

EMPLOYMENT POLICY RE ALLOYS



EMPLOYMENT POLICY

Employment policy of the company constitutes a declaration of the organisation in the field of human resources management. It broadly describes measures and norms applicable in the company.

All measures taken at Re Alloys aim at creating friendly environment based on mutual respect, constant development and social responsibility.

Re Alloys raises awareness of social responsibility amongst employees by measures promoting diverse work environment and anti-discrimination actions.

I. FRIENDLY WORK PLACE

The main objective of the Employment policy at Re Alloys is to build a work place that is friendly and welcoming to all employees and associates. Such environment should be based on the corporate social responsibility values actively implemented in every aspect of the business activity. Any such action stems from the belief that employees are the best asset of Re Alloys.

Re Alloys understands this relationship, therefore the priority in each decision is to build strong relation on mutual respect and loyalty.

Each employee is obliged to eliminate measures or circumstances having negative impact on the environment they work in, also to ensure ability to work every day and support security, health and productivity of their colleagues, based on the principle "let's take care for each other".

We support all employees paying particular attention to our principle of constant growth established on active exchange of experience arising from our achievements but also from failures. Any change in the remuneration system is preceded by a dialogue with the representatives of employees and trade unions.

At the company, the principle of equal opportunities of employment for women and men is applied, at each level of the organisation. These endeavours are reflected both in the procedures of the group and in the recruitment procedures at the company.

In compliance with the respect for human rights, Re Alloys does not employ minors and does not support child labour.

Occupational health and safety matter are covered by a dedicated unit. OHS and Fire Protection Office. When being employed, each new employee has to participate in a compulsory OHS training, periodic trainings are also carried out. Each employee is provided with personal protective equipment in line with internal regulations adopted at Re Alloys and with the applicable law.

II. RECRUITMENT OF NEW EMPLOYEES

EMPLOYMENT POLICY

At every stage of recruitment process (from the demand for a new employee till their final selection), the company aims at preserving the social responsibility values.

Transparent and fair recruitment process is conducted by:

- reliable and comprehensible criteria for candidates;
- giving all necessary information on the job post;
- non-discrimination of any of candidates, in particular due to demographic or social characteristics;
- objective evaluation of a candidate's potential based on their qualifications, competencies and skills.

A detailed description of the recruitment process is included in the procedure of employees' recruitment applicable in the group.

III. DIVERSITY

We understand that a careful selection of employees is significant for effective operation of Re Alloys. Management of diversity, as an important part of the human resources management, mostly includes promotion and support of competencies, various points of view, development of skills among the staff members. This action translates into creativity and involvement of the team. Re Alloys benefits from the employee's experience, recognising them as an individual potential.

Re Alloys gives the employees the opportunity to pursue professional goals at every age, with every experience, regardless the ethnic origin, religion or nationality.

Thanks to the adopted policy and shared values, we build a socially responsible organisation together. Each employee makes a valuable contribution to the company's growth and we believe that together we are one team of many experts.

IV. Employees' development

We support our employees by various tools for development, such as trainings for blue-collar workers, "New Employee's mentor" programme, also periodic interviews with employees. We assess our results and processes internally and externally.

We want to be absolutely the best at everything we take up and we undertake to optimise, harmonise and enhance our operation and processes whenever possible.

High effectiveness and efficiency are of great importance for the company sustainability, and thus for its ability to provide attractive job posts.

EMPLOYMENT POLICY

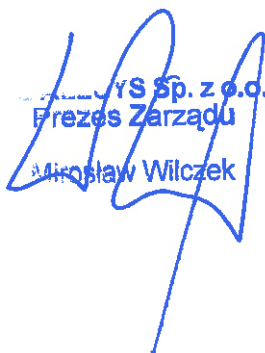
Our remuneration systems are related to the employees' achievements, they are also compliant with the applicable law.

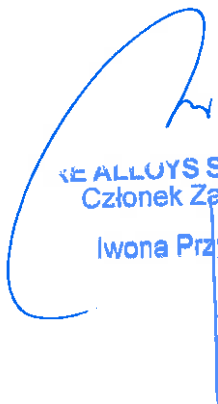
We collaborate with the local offices such as: The Poviát Labour Office in Mikołów, Poviát Labour Office in Żory, Poviát Labour Office in Ruda Śląska, Poviát Labour Office in Pszczyna, also with vocational schools and universities.


Each year, a budget for trainings and the schedule of trainings allow development and professional development planning for employees within the organisation.

The remuneration system and promotion paths inside the structure are subject to constant assessment and evaluation to that they enable optimal development and show each employee's potential path of their development.

During yearly meetings with employees' representatives and trade unions' representatives, a dialogue will be held for identification of room for improvement in that field. In the atmosphere of communication and mutual assistance, the measures aiming at creating a friendly work environment will be consulted.


RE ALLOYS Sp. z o.o.
Prezes Zarządu
Mirosław Wilczek


RE ALLOYS Sp. z o.o.
Członek Zarządu
Iwona Przybyła


RE ALLOYS Sp. z o.o.
Członek Zarządu
Jan Szaraniec