent remuneration, employees are offered a range of non-financial benefits for a good quality of life and health. The package, which is under constant development, includes benefits such as a MultiSport card and opportunities to learn a foreign language.

ALUPROF sets great store by staff integration, which has a positive effect on the atmosphere in the workplace and interpersonal relationships there. It also moves us closer to achieving our common goals. With an eye to employees' well-being, the company holds numerous company gatherings and events.

Staff members' sense of security is a matter of the first importance throughout Kęty Grupa Capital Group. As of June 2017, additional health insurance is available to all.



**HEALTH INSURANCE**

**MULTISPORT CARD**

**COMPANY GATHERINGS AND EVENTS**

**FOREIGN LANGUAGE LEARNING**

**STRENGTH IN NUMBERS  
GRANTS PROGRAMME**

**TICKET RESTAURANT CARD**

**COMPETITIONS FOR STAFF  
MEMBERS' CHILDREN**





Grupa Kęty Capital Group also runs a grants programme, **Strength in Numbers**. All the group's companies are involved and the programme allows them to provide financial support to local initiatives instigated by their staff members.

The unveiling of Grupa Kęty's new STRATEGY, was accompanied by the launch of Green Group, a programme for employee initiatives. Green Group is a system enabling staff to make green-oriented suggestions in the context of impact on the natural environment and climate change.

Between 2021 and 2025, the company is allocating a sum of up to PLN 1 million for green suggestions submitted by employees. Their accomplishment will be consistent with selected environmental goals.





# ALUPROF WORKING FOR THE ENVIRONMENT

## RECYLING ALUMINIUM

ALUPROF undertakes a wide range of pro-ecological activities. They include not only utilising our own waste, but also reclaiming and processing aluminium scrap from the market. We employ all that waste material as a component of the raw materials for manufacturing new aluminium extrusions.

The process of purchasing the scrap is governed by rigorous quality control requirements. This ensures that the aluminium designated for secondary smelting is contaminant-free. It also means that no harmful compounds which could pose a danger to the natural environment are released into the air.



RECYCLING  
ALUMINIUM  
MEANS



WE SAVE

**95%**

of the ENERGY needed for the initial production of aluminium from bauxite

WE AVOID ALMOST

**95%**

of AIR POLLUTANT EMISSIONS

WE AVOID ALMOST

**97%**

WATER POLLUTANTS

ISO 14001 environmental management system  
ISO 9001 quality management system



## CARBON FOOTPRINT

We calculated the carbon footprint of our aluminium in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

We set the boundaries for calculating the carbon footprint as cradle to gate, from emissions from the production of billets for extruding profiles to the shipping of our products. Calculated in this way, the emissions per tonne of products was 2.79 tCO<sub>2</sub> equivalent.

Grupa Kęty SA's entire carbon footprint is 172,323 tonnes of CO<sub>2</sub> equivalent, with direct emissions accounting for just 22 % of that value. ALUPROF SA's entire carbon footprint for 2020 was 23,856 tonnes of CO<sub>2</sub> equivalent, with direct emissions accounting for 33 % of that value.

Purchased electricity and heat represented the largest share of the total greenhouse gas emissions. Our awareness of this provides an opportunity for us to reduce our carbon footprint significantly.



## OUR AMBITION IS TO WORK OUR WAY TOWARDS BEING CLIMATE NEUTRAL BY 2050 AND ACCOMPLISH THE RELATED ELEMENTS OF OUR STRATEGY BY ATTAINING:

### A 15% REDUCTION

in greenhouse gas emissions for individual products; scope 1 and 2, base year 2016.

### A 75% INCREASE

in the share of aluminium scrap used in soft alloy products extruded from LOW CARBON KĘTY low-emission billets.

### A 20% INCREASE

in the share of aluminium systems in certified energy-saving, passive developments.

### A REDUCTION TO < 1

of our OHS Total Recordable Incident Rate.

### A YEAR-BY-YEAR 5% REDUCTION

in staff turnover, enhancing the company's status as an attractive employer.



## 70,000 TREES FOR 70 YEARS OF GRUPA KĘTY CAPITAL GROUP

Grupa Kęty will be celebrating its seventieth anniversary in 2023. The occasion is being marked in an exceptional, environmentally healing way, with the company planting seventy thousand trees in Poland.

What underlies this ecological initiative is the first and foremost concern for a healthier environment and the desire to reduce the carbon footprint.

The campaign, which was launched in April 2021 and will run until 2023, is also part of an ARKA Ecological Foundation project, Let's Plant Some Oxygen.

Estimates suggest that, over the course of a year, seventy thousand trees will absorb more than four hundred and twenty tonnes of CO<sub>2</sub>. That figure represents 1.19% of Grupa Kęty's domestic companies' 35,111 tonnes of direct greenhouse gas emissions in 2020.



**ALUPROF  
IS A MEMBER OF**





## ENVIRONMENTAL PRODUCT DECLARATION

ALUPROF's window, door and façade systems have received **Environmental Product Declaration (EPD)** certificates.

An EPD is an independent, international certificate which indicates a product's environmental impact and is recognised all over the world. It is issued on the basis of a Life-Cycle Assessment, which is designed to reduce the product's negative impact on the natural environment.

The EPD system is a global environmental programme. In Poland, assessments related to the construction industry are carried out by the Building Research Institute in conjunction with an auditor. An objective evaluation and verification based on the ISO 14025 and EN 15804 standards is performed, taking into consideration aspects such as the quantity of waste generated during production and the water and energy consumption for the entire process.



## CRADLE TO CRADLE

The underlying concept of **Cradle to Cradle™** is for every part of every product to be recyclable.

ALUPROF SA has successfully passed through the **Cradle to Cradle™** Certified process, receiving a classification of Bronze, for our MB-SR50N HI+ façade system and our MB-86 SI, MB-86 Casement, MB-86 ST, MB-70, MB-70HI and MB-70 Casement window and door systems.

Cradle to Cradle Certified™ is a globally recognised measure of safer, more sustainable products made for the circular economy.

Product designers, manufacturers and brands around the world rely on the Cradle to Cradle Certified® Product Standard as a transformative pathway for designing and making products with a positive impact on people and planet.

Cradle to Cradle Certified® is also recognised as a preferred product standard for responsible purchasing decisions.



THE AUTHORISED ZONE

THE MOBILE PORTFOLIO

ZERO WASTE

DIGITISATION

ALU-DIGITAL



## DIGITISATION

As a company carrying out a policy of sustainable development, ALUPROF SA is involved in a wide range of activities springing from concern for the ecosystem and is pursuing a path towards zero waste. The state-of-the-art technologies we have implemented for the sake of the environment include digitisation processes in numerous operational areas.

One such activity is the launch of our proprietary **Alu-Digital** programme. Computer stations provide our partners with instant access to materials, which are updated on an ongoing basis, without the need to print them out.

We continually work to improve solutions that are closely connected to our zero waste policy. We make prestigious materials and catalogues available online, reducing the number of documents in circulation. Introducing a range of solutions with clients and architects in mind is also one of our areas of activity in this field.

Another noteworthy aspect is that we have set up a BIM Technology Department as part of our digitisation process. Its purpose is to provide architects and designers with ALUPROF products for use in 3D models of the buildings they design.

The BIM Technology Department creates, catalogues and provides BIM data to architects all over the world, giving them access to libraries of BIMs and DWG files as required.



# GREEN ARCHITECTURAL GEMS



For many years now, ALUPROF has been turning the boldest of architectural visions into reality and supplying custom-designed architectural and construction solutions.

A great many developments featuring systems by ALUPROF have received not only prestigious accolades, but also certificates such as LEED and BREEAM, a measure of contemporary building. They are all true gems of green architecture.





BREEAM®  
★★★★★  
Excellent

# POSEJDON

📍 Szczecin

MB-SR50N HI+  
MB-86 SI  
MB-SR50N OW  
MB-78EI  
MB-60E EI

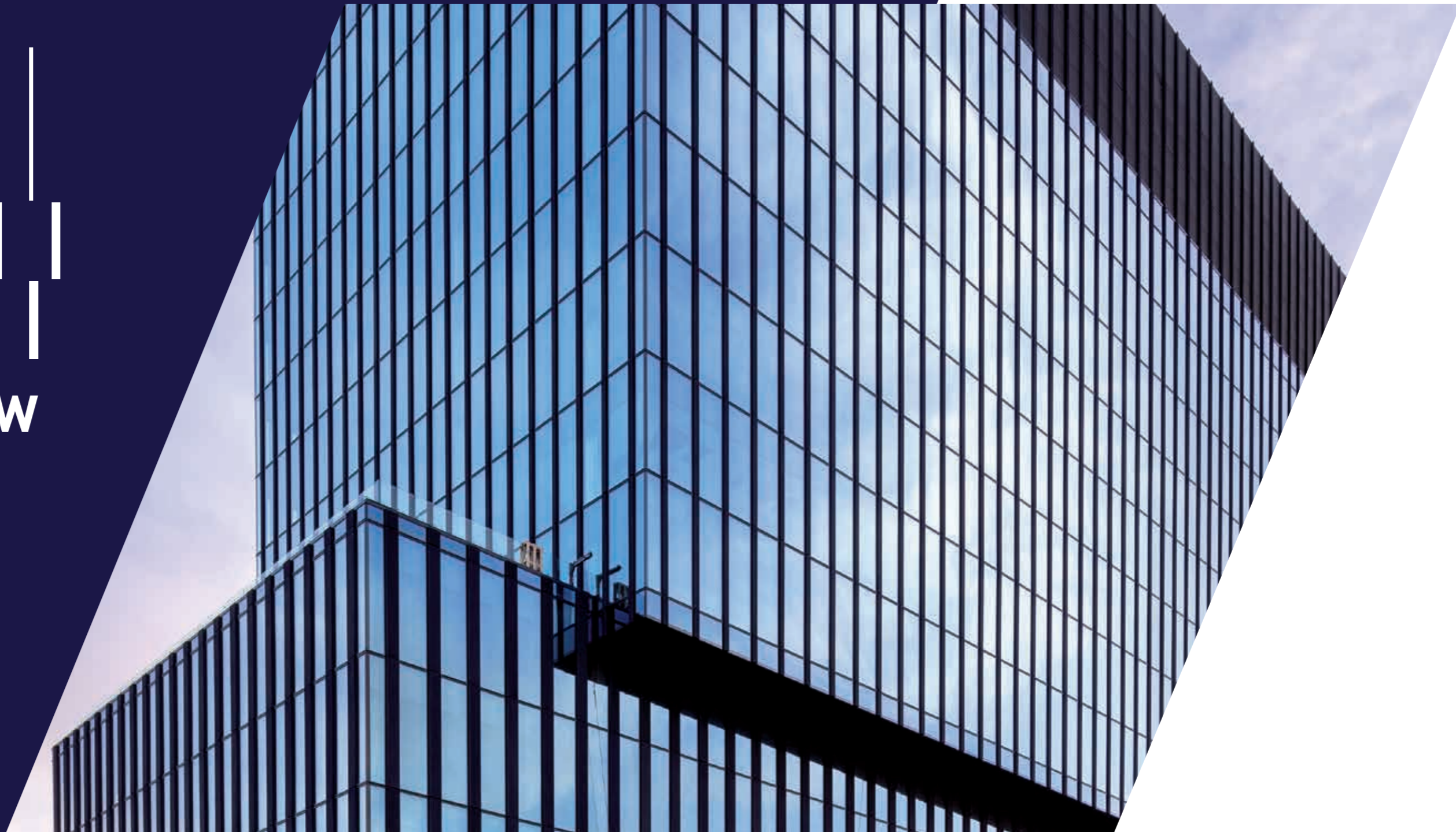


POSEJDON





. K T W



. K T W

📍 **Katowice**

MB-SE85.KTW.  
MB-SR60N Efekt  
MB-86 SI



BREEAM®  
★★★★★  
Outstanding

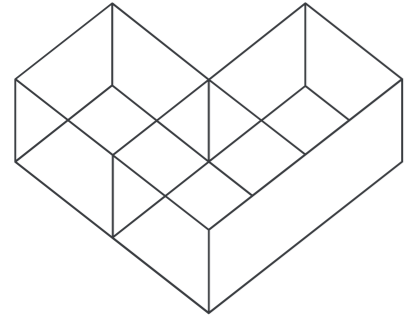
# MENNICA LEGACY TOWER

📍 **Warszawa**

MB-SE80 MLT  
MB-SR60N MLT  
MB-86 SI







# SIXTY ONE



# 61. AVENUE

📍 **New York**

MB-SR60 NY





# NOWY RYNEK

📍 Poznań

MB-SR50N

MB-86 SI



# NOWY RYNEK

- POZNAŃ -





**DIAMENTUM**  
OFFICE

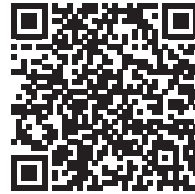


# DIAMENTUM OFFICE

📍 **Wrocław**

MB-SR50N EFEKT  
MB-SR50N IW  
MB-59S Casement  
MB-70





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**ALUPROF**  
ALUMINIUM SYSTEMS