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## Best Employee Volunteering initiatives selected by Grupa Azoty

We already know the winning initiatives of the 1st Edition of Grupa Azoty's Employee Volunteering Programme, which relates to 'Green Azoty', the Group's strategic corporate project. The judging panel have selected 10 proposals, to be carried through between August and October this year in various places around Poland. The winning entries are focused on such themes as the promotion of green transport, sensory gardens and bird nesting boxes. Each of the winners will receive a sum of PLN 6,000 to bring their ideas into being.

Grupa Azoty is actively committed to supporting social initiatives, while working to reduce its environmental and climate impacts. It very seriously takes its environmental and social responsibility, as confirmed by 'Green Azoty', a strategic project described at length in the Company's strategy until 2030.

All initiatives submitted for evaluation under the Employee Volunteering Programme fit in with the key principles underlying 'Green Azoty', which include concern for the climate and the environment, but also for the immediate surroundings of the plants operated by companies of the Group. The deadline for submitting employee projects under the Programme's 1st edition was June 30th, with all the winning ideas expected to be finally implemented by October. In total, they will involve more than 80 volunteers from across Poland, including individuals employed by the Grupa Azoty Group, as well as members of their families, neighbours and friends.

*"Environmental and climate change-related issues are among our paramount concerns at Grupa Azoty. We have a successful track record of consistently mitigating our own environmental footprint by reducing greenhouse gas emissions and decarbonising production. Employees of the Group are actively engaged in new projects aligned with the goals of sustainable, environmentally sound development. This is the first edition of our Employee Volunteering Programme, but seeing the commitment and ingenuity of our staff I'm fairly sure there will be more to come,"* **said Tomasz Hinc, President of the Management Board of Grupa Azoty S.A.**

### Winning ideas of the 1st edition of Grupa Azoty's Employee Volunteering Programme

1. A mini sensory garden will be set up in Wierzchosławice for mentally challenged children under the care of the Prometheus Association. In addition to admiring the beauty of nature, they will also be able to touch, taste, hear and smell the surrounding vegetation.
2. Another sensory garden will be created next to a kindergarten in Zbylitowska Góra, intended both for the preschoolers and for somewhat older residents of the village.
3. In Puławy, we will soon be able to enjoy a variety of trees, shrubs and other plantings around the historical villa called *Samotnia* (The Retreat).
4. In the Municipality of Police, bird nesting boxes and bumblebee houses will be put up within the grounds of three schools and three kindergartens, comprising a total of nearly 100 places friendly to the smallest

creatures.

5. A vegetable garden with a rainwater container will be set up at Kindergarten No. 5 in the Municipality of Police, with bicycle racks installed nearby.
6. A "Polymers on Bikes" rally will start in Police on September 4th, as a tie-in with the Group's flagship capital investment project. Employees and their friends will cover a distance of about 50 km to reach the Education Centre in Zalesie, which will then host environmental workshops and eco-fun activities for children.
7. A herb garden will be established for residents of the Municipality of Bierawa. Tended by senior citizens, it will serve as a location of a number of engaging outdoor activities designed for local schoolchildren, such as learning to harvest herbs.
8. Another project to be undertaken in Bierawa is the construction of a bicycle repair station and a bike rally for local children and teenagers.
9. A publicly available bicycle repair station will also be set up in Dziernowice.
10. Another idea to do with cycling is a bike shelter to be built in front of the Music School in Tarnów, as well as the promotion of bike riding among its students and the organisation of an eco-cycling day called 'Musical Bikes'.

To read more about the Grupa Azoty Group's Employee Volunteering Programme, click on this link [wolontariat.grupazoty.com](http://wolontariat.grupazoty.com).