

## Community engagement programmes

**The ZSE Group is among the Slovak corporate social responsibility leaders and its principles are in the heart of our daily business decisions and strategy. The aim is to ensure that wide circle of people benefit from processes and business results. Responsible conduct of business has a direct impact on the loyalty of employees, reduces the fluctuation rate and increases productivity.**

It encompasses the company's actions not only in the energy industry, but also towards local communities and the surrounding environment. We see very important to encourage people to be active and contribute to better world we live in.

We believe that the success of our company is based, inter alia, on the cooperation with communities and stakeholders. We see the involvement of communities as mutual enrichment, with the aim of achieving understanding and common result or well-informed decisions.

Our mutual cooperation and community engagement can be defined through several levels:

**Informing:** ZSE regularly and transparently communicates its activities relating to the corporate social responsibility through its website or internal channels designed for employees. The communities themselves can submit their questions or proposals for change.

**Consulting:** Feedback from communities is extremely important to us and we try to reflect on it when planning activities. Our key partners that help us set priorities in the area of corporate social responsibility provide us always with relevant information about the current needs of the community.

**Engaging:** Our activities in the area of corporate social responsibility are always opened to relevant communities whose experience is important to us.

**Cooperating:** Our effort to be responsible in business would not materialise if were not for our partners and stakeholders with whom we openly communicate, while searching suitable ways to implement our activities.

**Strengthening:** All previous steps strengthen mutual cooperation with relevant communities.

Environmental responsibility is among our top priorities. For more than 20 years environmentalists and we have been jointly working on the harmony between the landscape and industry on this territory which is also a part of the distribution area of ZSE.

### Examples of our activities

#### Raptor Protection of Slovakia

Our cooperation with this organisation can be seen in many activities. Raptor Protection in Slovakia focuses on the protection of wild birds of prey and owls all over Slovakia. This organisation has systematically been dealing with the impact of overhead lines on avifauna for many years.

The 3DodZSE project (3D = DávameDomovDravcom) focuses on the protection and monitoring of populations of raptors and owls. Every year it extends its focus to locations about which we know only a little. The project includes the installation of booths including booths for falcons that help farmers protect crops yields against common vole. As a part of the project, we also communicate with officers and foresters and cooperate with the public. Our partnership includes urgent actions in emergent situations which require treating of dangerous nesting which could result in tragic consequences. The LIFE Danube Free Sky project (danubefreesky.eu) is another example activity.

## Employees' engagement

### 1. Employees' Grant Scheme

The ZSE Group employees are interested in community topics and projects. Effort and initiative of our colleagues help us contribute to better environment where we live and where our company is active. For many years we have been encouraging them through the Employees' Grant Scheme. Every year, the scheme is aimed at supporting volunteer activities of those employees who want to get engaged for the benefit of their community, bringing positive and visible change.

### 2. Drop of blood

The ZSE Group employees may participate in blood donation directly at the seat of the company several times a year.

### 3. Christmas gifts for children from orphanages and clients from care homes

Offering gifts to children from orphanages and clients of care homes has been a long tradition in our company.

### Charity golf tournament APPA

We have been a partner to the Charity Golf Tournament for some time, in cooperation with Disabled Aid Association APPA. The proceeds go to the selected members of the APPA Club, for special rehabilitations and medical aids.



Christmas gifts for children from orphanages and clients from care homes



Drop of blood