

Stakeholders of Re Alloys Sp. z o.o.

Our relations with Stakeholders are based on responsibility and dialogue. Building those relations, we promote honesty, transparency, mutual respect and professionalism.

The groups of Stakeholders have been selected in the mapping process. The process has been conducted based on internal analyses by the managers leading the company's departments. This resulted in the selection of the key Stakeholders of Re Alloys.

These are **Customers, Employees and trade unions, Capital group, Suppliers and subcontractors, and Local community.**



Internal circle - key Stakeholders / External circle - important Stakeholders

Employees and trade unions

Description	Way of involvement	Frequency of involvement
<p>There is over 460 people employed at Re Alloys. The employees are provided with decent and friendly working conditions. Rapport inside the company is based on honesty, respect in everyday contact and on dialogue, cooperation and commitment of all to shaping a culture compliant with the Company's values.</p>	<ul style="list-style-type: none"> • Development and trainings • Social benefits • Building a sense of community (trips for employees' children, family picnic) • Promotion of a healthy lifestyle by establishing a jogging team 	<ul style="list-style-type: none"> • Regular contact • Satisfaction survey every two years

Customers

Description	Way of involvement	Frequency of involvement
<p>Re Alloys is a ferroalloys producer who is trusted and appreciated in the industry. The core objective of the company is the production of ferroalloys based on silicon, mainly in a form of various types of ferrosilicon. Re Alloys produces 80,000 tonnes of this product yearly, that is approx. 10% of the whole European production. Its market share in Germany, Czech Republic and Slovakia amounts to as much as 30%. The company's products are being sold on almost all European markets.</p>	<ul style="list-style-type: none"> • Direct communication • Website and social media • Customer satisfaction survey 	<ul style="list-style-type: none"> • Cooperation with customers is mostly of regular nature, in a form of direct communication. • Dialogue, customer surveys - yearly, ad hoc ones

Local community

Description	Way of involvement	Frequency of involvement
Residents of areas in close vicinity to plants and storage infrastructure - they are the closest neighbourhood, very often - they are employees, co-operators and their families. Re Alloys takes account of both direct and indirect influence on its surrounding. It is an employer, taxpayer, sponsor, benefactor, partner to numerous suppliers, institutions and organisations.	<ul style="list-style-type: none"> • Social, educational, cultural and sports projects for the community are carried out by Re Alloys itself. • Employee voluntary actions • Investments in infrastructure • Public consultation on new investments in a manner laid down by law 	<ul style="list-style-type: none"> • Regular contact

Suppliers

Description	Way of involvement	Frequency of involvement
Subcontractors and suppliers provide Re Alloys with raw materials, consumables, services etc. The company makes various purchases, including capital expenditures, production and overhauls purchases, energy supplies, production chemicals, logistics supplies and general purchases (administration, IT, professional services).	<ul style="list-style-type: none"> • Purchasing platform • Trade meetings, fairs, workshops with suppliers • Assessment of cooperation with key suppliers aiming at development of measures to enhance the cooperation • Dialogue and long-terms relationships with suppliers; audits 	<ul style="list-style-type: none"> • Cooperation with suppliers and subcontractors is mostly of regular nature, in a form of direct communication • Meetings, as needed, in the course of the procurement procedures and managing the ongoing cooperation with suppliers • Annual assessment of cooperation with key suppliers

Capital group

Description	Way of involvement	Frequency of involvement
<p>Re Alloys belongs to the Luma Holding Capital Group consisting of companies from the Metallurgical Industry, Ventures and Automotive sectors. Luma Holding invests in Poland and the CEE region in businesses with global ambitions.</p>	<p>The Shareholders' Meeting is not operating constantly. It is convened only in specified cases.</p> <p>The Shareholders' Meeting takes strategic decision in compliance with the Articles of Association.</p>	<p>The company's representatives, including the company's members, meet the Shareholders' Meeting at:</p> <ul style="list-style-type: none"> • Annual approval of the financial statements and distribution of profit or coverage of loss • Other corporate events

Competition

Description	Way of involvement	Frequency of involvement
<p>Market participants, entities, in relation to which Re Alloys market position is defined in its particular operating segments. Taking into account the international scale and foundations of Re Alloys operation, the key competitive entities are most of all ferroalloys producers.</p>	<ul style="list-style-type: none"> • Joint participation in the work of the organisation's commissions and various industry associations. • Substantive contribution to scientific seminars, discussion panels and conferences 	<ul style="list-style-type: none"> • Regular contact

Public administration

Description	Way of involvement	Frequency of involvement
Government administration, central and local one, in the country where the business operation is being carried out, that is, in Poland.	Re Alloys, based on the applicable law, conducts fully transparent, open dialogue including also involvement in giving opinion on drafts of a legislative proposals at the level of national and Community legislation.	<ul style="list-style-type: none"> Regular contact

Research institutions and universities

Description	Way of involvement	Frequency of involvement
Scientific and research units, especially universities specialising in science. Re Alloys cooperates also with national units.	<ul style="list-style-type: none"> Implementation of joint R&D projects Research, conceptual works, analyses Internship and recruitment of the best students and graduates Cooperation in terms of research works and diploma theses 	<ul style="list-style-type: none"> Regular contact

Industry and consumer organisations

Description	Way of involvement	Frequency of involvement
We cooperate with associations and organisations - industrial, specialised and business ones. We keep in touch with specialist involved in similar areas, what allows for exchange of experiences with other companies and participation in seminars and conferences.	<ul style="list-style-type: none"> Participation in commissions works. Substantive contribution to scientific seminars, discussion panels and conferences 	<ul style="list-style-type: none"> Regular contact

Certification bodies

Description	Way of involvement	Frequency of involvement
<p>Institutions enabling standardisation and optimisation of processes related to operation of companies. Thanks to close cooperation with them and the recommendations given, Re Alloys obtained an external acknowledgement of the standards applied in many aspects of its operations so that customers and contractors may be certain they are dealing with a proven and reliable partner.</p>	<ul style="list-style-type: none"> • Verification by the accredited external bodies approved by certificates of compliance of the operations with the requirements of the international standards. 	<ul style="list-style-type: none"> • Recurrently

Financial institutions

Description	Way of involvement	Frequency of involvement
<p>Banks and insurers are necessary market elements influencing the shape, dynamics and directions of its development. Re Alloys cooperates with financial institutions in order to obtain financing for an investment.</p>	<p>Financial institutions' trust is one of the key factors for the companies' market success. Therefore, in relations with them, Re Alloys consequently focuses on full transparency and long-term rapport.</p>	<ul style="list-style-type: none"> • Regular contact

Map of Stakeholders

