



CSR Strategy

of the Warsaw Stock Exchange (GPW) Group

August 2015

GPW Group Mission

Our mission is to develop effective mechanisms of capital and commodity flows by providing exchange and clearing services which are competitive in terms of quality and price and address the needs and expectations of our clients: companies, investors, and brokers.

*We support economic growth and build an investment culture.
We develop an international capital hub.
We ensure highest standards and safety of trading based world-class technologies.*

As a team of professionals, we conduct an integrated, effective business geared to growth.

GPW Group Code of Conduct

The core business of GPW Group is to organise trade in financial instruments and commodities in a professional and transparent manner. Our success and reputation depend not only on the quality of our services but also the way we conduct our business. The rules and values that guide us ensure that GPW Group operates in compliance with the law, and in a fair and ethical way.



Our Definition of Corporate Social Responsibility



We pursue the mission of the GPW Group and build its value by respecting the interests of our environment based on dialogue and co-operation with our stakeholders.

Four Pillars of GPW Group's CSR Strategy



Education

Education is the foundation of public trust in the capital and commodity markets and their institutions. It is our goal to build a culture of investing while raising awareness of the capital and commodity markets to encourage Poles to invest savings on the Exchange.

Market

We build corporate culture and behaviour of capital and commodity market participants in Poland according to high corporate governance and communication standards. We work in co-operation and dialogue with capital and commodity market stakeholders.

Employees

With their unique qualifications and experience, our employees are an important stakeholder group of the GPW Group. We build an organisational culture based on engagement, values and effective internal communication combined with investment in on-going development of employees.

Environment

We believe that environmental protection is a pillar of the values of a modern and competitive group active on the European market. With our role on the market, we indirectly impact the behaviour of market participants reducing the environmental impact.

Education

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Actions:

- ♦ **GPW FOUNDATION:** We raise the awareness of the general public about the financial and commodity markets through educational initiatives addressed to investors and other market participants:
 - ✓ Actions addressed to professional groups (brokers, advisers, members, media)
 - ✓ Actions addressed to non-professional groups (investors, school and university students)
- ♦ **RESPECT INDEX:** We create CSR standards among our stakeholders with the RESPECT Index project and promotion of responsible investing

Aware investors and other participants of markets operated by the GPW Group equipped with the necessary tools and know-how build market value and credibility while fostering public trust.

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Actions:

- ♦ **CORPORATE GOVERNANCE:** We implement the highest standards in regulations for companies and promote best practice of corporate governance and communication
- ♦ **DIALOGUE:** We support the development of financial and commodity markets through on-going extensive dialogue with market participants
- ♦ **DEVELOPMENT:** We engage our stakeholders in projects improving the quality of the entire market
- ♦ **COMMUNICATION:** We aspire to the highest standards of communication with third parties

We take responsibility for the development of financial and commodity markets and their growth drivers. We build market value by respecting market participants and accommodating their interests while ensuring the highest standards of corporate governance.

Employees: We Build Engagement by Ensuring Development and Safety



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Actions:

- ♦ **ORGANISATION:** We foster organisational culture of the Group based on values and effective internal communication
- ♦ **DEVELOPMENT:** We invest in employee development and support the improvement of their competences and knowledge. We inspire employees to develop and be creative, we unlock the potential of diversity and interaction
- ♦ **WORK-LIFE BALANCE:** We care about the work-life balance of our employees
- ♦ **VOLUNTEERISM:** We support social responsibility of our employees and integrate them around volunteer initiatives

We are a responsible employer, appreciate the mutual trust and engagement of employees and support them by offering development opportunities in a safe and inspiring work environment.

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Actions:

- ♦ **INTERNAL COMMUNICATION:** We raise the environmental awareness of employees
- ♦ **MINIMISING IMPACT:** We reduce the environmental impact of our organisation and measure the effect of our initiatives
- ♦ **BEHAVIOUR:** Through our products and actions, we foster the desired behaviour of GPW-listed companies and investors

We respect the environment, including the business environment, because we believe that the protection of natural environment is a pillar of the values of a modern and competitive group active on the European market.

