

# Guide

## Corporate social responsibility at Baltic Hub.

**Baltic Hub**, the largest container terminal in Baltic Sea, has been involved in corporate social responsibility activities for many years.

**We operate in the spirit of sustainable development**, guided by concern for the environment and the people we work with.

**We base our CSR strategy on five pillars**, the most important from the point of view of our employees, the social and business environment.



# Safety in our DNA

## Area: Safety

### —o Objective:

Safety is not only a right, but also our core value. At Baltic Hub, we make sure that every employee feels safe and comfortable in the workplace, at the same time we want to build awareness that each of us has an impact on workplace safety. This translates into fewer accidents, better working conditions and higher efficiency.

### —o Vision:

All initiatives implemented with the Safety in our DNA are a symbol of our commitment to building a safety culture. Each Baltic Hub employee knows the rules in place and is responsible for following them. We believe that this safety is an investment that pays off for all of us!

### —o Action:

We focus on prevention and education. We organise programmes and training for employees, such as Active Health and Safety Day, Safe Employee of the Quarter or Health and Safety Alert. We share our safety knowledge and experience not only within the organisation, but also with our environment. All Baltic Hub employees are responsible for the safety of themselves and their co-workers.



# Ethical attitude

**Area:** Ethics and respect at work

## —o **Objective:**

We create workplaces at Baltic Hub based on the highest standards of ethics and mutual respect, where every employee feels valued and involved. We also act ethically in cooperation with our external partners and customers.

## —o **Vision:**

Baltic Hub is a responsible and reliable employer that is committed to integrity and transparency – also in its business relations with partners and stakeholders. The organisation’s culture is inclusive, open to diversity and dialogue.

## —o **Action:**

At Baltic Hub, we work on the basis of “The Code: a code of conduct and business ethics” and provide equal opportunities for all employees in terms of professional development, promotions and remuneration. We regularly conduct satisfaction assessment surveys among employees. We work with our business partners based on the highest standards of business ethics.



# Eco-responsible

**Area:** Partnership and responsibility

## —o **Objective:**

We are a partner to customers, suppliers, the community and the environment by building transparent relationships, actively engaging in sustainability efforts and minimising our impact on the environment.

## —o **Vision:**

We link sustainability to the company's strategy while building long-term relationships based on mutual trust and benefit. We care for the environment, taking numerous measures to protect nature and reduce the terminal's carbon footprint.

## —o **Action:**

We implement CSR and ESG strategies that relate to operations, terminal expansion and stakeholder relations. We track our environmental impact, publishing a Sustainability Report annually. We reduce waste and increase the use of green energy at the terminal through the use of electric cranes and vehicles, the installation of photovoltaic panels and waste recycling. We take care of biodiversity in the neighbourhood and run special educational campaigns for employees and the local community.



# Next door

**Area:** Relations with neighbours

## —o **Objective:**

At Baltic Hub we continually work to be a valued, supportive and engaged neighbour to the local community by building positive relationships with residents, organisations and institutions around the terminal.

## —o **Vision:**

We are building a strong and cohesive community around the Baltic Hub, based on mutual respect, cooperation and responsibility for the development of the neighbourhoods in the area surrounding the terminal: Stogi, Przeróbka, Krakowiec-Górki Zachodnie and the whole of Gdansk and the region.

## —o **Action:**

Baltic Hub cooperates and consults with neighbourhood councils, associations and foundations, constantly listening to the needs of the local community. We are the creator of the Busole district grant - its aim is to financially support neighbourhood, environmental, educational and health-oriented initiatives. We actively participate in events that are important for residents and often initiate them ourselves, such as festivals, film screenings and meetings.





# Together for health

**Area:** Health

## —○ **Objective:**

Baltic Hub promotes health and well-being both among employees and in the local community by implementing comprehensive health promotion programmes and building awareness of the importance of a healthy lifestyle.

## —○ **Vision:**

The terminal creates a workplace that is conducive to physical and mental health, and partners with local communities on health promotion initiatives.

## —○ **Action:**

Baltic Hub's focus area is to promote healthy lifestyles among employees and the local community by promoting sports and supporting physical and mental health campaigns in our surroundings. The terminal encourages employees to be physically active and to participate in a variety of sporting challenges and campaigns, including those with charitable motivation. Baltic Hub has a running, cycling and football team.

