Corporate Social Responsibility

Warsaw Stock Exchange
WSE CSR AREAS

MARKET

EDUCATION

EMPLOYEES

ENVIRONMENT
MARKET: GOALS AND ACTIONS

GOAL 1: TO CREATE AND PROMOTE BEST PRACTICE OF CORPORATE GOVERNANCE

ACTIONS:

• To promote and develop the Code of Best Practice for WSE Listed Companies
• To maintain the corporate governance portal: www.corp-gov.gpw.pl
• WSE Edu-partner Best Practice Programme
• To develop an IR website template
• To promote top IR standards
• To publish CSR reports
GOAL 2: TO SUPPORT DEVELOPMENT OF THE CAPITAL MARKET THROUGH CONTINUOUS EXTENSIVE DIALOGUE WITH MARKET PARTICIPANTS

ACTIONS:
• To establish Committees giving opinions in different areas of WSE’s activity (to consult key business decisions)
• To actively participate in events and initiatives organised by capital market institutions and organisations (SEG, SII, IDM)
• To consult experts when implementing changes / new regulations / new products
EDUCATION: GOALS AND ACTIONS

GOAL 1: TO RAISE THE AWARENESS OF THE GENERAL PUBLIC ABOUT THE FINANCIAL MARKETS

ACTIONS:

• CAPITAL WARSAW PROJECT
• TO REACTIVATE OF THE EXCHANGE SCHOOL PROJECT (EDUCATING EXISTING AND PROSPECTIVE INVESTORS)
• TO OFFER TRAINING ON EXCHANGE-LISTED INSTRUMENTS
• TO WORK WITH THE WARSAW SCHOOL OF ECONOMICS IN THE POST-GRADUATE COURSE ‘STOCK COMPANY VALUATION METHODS’
• TO ESTABLISH THE CAPITAL MARKET LIBRARY
• TO DEVELOP THE EDUCATION PLATFORM GPWtr@DER
• TO ORGANISE TOURS / OPEN THE EXCHANGE TO VISITORS AND OFFER OTHER EDUCATIONAL ACTIVITIES LAUNCHED BY WSE’S CAPITAL MARKET INSTITUTE
• TO SUPPORT THE LESŁAW PAGA 2065 FOUNDATION
GOAL 2: Education for Responsible Investing

ACTIONS:

- To launch CEE’s first responsible companies index: RESPECT Index (2009)
- To modify the RESPECT Index project in line with the changing market environment
- To organise a regular survey of institutional investors on knowledge of CSR and use of ESG criteria in investment decisions
- To promote participation in the RESPECT Index among issuers
- To maintain the responsible investing educational portal: www.odpowiedzialni.gpw.pl
EMPLOYEES: GOALS AND ACTIONS

GOAL 1: TO DEVELOP AN ORGANISATIONAL CULTURE BASED ON VALUES AND EFFECTIVE INTERNAL COMMUNICATIONS

ACTIONS:

• To draft the Code of Conduct
• To conduct employee engagement/satisfaction surveys
• To engage employees in the development of WSE’s strategy by empowering them to present their ideas and projects
• To develop an internal communications platform
• To take initiatives integrating WSE employees
GOAL 2: INVESTING IN EMPLOYEES’ DEVELOPMENT

ACTIONS:
• To structure the training policy
• To offer health care to all employees and families
• To implement an incentive system consistent with the Management Board’s
• To implement a fringe benefit system
• To open the library to employees
• To develop a platform for sharing/exchanging studies, presentations, internal materials (including e-learning)
GOAL 1: REDUCING WSE’S DIRECT ENVIRONMENTAL IMPACT

ACTIONS:

- To define key areas of WSE’s direct environmental impact (internal analysis)
- To implement WSE’s environmental policy
- To raise the environmental awareness of employees
- To offer waste segregation
- To implement paper saving solutions
- To implement water and energy conservation solutions
- To ensure rational waste and recyclable materials management
ENVIRONMENT: GOALS AND ACTIONS

GOAL 2: WSE’s indirect environmental impact by developing the right attitudes of WSE-listed companies and investors

ACTIONS:

• To promote best practice of environmental impact in the RESPECT Index Project
• To support the global Carbon Disclosure Project and to promote environmental reporting among WSE-listed companies
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