

E as Environment

Climate change

- greenhouse gas emissions (carbon footprint)
- energy efficiency
- clean energy (energy mix)

Pollution and waste

- emissions of toxic gases and other substances
- waste policy for the management and disposal of packaging materials

Recycling and circular economy principles

Green production, products, services, packaging Green transport Water quality and water resources Biodiversity and landscape Opportunity for the environment

- clean technologies
- green buildings
- innovation and digitalisation

Environmental policies Providing accurate information on products, services and activities

S as Social

Human Resources

- employee care and recruitment policy
- health and safety in the workplace
- equal opportunities - diversity and inclusion (age, gender, ethnicity, etc.)
- human rights child and forced labour
- training and development of employees
- well being and work-life balance (flexible forms of work, support for returning from parental leave, part-time work, etc.)
- security of personal data employee
- involvement in decision-making
- non-financial benefits
- support for dismissed employees (outplacement)
- measures against all forms of discrimination
- prevention and support for persons subject to domestic violence

Other stakeholders

- controversial resources community
- relations charity and philanthropy,
- corporate giving, corporate volunteering
- supplier-customer relations, local suppliers
- public awareness and education
- consumer protection
- product safety consultancy, know-how
- transfer support
- social integration support
- quality of life of citizens (sport, culture...) cooperation with schools and higher education institutions shared marketing

G as Governance

Governance and Management

- Striving for transparent business and positive relationships with investors and customers, suppliers and other business partners - creating lasting and quality business networks
- Management independence
- Management remuneration
- Shareholder rights
- Corporate culture
- Business ethics and code of ethics
- Marketing and advertising ethics
- Tax transparency
- Anti-corruption and bribery
- Whistleblowing
- Risk management
- Internal controls and audit
- Audit committee structure
- Compliance
- Providing clear and accurate information about products and services
- Timely payment of invoices
- Recording and resolving customer complaints
- Collaborating with other businesses or organizations on CSR projects
- Responsible procurement