

Principles of public consultation

Re Alloys sp. z o.o., as a leading ferroalloys producer in the region, consequently develops relation with local community aiming at sustainable development synergy. Acting in line with the missions and applicable internal regulations, we believe in the value of being open to stakeholders' voice and engaging in dialogue.

These principles specify the manner of holding a dialogue with all the stakeholders, regardless the matter raised and who initiates the dialogue.

Acting as a responsible organisation, we operate and invest with consideration to the local community's voice and we undertake social initiatives to raise environmental awareness.

Being aware that effective consultation gives an opportunity to use experience, knowledge, concerns and expectations of the local community, we have adopted principles making the information gained from the local community an important factor affecting operational and strategic decisions.

Consultation is a two-pillar process, i.e., to effectively inform and to get feedback. We achieve it by:

- establishing contact with the local community or local authority in order to inform them of new planned investments;
- meetings with authorities and municipality citizens;
- informing of initiatives and investments by the website and social media;
- arranging special points for employees where they can share their ideas, enabling to report breaches at any time, to file requests and initiative by an assigned phone number +48 32 324 71 06 and e-mail address: zgloszenie@realloys.pl;
- ongoing monitoring of the impact on the environment by regular measuring of noise, emission to air and water. The data obtained allow planning the steps to reduce the negative impact of the operation on the environment and surrounding.

A significant factor for the organisation is also an internal consultation including all the employees. Meetings of a Group consisting of trade unions' representatives and HR Manager are held on a regular basis, accompanied by experts responsible for particular fields. Moreover, once a quarter, there is a meeting with a management board representative. During those meetings, current objectives of the company are being presented and solutions for reported problems are being searched.

During those meetings, current objectives of the company are being presented and solutions for reported problems are being searched. We are also an active member of industry institutions, i.e., the Metallurgy Chamber of Industry and Commerce at the national level and Euroalliage association at the European level.

Public consultation on investment matter is held by the public administration bodies within the applicable law. Such measures are taken in case of a decision on consultation made by an authority issuing the Integrated Permit, other environmental permits or construction permit etc.

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