

**REPORT ON
CORPORATE SOCIAL RESPONSIBILITY
2012**

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STATEMENT OF PRESIDENT THE EXECUTIVE BOARD OF APATOR SA

Dear Sirs,

I have real satisfaction to look at the achievements of Apator gained in the past year. The company remains still the trustworthy partner in business and attractive and steady employer. In performance of our goals we still follow the interest both our customers. We also have in mind the care about natural environment, local community and give the support to young talents – among other things, providing PASJOPOLIS - author scholarship programme. The evidence of the activity is the fact that Apator for the following time has passed successfully the audit and it is in prestige group of enterprises included in RESPECT Indice. Since many years Apator has concentrated its care on ethics and transparency of carried out tasks. CSR is important element of management system allowing to have better cooperation with different groups of stakeholders and better understanding their needs. Performing our strategy we make the success of the Company which is the benefit for the community.

Today we submit you Report on Corporate Business Responsibility. You can find reliable and deep in depth analysis the most important actions of Apator that took place in 2012. The strategy we have performed, remaining integral element of the policy of the Company performances invariably the postulate to strive to sustainable development where the economics, ecology and social affairs are equally significant.

We present our achievements in ethics of business, friendly workplace, ecology and society. We hope that the publication will not only show achievements of Apator but also it is the evidence that we remain still strong player who observes the clear defined fair play principles.

Yours faithfully,

Janusz Niedźwiecki

President of Executive Board of Apator SA

INFORMATION ON APATOR GROUP AND ITS PRODUCTS

General information

Apator is the Company with long experience and traditions. It was established in 1949. It manufactured switchgear and mining equipment and distribution and control equipment. Since 1993 it has been Joint Stock Company. The Joint Stock Company was established by employees of liquidated state-owned company- PZAE APATOR. Current object of the activity of Apator SA is; design, manufacturing and sales of metering equipment and systems and switchgear.

Apator SA is registered in National Court Register, Register of Entrepreneurs under number KRS 0000056456. Since May 2012, the Company is located in Pomeranian Special Economic Zone at Ostaszewo in Łysomice municipality. (address of the company for correspondence; Apator SA, Centrum, Ostaszewo 57C, 87-148 Łysomice). The headquarters of Apator SA are at Gdańska 4a lok. C4 in Toruń.

Apator SA is modern and professionally managed Company that ambitiously and consequently takes over other companies on domestic market and foreign markets.

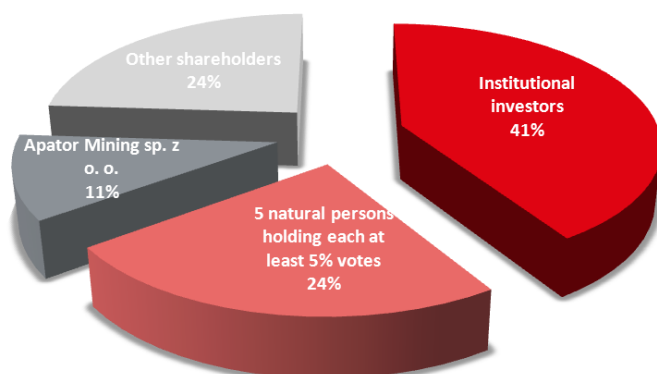
Apator Group except for Apator SA consists of direct six domestic companies and two foreign ones.

The shares of Apator SA are quoted on the basic floor of Warsaw Stock Exchange and in accordance with its classification; the Company belongs to “electric machines” sector.

First quotations took place on 24th April 1997. The shares of the Company are quoted in RESPECT indice and till to 28th December 2012 they were quoted in sWIG80 indice but since 28th December 2012 the shares of the Company are quoted in mWIG40 indice.

The share capital of the Company as at 31st December 2012 was 3.310702,80 PLN and it is divided into registered shares preferred to voting in relation 1:4 and ordinary bearer shares.

The share of investors in capital of Apator SA as at 13th December 2012 (the day of fixing the right to payment of the dividend for 2011) is showed by pie chart below:



* Apator Mining Sp. z o.o. – subsidiary of Apator SA has got in its possession the shares acquired according to the Polish Commercial Companies Code and in accordance with art. 613 of the Polish Commercial Companies Code it has the right to vote and take dividend (vested interest)

Vision, Mission, Values

Vision: Apator Group – Leader in Central and Eastern Europe for metering systems and equipment and switchgear

Mission: Our challenge is to create modern technologies governing each kind of energy.

Safety is the aim of our activity.

Values: Reliability, openness, frankness that build good relations with customers, flexibility, enthusiasm, technical competence supported by long experience, modernity, care for the natural environment

Strategy of Apator Group

Aspiration of APATOR Group is to be the leader on domestic market and key leader on foreign markets in the scope of metering systems and equipment and switchgear.

Apator Group focuses on the following strategic targets:

1. Geographical expansion – key markets for Apator Group covers Central and Eastern Europe, Russia, Balkan countries, Germany, Benelux countries.
2. Domestic market – winning of new areas and sectors.
3. Development of modern products and services in the scope of manufacturing of switchgear, Apator Group will become leading European specialist but in metering equipment segment, it will be multi integrator providing among other things innovative metering and data readout systems of electricity, water, heat, and gas consumption.
4. Performance of the policy of one strong "Apator" brand.

Strategic targets of Apator Group to be achieved for 2011- 2013 are the following:

a) metering segment:

- to be in the top four suppliers of metering equipment in strategic geographical region,
- to achieve and maintain leading position in Poland in scope of smart meters and systems on the market for each of the utility service,
- to achieve the revenues on sales at the level of 370 - 450 m PLN at EBITDA 20 – 25%,
- to achieve 50% of revenues on export,
- to achieve strong position of Apator brand on strategic foreign markets,
- to provide with high quality of the products – annual claims for meters and systems for all utility services to be lower than 0,5% .

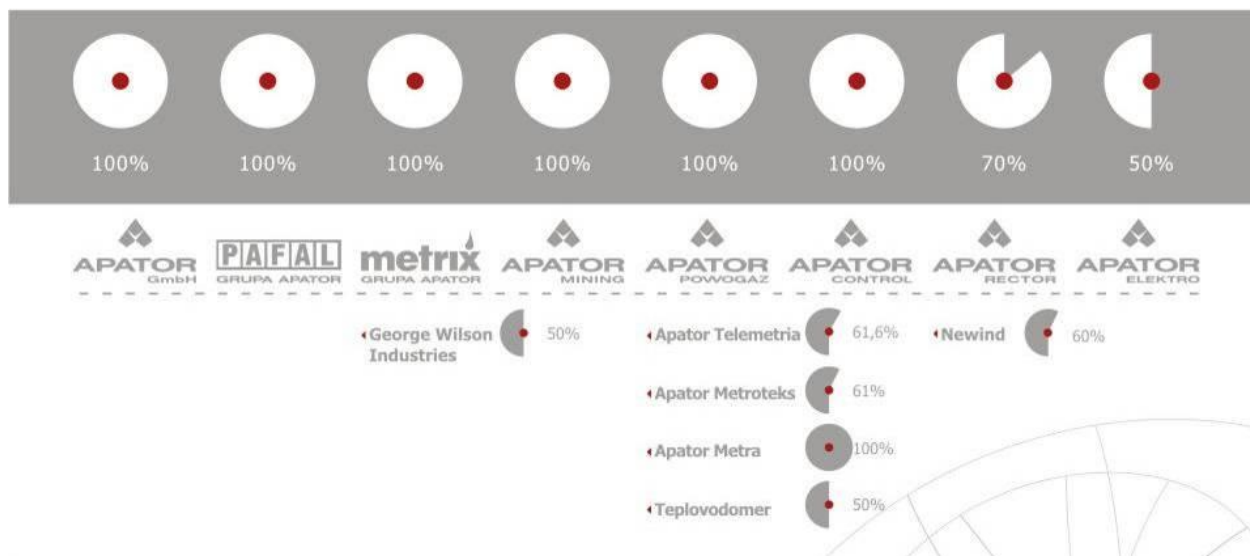
2. switchgear segment:

- to be in the top three suppliers of switchgear equipment in strategic geographical region,
- to maintain the leader position on the market of switchgear equipment in Poland,
- to achieve the revenues on sales at the level of 150 - 160 m PLN at EBITDA 20 - 25%,
- to achieve 25% of revenues on export,
- to achieve strong position of Apator brand on strategic foreign markets,
- to provide high quality of the products - annual claims to be lower than 0, 1%

The above business strategy regards the period 2010-2013. The following business strategy will be produced for 2014-2019.

Make-up of Apator Group

Apator SA creates the capital group and it has got directly or indirectly shares in the entities specified below (as at 31st December 2012)



At the end of 2012 the make-up of Apator Group was as follows:

Company	Headquarters	Share in capital	Relationships with Apator SA
Apator Mining Sp. z o. o.	Katowice	100,00%	Subsidiary of Apator SA
Apator Control Sp. z o. o.	Toruń	100,00%	Subsidiary of Apator SA
Apator Metrix SA	Tczew	100,00%	Subsidiary of Apator SA
FAP Pafal SA	Świdnica	100,00%	Subsidiary of Apator SA
Apator Rector Sp. z o. o.	Zielona Góra	70,00%	Subsidiary of Apator SA
Apator Powogaz SA	Poznań	100,00%	Subsidiary of Apator SA
Apator GmbH	Berlin (Germany)	100,00%	Subsidiary of Apator SA
Newind Sp. z o. o.	Wrocław	60,00%	Indirect subsidiary through Apator Rector Sp. z o. o.
		42,00%	Indirect share through Apator Rector Sp. z o. o.
Apator Metra s. Sp. z o. o.	Sumperk (Czech Republic)	100,00%	Indirect subsidiary through Apator Powogaz SA
		100,00%	Indirect share through Apator Powogaz SA
Apator Metroteks Sp. z o. o.	Kiev (Ukraine)	61,00%	Indirect subsidiary through Apator Powogaz SA
		61,00%	Indirect share through Apator Powogaz SA
Apator Telemetry Sp. z o. o.	Słupsk	61,60%	Indirect subsidiary through Apator Powogaz SA
		61,60%	Indirect share through Apator Powogaz SA

Company	Headquarters	Share in capital	Relationships with Apator SA
Apator Elektro SA	Moscow (Russia)	50,00%	Associated with Apator SA
Teplovodomer SA	Mytishchi Russia)	50,00%	Indirect associated through Apator Powogaz SA
		50,00%	Indirect share through Apator Powogaz SA
GWi Ltd.	Coventry (United Kingdom)	50%	Indirect associated through Apator Metrix SA
		50%	Indirect share Apator Metrix SA

Changes made in the make-up of Apator Group during 2012:

On 5th September 2012 Apator Metrix SA acquired 4 million shares (i.e. 50%) in George Wilson Industries Ltd. (GWi) with headquarters in Coventry (The United Kingdom).

Changes in the make-up of Apator Group after 2012:

On 31st May 2013 Apator Rector Sp. z o.o. sold all the shares of Newind Sp. z o.o. being in its possession.

The authorities of Apator Group

Company as at 31.12.2012	Make-up of Supervisory Board	Make-up of Executive Board
Apator SA	Janusz Marzygliński Mariusz Lewicki Ryszard Wojnowski Danuta Guzowska Krzysztof Kwiatkowski Eryk Karski	Janusz Niedźwiecki - President Tomasz Habryka Jerzy Kuś
Apator Metrix SA	Mariusz Lewicki Jerzy Kuś Krzysztof Malec	Arkadiusz Chmielewski- President Ryszard Lippke Marek Rissmann
FAP Pafal SA	Kazimierz Piotrowski Janusz Niedźwiecki Janina Karaszewska-Zandrowicz Tadeusz Sosgórnik	Tomasz Habryka- President Marek Gruszyński
Apator Rector sp. z o. o.	Janusz Marzygliński Janusz Niedźwiecki	Krzysztof Wojtczak- President Marek Michalski Sławomir Kowalik

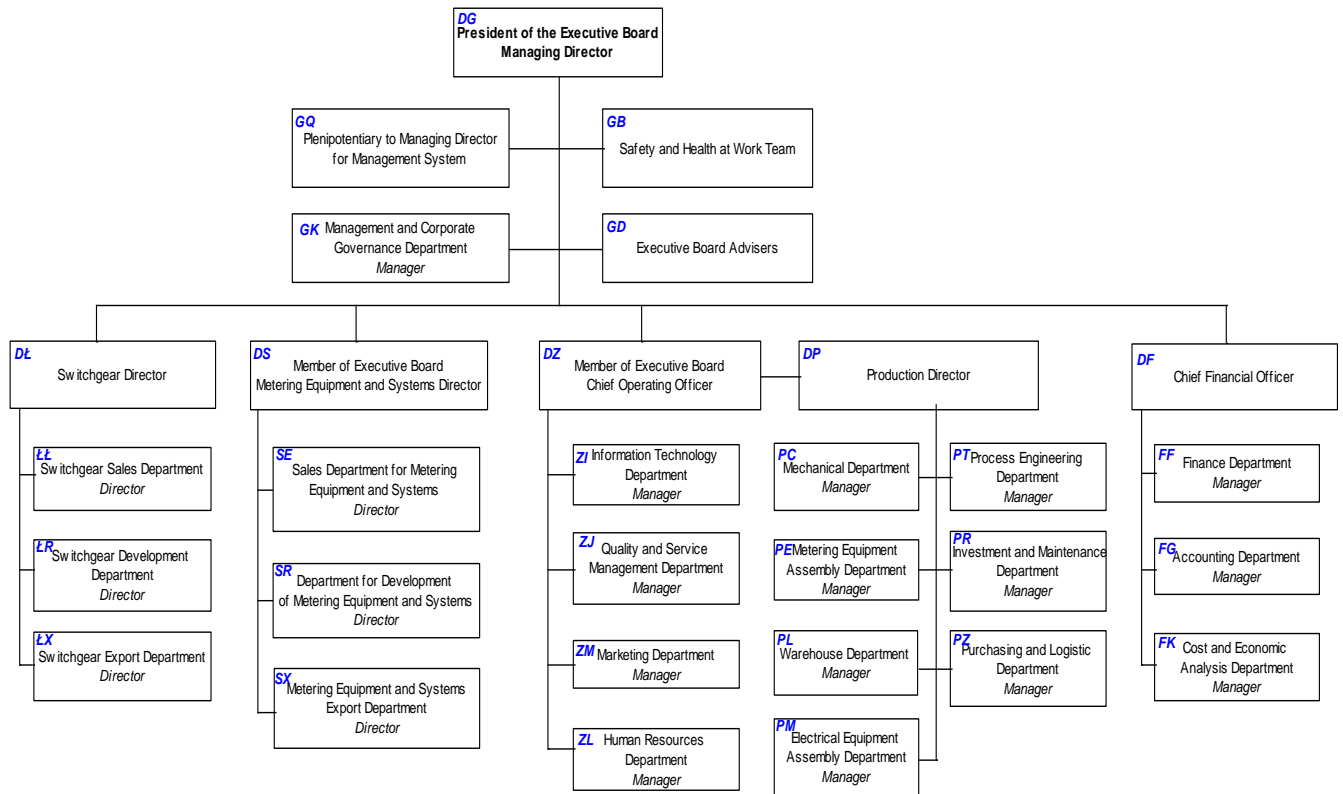
Company as at 31.12.2012	Make-up of Supervisory Board	Make-up of Executive Board
	Marek Kurzawa	
Apator Powogaz SA	Janusz Marzygliński Janina Karaszewska- Zandrowicz Tadeusz Sosgórnik Janusz Niedźwiecki Jolanta Dombrowska	Krzysztof Prucnal- President Marcin Szczurowicz
Apator Mining sp. z o.o.	Mariusz Lewicki Kazimierz Piotrowski Zbigniew Baranowski	Tadeusz Sosgórnik- President
Apator Control sp. z o.o.	Ryszard Wojnowski Tomasz Habryka Monika Guzowska	Ryszard Trąbała- President
Apator Elektro	-	K. G. Burcew A. W. Konfetkin O. W. Petrowa
Apator GmbH		Tomasz Habryka Miroslaw Klepacki

Organizational structure

Organization structure of particular entities in Apator Group is differentiated and optimally suited to the range of their activities. There are processes; design, purchasing, manufacturing and sales in all the entities.

During 2012, no changes were made in organizational structure of Apator SA.

Organizational structure diagram



Seven organizational sections were operated in Apator SA in 2012:

- managing director – the essential task is management and direct supervision over; quality management system, environmental management system, etc., administration, investments, information technology department and human resources department, supervision over shareholders governance of Apator Group, control of quality and service, investor relations and CSR policy,
- finance – operation in the scope of insurance of property, recording and accounting of the company, recording of costs, calculations and settlements of costs of activity of the company, settlement of taxes, performance of payment in domestic and foreign currency,
- switchgear – essential task is the design of switchgear and its sales on domestic market, provision of archive of design documentation and standards, protection of intellectual property (patents and trademarks) and proper application of standards, EU directives, testing and certification of switchgear,
- metering – the main tasks are design of metering systems and equipment and their sales on domestic market,
- manufacturing - the activity includes planning and performance of manufacturing, design of technological processes, reviews and repairs of machines, installations and power engineering management, water and sewage management, material procurement and external cooperation, settlement of material consumption and warehouse management,
- strategic development and marketing – the task of the sector is promotion of Apator brand and products brands, relations with press including sector press, CSR policy, development of marketing materials, care for internet portal of Apator Group and participation in domestic and foreign fairs,
- export – the task of the sector is to sell metering systems, equipment, and switchgear on foreign markets.

Products of Apator Group and sales

Apator SA and Apator Group provide with advance solutions regarding metering of energy carriers and their data readout, data transmission and readout, data visualisation and operation regarding switchgear segment. Products are being offered to customers with Apator brand and with products brands. Main products include metering systems (LEWSystem Apator, AMR System Apator), electricity meters, gas meters, water meters, heat meters and switchgear are dedicated mainly to power engineering and mining.

Products of Apator capital group

Apator creates modern and dynamic capital group providing with innovative solutions in data readout and settlement of utility services and technically advanced products: metering systems, electricity metres, gas metres, water metres, heat metres, IT systems and switchgear dedicated to power engineering and mining..

Based on many years of experience the firm has created author solutions and the application of high technologies provided with highest quality of the products that received much recognition of our customers. The products are being offered under Apator brand and the products brand..

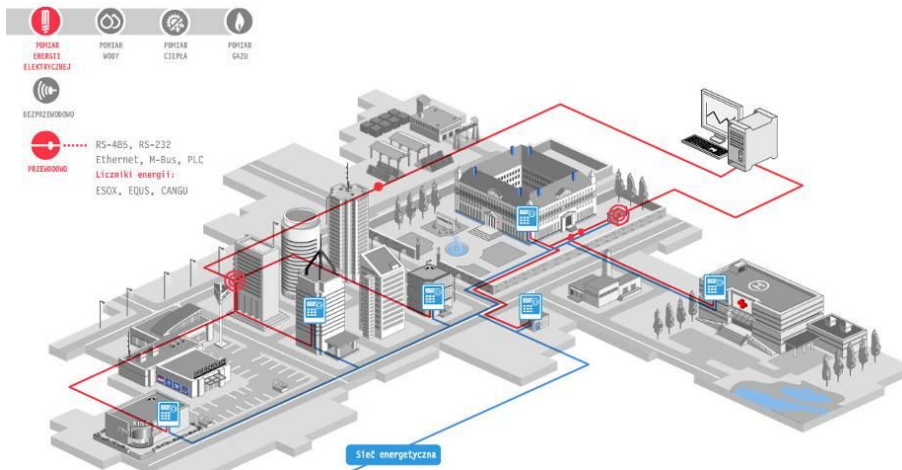
METERING SEGMENT



Electricity metering

Smart metering of electricity:

- **remote data read out system** – system enabling the metering of electricity consumption, water, heat and gas. It provides remote bidirectional data read out, tele-transmission and data visualization



- **LEWsystem Apator** prepayment system– comprehensive solutions enabling the sale of electrical energy in prepayment system where it is purchased by individual consumer of specified volume of kWh
- **Metering data analysis** – we manufacture, provide and implement IT systems supporting the management of metering information
- **Electricity metres:**

- **Smart meter** – metres being offered are multi tariff, post-paid-pre-paid electricity meters
- **Electronic meters** – static electricity metres are multi tariff, post-paid electricity metres widely used to settle with electricity distribution companies and in industry



- **Prepayment meters** – LEW modern electronic electricity metres that enable to purchase electricity in prepayment system by use of charging codes



- **Inductive electricity meters** – inductive electricity metres serve to metering of electricity






in power grids



Water and heat metering

Water meters

household	residential	industrial
		

Heat meters



Gas metering

Gas meters:

residential	industrial	smart
		



IT SOLUTIONS

We offer IT solutions based on many years of experience and the analysis of business processes.

SWITCHGEAR SEGMENT



Energy distribution

Fuse switch disconnectors – use to distribute electrical energy and to protect against the effects of short-circuits and overloading



Fuse bases– designed to protect of electrical circuits against the effects of overloading and short-circuit



Surge arresters – destined to protect against the overvoltage caused by lighting strokes and



switching operations in low and medium voltage power systems

Rotary cam switches – designed to the wide application in industry



Automatics

We manufacture, sell and implement the drives in industry like: frequency converters, thyristor inverters, PLC controllers, motors and gears, AC and DC servo drives.



- Drives



- Motors AC/DC/Serwo



- Soft starters



Mining

Professional equipment used in mining



- Compressor sets



- Contact starters

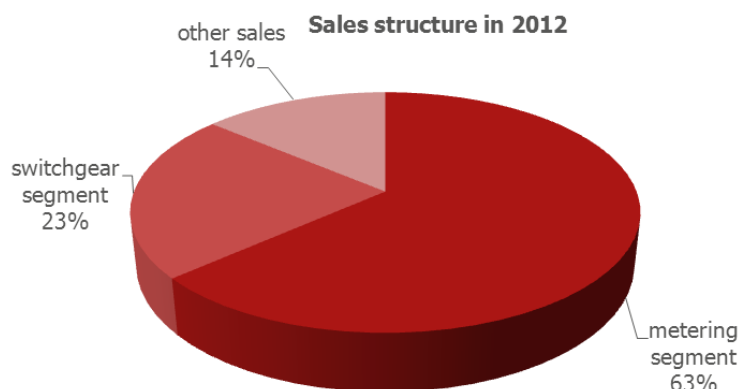


- Transformer sets

The sale and its structure

In 2012 Apator Group achieved the revenues on sales in amount of 668.824 000 PLN, it means the growth by 131.805 000 PLN, that is by 24,54% in relation to 2011 The main segment in Apator Group is metering segment.

The share of particular segments in total sale is presented in pie chart below:



Apator Group every year achieves the growth of revenues on sales and it exports its products to 65 countries. Increase of export and one strong Apator brand policy are main strategic objectives.

The entities of Apator Group sell their products mainly to the markets in Central and Eastern Europe and Russia and also to Germany, Austria, Benelux countries, the United Kingdom, Turkey, Balkan countries, and Baltic countries. In this strategic geographical region, we want to maintain our position in top four suppliers of metering equipment and in top three suppliers of switchgear equipment.

The share of export in total sales was as follows;

- Apator Group - 36,01 %
- Apator SA - 24,76 %

In 2012 the entities of Apator Group sold their products to Russia, Denmark, Germany, Czech Republic, Turkey, Hungary, Ukraine, Lithuania, Austria, Belgium, Belarus, Spain, Bulgaria, Romania, Georgia, Portugal, Italy, the United Kingdom, Slovakia, Estonia and Moldova.

Apator Group is making also use of potential of sale of products technologically experienced in Poland and offers them on developing markets.

CSR STRATEGY

Priorities

Objectives in relationships with suppliers and customers

Apator SA is the supplier of safe products – manufacturing of products that provides safety of their users.

Apator SA is a guarantor of high quality products and services – the increase of satisfaction of customers, responsible marketing and ethical advertisement, protection of personal data.

Apator SA is a partner in business taking care for ethic in the chain of supplies –

co-operation with suppliers promoting ethical attitudes and care for being ethical partner in business

Objectives for relationships with employees

Apator SA is a good employer – provision of high organizational culture of the Company, the standing on guard of ethical attitudes of employees, investment in intellectual development of the employees, provision of good conditions in workplace and additional benefits like arrangement of resting of the employees and their families, integration events, financial support of recreation.

Objectives for relationships with society

Apator SA is the sponsor of science and art by giving the support to many local and national artistic events.

Apator SA is the investor for the development of power engineering – membership of the Company in organizations dealing with the workout of the best technological solutions and communication standards for domestic power engineering market.

Objectives for protection of environment

Apator SA is the guard of protection of environment – minimizing negative impact on environment by optimization of processes including economical processes of raw materials consumption, segregation of wastes, waste and hazardous materials management, application of new ecological technologies in manufacturing processes.

Apator SA is a promoter of ecological attitudes - increase of ecological awareness of the employees by the arrangement of actions in favour of protection of the environment – collection of flat batteries, bottle screw cups.

Additional objectives that will allow performing CSR strategy of Apator SA

Provision of better communication with stakeholders – establishment of the mechanisms allowing the efficient and effective getting known the needs of stakeholders, improvement of contacts with stakeholders and meeting their expectations.

Support to management mechanisms for CSR policy in Apator Group– establishment of effective and efficient CSR management in Apator Group and, getting very good opinion of external entities confirming that CSR is the method of effective management not to create the image of the company.

CSR is for us.....

CSR is for Apator SA valuable philosophy to run business that allows permanent improvement of every area of our activities. The philosophy being performed in accordance with strategy of corporate social responsibility that provides the Company with measurable benefits for the improvement of existing products and production of new products and services when they are sold they guarantee the Company competitive advantage on the Polish and foreign markets.

Strategic priorities and key issues

Strategic priorities and key issues in view of sustainable environment are presented in the table below

Environment	Market	Workplace	Society
- care for products environment friendly - saving of raw materials	care for permanent development and better and better quality of products to	- permanent improvement of qualifications of the employees by	- scholarship programme for talented youth - financial support of

Environment	Market	Workplace	Society
- establishment of metering systems optimizing the consumption of utility services - educational actions for employees and customers	meet customers' expectations - exchange of experience and knowledge between high education institutions and business; - establishment of market trends and participation in establishment of standards concerning national power engineering sector (works in consortium and non-governmental organizations);	training and financial support systems of science - permanent rising the safety standards in addition, good conditions of working by application of innovative technologies and processes. - improvement of internal communication, access of employees to key information concerning the workplace	future engineers by scholarships, trainings and practices - support to initiatives of culture, art and sport - charity for local institutions and organizations giving the help to the people being in difficult situation

Involvement in external initiatives

Apator SA accepts and gives the support to economic, environmental and social declarations, rules and other initiatives. The performance of the rules declared by Apator SA, contributes to the development of the Company in a spirit of social responsibility in business with the benefits for the environment.

- Apator SA has accepted to apply the provisions of the Best Practices Code. The code is titled "The Best Practices for WSE Listed Companies" and it is called soft law. It means that companies should apply them and at the same time in case of their non-compliance or partly compliance with code, they are not to be punished by WSE. According to the rule comply or explain, Apator SA announces the market about its scale of application. The performance of provisions of the code contributes to more transparent the actions of our Company and at the same time to strengthen its image and relationships with the market. The confirmation of the actions is the quotation of Apator SA in Respect Indice and its presence in elite group of 20 WSE listed companies distinguished t in the research of communication with individual investors. Apator SA as a member of many organizations such like Business Centre Club or Association of Polish Exporters has the influence on running of active economic lobbying for the development of free market economy and establishment of good law.
- Apator SA has integrated quality, environment, health and safety at work system. The Company is involved in national initiatives for the collection of waste packaging, flat batteries, electrical and electronic equipment used and collection of manufacturing wastes,
- Apator SA owing to its membership in Energy Conservation Agency in Toruń, takes active part in international initiatives aiming at promotion of renewable energy, reduction of energy consumption and implementation of modern technologies less harmful to the environment.

The review of challenges and mean term objectives

The main challenge of Apator SA and its objectives for the following year and 3-5 next years:

1. Challenge resulting of business strategy

Apator Group consequently strives to perform its assumptions specified in business strategy. Key objective is to achieve and maintain leading position in metering and switchgear segments on domestic market and on key foreign markets. Apator continues its expansion beyond Central and Eastern Europe taking into account such strategic markets like Germany, Benelux countries, the United Kingdom.

The next pillar of long term plan of activity is deep penetration of domestic market aimed at reaching new areas and sectors. The performance of that assumption is based mainly on intensive development of high-tech products and services. The Company produces the portfolio with offers introducing modern solutions and innovative technologies achieved owing to studies of own design offices. The Company takes care about flexibility and adjustment to the requirements of business customers.

The following important point of long-term plan is deep penetration of domestic market aimed at reaching new areas and sectors. The performance of the assumption is based on mainly on intensive development of products and services. The Company builds its offer introducing modern solutions and innovative technology owing to research and develop own design offices. The coming years will be to Apator Group the time of intensive growth, particularly in metering sector. The Company has been actively seeking the possibility to acquire the enterprises with the offer that could be expansion or completion of its product offer and also concludes strategic alliances Apator Group is also active for standardization.

2. Grupa Apator is the expert in the sector

Apator Group is the supplier of smart systems and equipment that are designed according to the needs of customers and expectations of market regulators. The role of Apator on the market is not only to manufacture the equipment. The group of experts of the Company participates in any governmental initiatives and non governmental institutions to develop the best technological solutions and communication standards for domestic power engineering market.

Apator SA collaborates with Energy Regulatory Office for the above purposes.

It supervises and regulates energy market in Poland and it is involved in works of design teams nominated by Polish Power Transmission and Distribution aiming at Polish standards concerning the power market not to be copied from other countries but to be adapted to the needs and capabilities of the Polish market

Apator SA is the member of Consortium Smart Power Grids Poland that acts to find the concept of development of smart grids in Poland, standards of implementation of smart grid based on domestic conditions.

Apator SA is also the member of the Polish Office Chamber of Electronics and Telecommunication and it participates in establishment of legal draft projects related to establish new direction of development and solutions concerning power engineering sector in Poland.

Apator SA is involved in studies on global development. It is the member of Prime Alliance international organization gathering the biggest producers of smart intelligent power grids on the market leading to establish global standard for equipment and systems of communication of class MI -PRIME PLC.

Apator SA is also the initiator and organizer of regular sector conference Baltic Smart Grid Meeting where energy distributors, energy suppliers and manufacturers of equipment and software for power engineering take part in order to discuss about possible solutions, chances and threats being the result of smart grid implementation in Poland.


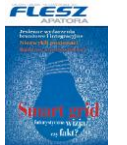
Challenges for power engineering in Poland

- permanent improvement of quality and safety of products – lack of harmful impact on health of users
- development of products taking into account the protection of natural environment – minimizing negative impact of products on natural environment and reduction of raw materials and their effective usage from ecological point of view.

- meet the expectations of customers –access to the latest technologies in all aspects of life related to expectations of customers concerning safety and innovation of our products,
- improvement of service of customers –permanent improvement of processes related to reliable advising the customers about our products and conditions of their purchase
- improvement of provisions of law regulating the market – stable regulation environment and legal one favourable to make long term investment and development plans.

Key events, achievements and failures

Key events, achievements and failures in reporting period shows the table below:

	Natural environment	Market	Workplace	Society
Achievements	<ul style="list-style-type: none"> - improvement of waste segregation (cardboard, plastics); reduction of water and gas consumption - placement of compactor container caused the reduction of frequency of package waste collection - reduction of volume of municipal wastes - improvement of ecological awareness of the employees by the arrangement of regular training - application of ecological solutions in new company where the all activities of Apator SA were reallocated in the second quarter 2012 	<ul style="list-style-type: none"> - activities related to the development of smart metering in Poland within such organization like-Polish Economy Chamber for Electronics and Communication project of the roll out of MI 1000 type smart meters) and Consortium of Smart Power Grids Poland (research project on effectiveness of PLC transmission and co-arrangement of the second edition of post graduate studies on Smart Power Grids Poland at Wrocław University of Technology - roll out of new products like Corax type municipal electricity metres, Smart C+ type water meter of higher accuracy of measurement, remote control system of fuse links in disconnectors. - holding the sector conference - Baltic Smart Grids Meeting – integrating the people in sector in order to establish the standards of the roll out smart power grids in Poland. - implementation of the new internet portal www.apator.com - implementation of new IT systems (system PDM system for the management of design documentation and new version of BAAN system) - completion of the following stages of CRM implementation system 	<ul style="list-style-type: none"> - new technologies improving work and increasing its safety like automation of assembly of metres and the purchase of the high-tech manufacturing equipment within the group (the stand for testing of batteries for gas meters, machining centre, ;materials research laboratory - completion of construction and release for usage of modern company offering friendly conditions of work - improvement of internal communication by editing of „Flesz Apatora” - internal magazine for the employees, sending newsletter to the employees with current information concerning the Company, advising employees about coming changes  	<ul style="list-style-type: none"> - the programmes for the support of young talented people have been continued: the second edition of Scholarship Programme for Young Talents and sponsored contracts supporting young sportsmen - taking part in ranking of WSE listed companies socially responsible RESPECT Indice - award The Company Well Noticed

	Natural environment	Market	Workplace	Society
		<ul style="list-style-type: none"> - extension of Apator capital group by George Wilson Industries Ltd.– strengthening the position on British gas meters market 		
Failures	<ul style="list-style-type: none"> - slight exceeding of BZT₅ parameters specified in appendix to the contract of the collection of sewages (contractual penalty in amount of 606,65 PLN) 	<ul style="list-style-type: none"> - some projects have been postponed to 2013 that causes the delays in roll out of the products 	<ul style="list-style-type: none"> - lack of motivation system – slow implementation 	<ul style="list-style-type: none"> - NO (in the reporting period it tried to take part in all important social initiatives)

DATA REGARDING THE REPORT

The hereby report shows our own routes of social responsibility in business. Practices and indicators presented prove that responsible business can be the reason to obtain the advantage in competition.

The report is divided into 4 strategic areas:

- Apator and market
- Apator and ecology
- Apator and workplace
- Apator and society

Report was prepared according to GRI guidelines. Apator SA applies for level B.

Social responsibility in business has been carried out in the Company since several years therefore, Apator SA meets many requirements concerning higher applications.

Global Reporting Initiative guidelines are international recommendations that refer to preparation of reports on environmental, economic and social activities. The guidelines are not obligatory rules or indicators and they do not force to observe the provisions of code of proceedings in this scope. The objective of the report is to inform large recipient group about the achievements. GRI is based on rules and practices that promote reliable reporting and the compliance with the guidelines. Particular Levels of Applications have been marked by GRI with letters from C (the lowest one) and C+, B, B+, A to A+ (where “+” means external verification of the report).

Social Responsibility Report regards the year 2012.

Reporting cycle is a calendar year. Report for 2011 was published on 14th July 2012 on the website of Apator but the report for 2012 was published on 30th August 2013.

Contact person responsible for preparation of the report is as follows:

- Jolanta Dombrowska – Management and Corporate Governance Department Manager – phone 48 56 61 91 228

GRI Frame Rules of Reporting were taken into account in the Report for 2012. Moreover, it followed the rule of magnitude of the issues for:

- sustainable development
- external stakeholders who are looking for reliable information and data

It has significant meaning for different reasons.

- Apator Group is the Company on Warsaw Stock Exchange and therefore, it is obligated to provide its shareholders and potential investors with the excess to data and information that will enable to make some comparisons of the condition of the Company with other entities on capital market and in sector at home and abroad,
- Vision, mission and strategy of social responsibility refer to such values like: understanding and respect for customer, meeting and observance of individual needs and creation the development and modernity. The challenge to be taken up by Apator

Group is to develop new technologies that effectively will manage each type of energy. It is some kind of obligation to define standards and favour best practices in management and environment

- Apator Group is relatively large employer in Poland (almost 2000 employees)
- Its strong position on the market undertakes to take responsibility not only for economic processes and they proper run but also to obtain, maintain and develop the human capital.
- The Group provides with safe, steady work, good conditions for the performance of professional tasks, employment and salaries paid in time and provision of social packages.
- Apator Group is aware of its impact on natural environment. Observance and care to keep the values of natural environment is integral part of strategy of Apator Group Environmental Management System based on ISO 14001 has already been implemented in the most of entities of Apator Group

The report of Corporate Social Responsibility is directed to:

- shareholders and potential investors,
- employees of Apator SA and Apator Group,
- customers,
- suppliers,
- partners in business,
- trade unions in the company,
- local communities,
- public administration,
- non-governmental institutions,
- all persons concerned who are interested in implementation of social responsibility policy and sustainable development in business.

In Corporate Social Responsibility Report the indicators regarding economic, social and environmental activities were included. The confirmation of compliance of data included in the report has been made by Executive Board of Apator SA. The indicators reported were obtained from the employees of the Company and BaaN system operating in the Company.

CSR Report was not subject to verification by external entity. However, some part of indicators included in CSR Report was verified during audit of financial statements of Apator SA and Apator Group for 2012 by statutory auditor – KPMG Audyt Sp. z o.o.

In current report, the Company applies for level B according to GRI guidelines. The majority of information included in the report regards parent entity – Apator SA. The report has been extended by the indicators of Apator Metrix in relation to last year report. In every case presented data have been distinguished indicating proper entity the information concerns.

APATOR AND ETHICS

„All you can do is the little drop in the huge ocean and it is just it that gives you the value of your life.”

Albert Schweitzer

The establishing of positive business relationships based on mutual confidence and benefits is the objective of our contacts with partners in business. If we want to stand by our principles we suggest the ethics, honesty and partnership in all aspects of our activity.

For further strengthen of the main characteristics of our brand we conduct open and true information policy concerning both the results and prospects of our Company. We take care in order not to lose the confidence of our partners in business. We act in responsible and honest manner that has been confirmed by prestige awards like Leader in Polish Business and the Company Well Noticed.

The Code of Ethics

The Code of Ethics introduced at the beginning of 2012 indicating the ethical norms and values that support the performance of business tasks and create proper relationships with the surroundings of Apator Group, allows acting according to the highest standards. It includes fundamental and commonly accepted values. The principles are the base to build the image of the group in relation with customers, employees, shareholders, and local communities. The Code of Ethics is the guideline for our employees, indicating the direction to proper attitude. Everyone who knows about any incident of not ethical attitude, fraud, abuse or other action exposing the Company to damage is obligated to advise about it the direct superior, Human Resources Department Manager of the Company or Management and Corporate Governance Manager of Apator SA. There is also the system of anonymous notification about not ethical attitudes. Any investigation is conducted in complete confidence.

Corporate governance

The principles of acting of the Supervisory Board

Standing body for supervision and control of Apator SA is the Supervisory Board – nominated (and dismissed) by General Shareholders Meeting.

The Regulations of General Shareholders Meetings is available on the website of the Company:

<http://www.apator.com/pl/relacje-inwestorskie/lad-korporacyjny/regulaminy-spolki/regulamin-walnego-zgromadzenia>

The Supervisory Board consists of five to seven members nominated for the common, five year tenure. The Supervisory Board nominates from its members the Chairman and Deputy Chairman (they are not allowed to be managing directors in Apator SA)

The description of professional experience and qualifications of the members of the Supervisory Board are available on the website of Apator Group:

<http://www.apator.com/pl/relacje-inwestorskie/wladze-spolki/rada-nadzorcza>

Every year the Supervisory Board submits the General Shareholders Meeting concise evaluation of the position of the Company including the evaluation of internal control system and risk management system.

Regulations of the Supervisory Board are available on the website of the Company:

<http://www.apator.com/pl/relacje-inwestorskie/lad-korporacyjny/regulaminy-spolki/regulamin-rady-nadzorczej>

Audit Committee – standing element of the Supervisory Board – deals with consulting and advising in aspects concerning separate and consolidated financial accounting, internal control, risk management and cooperation with statutory auditors. It consists of three persons nominated by the Supervisory Board among its members.

At the end of 2012 the make-up of the Supervisory Board consisted of six members including two independent ones – Krzysztof Kwiatkowski and Eryk Karski.

The Compliance of the Best Practices of WSE Listed Companies

On 22nd December 2011 the Executive Board of Apator SA declared to comply since 1st January 2012 the rules included in the document "Best Practices of WSE Listed Companies" (being the appendix to the Resolution of the Warsaw Stock Exchange Council no 20/1287/2011 dated 19th October 2011), excluding:

- rule I.1 in the aspect of the on-line broadcasting of the General Meeting over the internet
- rule IV.10 in the aspect of the participation of the shareholders by use of electronic communication means

The Company does not make use of the above rules due to lack of interest by shareholders and the necessity to bear additional costs.

Changes in practicing of the rules after 31.12.2012

The Executive Board of Apator SA declares that since 1st January 2013 the Company complies the rules included in the document „Best Practices of WSE Listed Companies”, being the appendix to the Regulation of Warsaw Stock Exchange Council no. 19/1307/2012 dated 21st November 2012 except the following departures from the resolutions of the set:

- rule I.12. in the aspect of provision of the shareholders with the possibility of personal or by its representative the right of voting during the General Meeting from location other than General Meeting takes places using the electronic means of communication.
- rule IV.10. in the aspect of participation in the General Meeting using the electronic means of communication with respect to :
 - 1) real-time broadcasting of the seating of General Meeting
 - 2) real-time bilateral communication where the shareholders may take floor during a General Meeting from location other than General Meeting takes place

The Executive Board of Apator SA made the above decision due to lack of interest by the shareholders in such solution and the necessity to bear additional costs by the Company. In order to make able the shareholders to familiar with the run of General Meeting, the Company makes the recording of the run by video and it is made public on its website www.apator.com.

The principles of acting of the Executive Board

The Executive Board of the Company is nominated by the Supervisory Board.. The Executive Board consists of from one to three members nominated for the period of three years. The Members of the Executive Board can be dismissed from their functions they perform in every moment by the Supervisory Board or General Meeting before the end of the tenure. The Executive Board manages all the activity of the Company, the property and all the matters not restricted to the competence of the General Meeting and Supervisory Board. Furthermore, the Executive Board defines the strategy and the main objectives of the Company that are submitted to get the opinion to the Supervisory Board. It takes care about transparency and effectiveness of the managing system of the Company and runs business in accordance with legal regulations and the best practices.

Shareholders

Apator SA respects the rights of shareholders and appreciates their significant role in corporate governance .The consent of shareholders is required when key decisions are made such like: analysis and approval of financial statements and reports of the Executive Board, , analysis and approval of the motions of the Executive Board concerning dividend payment,, analysis and approval of the evaluation of the position of the Company prepared by the Supervisory Board, appointment and dismissal of the members of the Supervisory

Board, amendments to the Statutes of the Company, increase and decrease of the share capital and purchase of own shares for their redemption etc..

In accordance with art. 428 of the Polish Commercial Companies Code during General Meeting, the Executive Board shares information with shareholders that concern the Company and Apator Group if it is reasonable for the evaluation the matter is included in the agenda.

Recommendations for General Meeting

Apator SA provides the shareholders with the possibility to submit recommendations and instructions to the highest supervisory body. In accordance with the Polish Commercial Companies Code (art. 401) the shareholders holding minimum 5% shares are allowed to submit the draft resolutions what is specified in the Regulations of General Shareholders Meeting.

Furthermore, the employees are allowed to submit the remarks and postulates to the Executive Board and through the Executive Board to the Supervisory Board and General Meeting.

Payment of bonuses for the Supervisory Board and the Executive Board versus the results of organization.

In accordance with the *Regulations of General Meetings of the entities in Apator Group* when the remuneration of the members of the Supervisory Board is being determined, the General Meeting should take into account the financial opportunities of the Company and it should not be the significant cost item of the Company and it should remain in appropriate proportion to the remuneration of the Members of the Executive Board.

The remuneration of the members of the Supervisory Board of Apator SA is as follows::
Chairman of the Supervisory Board – 6.500 PLN gross monthly,
The Member of the Supervisory Board – 5.500 PLN gross monthly

Remuneration of the members of the Executive Board is determined by the Supervisory Board. There are two payment systems of bonuses for the Executive Board of Apator SA – quarterly and annual ones. Payment system of bonuses is related to financial results being achieved by the Company.

Avoidance of conflicts in business

In order to avoid conflicts in business in Apator SA, the Company applies the regulations of Polish Commercial Companies Code, Provisions of the Regulations of Supervisory Board and “Best Practices of WSE Listed Companies” too.

According to the Regulations of Supervisory Board in case of the conflict in business the Member of Supervisory Board should advise about it other members of the Supervisory Board and restrain from expressing its opinion in discussion and from taking part in voting on the regulation concerning the issue related to the conflict. The information about conflict notified should be entered in the minutes of the meeting of Supervisory Board.

In accordance with the stipulations of the rule no 2 in chapter III of “Best Practice of WSE Listed Companies” the member of Supervisory Board should submit to the Executive Board information on its relationships with shareholder holding shares representing not less than 5% total number of votes at General Meeting. The above obligation concerns connections of economic nature, family nature or other one that can have the impact on the standpoint of

the member of Supervisory Board of the matter being considered. Moreover, the regulations no 4 in chapter III predict that Supervisory Board should be informed about conflict in business or possibility of its occurrence and to restrain the member of Supervisory Board from expressing its opinion in discussion and from taking part in voting on the regulation concerning the matter related to the conflict in business.

The possibility to eliminate the conflict in business of members of the highest supervisory body one can find some guidelines in already mentioned "Best Practices of WSE Listed Companies" – rule no 1 sub point 5 in chapter II. It regards the necessity to give access – in case of appointment of a member of the Supervisory Board by General Shareholders Meeting to justification of candidates put forward with their professional experience in advance to get known about it and at the same time to adopt the resolution with proper identification.

Management Systems in Apator Group

The list of systems in e Apator Group

Company	Implemented and certified management systems
Apator S.A.	ISO 9001, ISO 14001, PN–N–18001
FAP Pafal S.A.	ISO 9001, ISO 14001
Apator Metrix S.A.	ISO 9001, ISO 14001
Apator Powogaz S.A.	ISO 9001, ISO 14001, PN–N–18001
Apator Rector Sp. z o.o.	ISO 9001
Apator Control Sp. z o.o.	ISO 9001,
Apator Mining Sp. z o.o.	ISO 9001, ISO 14001, PN–N–18001

Management system in Apator SA

There is integrated management system based on standards PN – EN – ISO 9001: 2000, ISO 14001 and PN–N–18001 in Apator SA.

In order to meet the customers' expectations, increase of profitability of operation of the Company and to provide competitive products is related to permanent improvement of main processes and regular implementation of technical innovations that will make the product improved. Further important thing is the activity related to the natural environment, prevention the pollution and saving of natural resources. Furthermore – safety and health management of work is focused on to make to minimum the threats for employees for harmful factors at the workplaces. Striving to the best market results and economic ones we undertake to make permanent care about conditions of work and to implement the solutions preventing accidents at work, professional diseases and events not causing serious injuries.

The description of internal control systems and risk management referred to the process of preparation of separate and consolidated financial statements.

The financial statements being prepared by Accounting Department of Apator SA, operating in Finance Director sector. Separated and consolidated financial statements are prepared in accordance with International Accounting Standards (IAS) and International Financial Reporting Standards (IFRS)). IAS and IFRS include interpretations approved by the International Financial Reporting Interpretations Committee. Furthermore, the financial statements prepared are based on Regulation of the Ministry of Finance dated on 19th February 2009. (with later amendments) on current information and regular information being transferred by the issuers of securities and conditions considered as equal to the information required by legal regulations not being the member of the European Union. The financial reporting and accounting in the entities of Apator Group i.e.: Apator SA, FAP Pafal SA,

Apator Metrix SA, Apator Powogaz SA and Apator Control Sp. z o. o. are made with the use of BaaN IV –Integrated Management System.

Every entity has its own accounting policy based on common principles accepted in Apator Group. They define main principles of the registration of the events. However, the basic elements of the process of preparation of financial statements are accepted common accounting principles for all the entities in Apator Group based mainly on solutions used in parent entity - Apator SA. Following the registration of events, accountings books are prepared for particular entities in the group being in consequence the basis for the preparation of separate financial statements by all the entities in the group. The separate financial statements are the basis for the production of consolidated financial statements of Apator Group. During preparation of financial statements the following risks were identified:

- incorrect input data,
- incorrect data presentation,
- results of incorrect estimates made by independent financial advisers (actuaries, experts) of Apator Group – improper data integration received from entities that has not got Baan IV integrated management system implemented with the data of entities where the system has been operated.

All mentioned risk areas are reduced to minimum by internal and external control systems and by common principles of accounting for all the entities of Apator Group . The Executive Board of Apator SA and Finance Director are directly responsible for the reduction to minimum the risk level and identification of new threats. The Finance Director evaluates the effectiveness of internal control system in the process of preparation of financial statements on current basis. The assumption of the effective internal control in financial reporting is to ensure the correctness of financial information included in financial statements and correctness of the method their presentation. The correctness is performed by examination of the compliance with regulations and guidelines of the financial law and internal regulations and also by the audit based on EN ISO 9001:2008 standard. The internal control is performed directly by every employee (self-control system included) its superior and persons cooperating with it and by managers of the organization units in the scope of quality and correctness of the performance of duties by particular employees. The objective is to ensure the compliance of those duties with procedures and mechanisms of internal control. At every stage of the preparation of financial statements one of the basic control mechanisms (external ones) is regular verification of financial statements by independent statutory auditor and particularly the review of interim financial statements and auditing of annual financial statements. The entity that has to be statutory auditor in Apator SA and Apator Group is appointed in such manner to ensure the independence of the performance of the tasks entrusted. The appointments of statutory auditors are made by supervisory boards of particular entities among the group of reputable auditing entities that guarantees high standards of services and independence. All the entities of Apator Group are audited by the same authorised entity to audit financial statements

Audit Committee of Supervisory Board of Apator SA takes part in monitoring the effectiveness of internal control system. Its basic task is the advice for the Supervisory Board in the aspects concerning:

- separate and consolidated financial reporting,
- internal control,
- risk management and co-operation with statutory auditors.

Financial data being the basis to financial statements and regular reports are also the basis to monthly financial and operation reporting. After monthly accounting closure of the settlement period, top management (Executive Board, Directors) under supervision of the Supervisory Board makes monthly analysis of financial results of Apator SA, particular entities of Apator Group and consolidated results of Apator Group. The analysis of the result achieved is also carried out by their comparison with business assumptions included in annual budget and the strategy of development. . Identified deviations are being analysis on current basis in view of their influence on current results of Apator Group and therefore possible corrective actions are taken. Furthermore, annual reviews of business plans are

performer in Apator Group, both in respect to all entities in capital group and entire Apator Group. The budgeting covers all the areas of operation, entire top and medium level management is involved in the process. The budget prepared is being accepted by the Executive Board and approved by the Supervisory Board.

Based on carried out evaluation of procedures used, the Executive Board of Apator SA declares that as at 31st December 2012 there were no circumstances that could have negative influence on the effectiveness of internal control in the scope of preparation of financial statements.

Stakeholders

How do you know who of your friends, members of the family, customers and other familiars can help you to find the road to success?

J. Vitale

Customers

In competition of markets and globalization, it is more and more difficult to companies to gain and maintain a customer. Therefore, Apator Group making use of information about its customers improves its product offer and it puts much stress on business relationships and it meets halfway of customers' expectations. Customers of Apator Group:

Customers	Products	Entities in Apator Group offering products in particular areas
Power engineering	switchgear, surge protective devices, electricity meters, drives and control, IT systems, system solutions	Apator SA Apator Control Sp. z o.o. FAP Pafal S.A. Apator Rector Sp. z o.o. Apator Elektro S.A. Apator GmbH .
Water works and sewage system	Water meters, flow meters, ,drives and control, IT systems, system solutions	Apator SA Apator Rector Sp. z o.o. Apator Powogaz Group Apator Control Sp. z o.o
Gas industry	Gas meters, IT systems, system solutions	Apator SA Apator Metrix SA Apator Rector Sp. zo.o.
Heat engineering	Heat meters, drives and control, IT systems, system solutions	Apator SA Apator Rector Sp. z o.o. Apator Powogaz Group Apator Control Sp. zo.o.
Industry	Switchgear, water meters, flow meters, gas meters, drives and control, mining equipment, IT systems, system solutions	Apator SA Apator Rector Sp. z o.o. Apator Powogaz Group Apator Control Sp. z o.o. Apator Mining Sp. z o.o.
Building industry	Switchgear, water meters, flow meters, heat meters ,drives and control, electricity meters	Apator SA Apator Powogaz Group Apator Control Sp. z o.o. FAP PAFAL SA
Administration of real estate	Water meters, flow meters, heat meters, gas meters, IT systems, system solutions	Apator SA Apator Powogaz Group Apator Control Sp. z o.o

		Apator Metrix SA
Mining industry	Mining equipment	Apator Mining Sp. z o.o.

Apator SA verifies the needs of customers on current basis by direct collection of the opinions or receiving them by phone. The Apator S.A. on its side tries the customers make aware and encourages them to sustainable consumption even by selection of environmental friendly products which are the products of the group.

„Observation of law, respect of directives, conventions and international agreements, responsibility, transparency, observation of fundamental human rights is the principle that are followed running business regardless of the latitude. The principles that are the foundation for the concept of corporate social responsibility have become permanent items in our attitude code in relations with the customers. We run social responsible business by building transparent, long-term and permanent relationships with our customers. Our cooperation is to treat our customers honestly and with respect, offering the products of the highest quality that meet safety requirements in use and to provide clear, eligible and available information about product and respect of dignity of human in marketing and advertisement. Customer and its needs oriented, application of marketing relations, treating customer as a partner in business is the key to our success because we want to obtain other human for our matter we have to convince the customer that we are real friends to him.”

Joanna Więckowicz
Export Specialist
Customer Service and Logistics

Investors

Intentional shaping of investor relationships and share of reliable information on the activity of Apator Group with the public has been performed in the Company since 1996 that is since the moment of making public the shares of Apator SA. Investor Relationships are performed by:

- provision of investor service on internet portal (also in English language)
- publication of current and regular reports
- arrangement of conferences for press, investors and analysts
- current meetings with investors and analysts
- co-operation with PR - P&L agency with headquarters in Warsaw
- compliance of the rules specified in Best Practices of WSE Listed Companies

Suppliers

In accordance with the rule that the quality is remembered much longer than the price, *purchase strategy* of Apator is focused mainly on reliable partners meeting specified quality requirements taking into account price requirements.

„Relationships with suppliers are particular ones in our chain of supplies. We build them based on clear principles of co-operation, solidarity of the participants in entire chain of supplies, respect of rights of employees, protection of natural environment and compliance of best practices.”

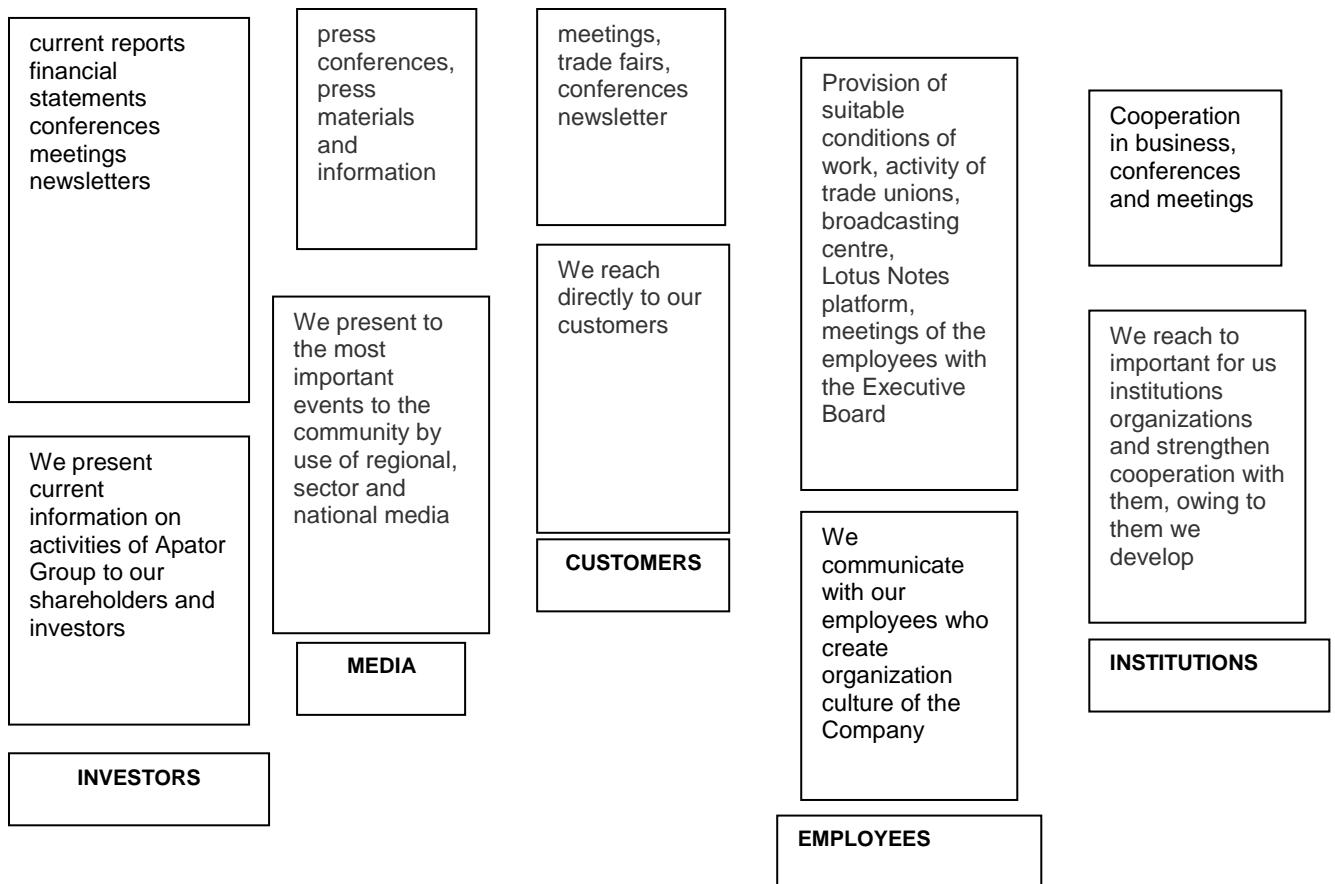
Hubert Openchowski
Logistic Specialist
Procurement and Import

Employees

According to the rule that not corporations make business but people, Apator Group takes care about its employees since they are one of the most important sources of building the advantage in competition. Intentional creation of the culture in the enterprise guarantees the performance of the strategy assumed.

At the end of 2012 in Apator Group were employed 1 992 persons, that is in comparison with the last year it was the increase by 3,64% (70 persons). In parent entity Apator SA at the end of 2012 were employed 474 employees. The revenues from sales of Apator Group in 2012 were 668.824 000 PLN. It was 336 000 PLN per employee. In Apator SA revenues were 183.411 000 PLN. It was 387 000 PLN per employee.

Communication with the stakeholders



Permanent enhancement of qualifications of the employees makes that their attention is focused on quality of products, protection of environment and safety at work. It enables permanent development of the system, taking into account the significant role of the employees.

Apator SA carries out the audits that have to verify implemented and restrained Integrated Management System and to check if it meets the requirements of the standard. Apator Group permanently improves Management System. Partners in business and customers play very important role in it. Much attention is paid to correct communication with stakeholders.

They are currently advised about the activities of Apator Group. For that reason, Company's portal is used and it is divided into corporate, product and investor portals. The basic principle of the employees of Apator Group is to build the confidence with partners in business and mutual benefits resulting of the cooperation. Therefore, the Company promotes ethics, partnership, responsibility and honesty in all the aspects of activity. Open and frank policy concerning the

results and perspectives of the Company strengthens image of the Company and main features of its brand. When partners in business are being selected, Apator SA takes into account such values like: professionalism, reliability, meeting of appropriate quality and price requirements. Cooperation with partners in business is based on partnership relations and it is governed by cooperation contracts. The Company takes into account its own purchase procedures. The suppliers are subject to periodical assessment of reliability by use of BaaN system and audits. Owing to such actions, the contracts with suppliers that would require applying human rights clauses have not been identified.

Indicators related to the ethics – economic aspect

EC1 direct economic value created and divided taking into account revenues, operating costs, remuneration of the employees, subsidies and other investments towards community, undistributed profits and payments to the owners of capital and state institutions.

Description	Apator SA as at 31.12.2011 (000 PLN)	Apator Group as at 31.12.2011 (000 PLN)	Apator SA as at 31.12.2012 (000 PLN)	Apator Group as at 31.12.2012 (000 PLN)
Revenues from sales	156 092	537 019	183 411	668 824
Cost of products, merchandise and materials sold	- 113 830	- 371 688	- 140 438	- 483 950
- cost of remuneration of the employees included	- 27 532	- 118 670	- 33 022	- 133 396
Operation profit	11 863	71 760	28 204	98 492
Income tax	2 059	12 851	- 16 024	- 3 562
Net profit	37 731	51 516	70 344	95 720
Equity	165 192	236 467	199 082	299 592
Total assets	258 579	475 410	273 799	504 448
Total liabilities	93 387	238 943	74 717	204 856
Weighted average number of shares	35 107 028	29 507 028	33 669 870	29 507 028
Profit per share [PLN/share]	1,07	1,74	2,09	3,23
Donations	109	167	505	561

EC3 Coverage of retirement liabilities of the organizations resulting from the programme for specified benefits.

Description Apator SA	as at 31.12.2011 as at 31.12.2012 (000 PLN)	as at as at 31.12.2012 (000 PLN)
Actuarial provision – long-term	4 556	4 585
Actuarial provision - short-term	678	1 183

Description Apator Metrix SA	as at 31.12.2011 (000 PLN)	as at 31.12.2012 (000 PLN)
Short-term provisions	737,8	677,9
Long-term provisions	218,3	268,3

EC4 Significant financial support obtained from the state

Description Apator SA	Financial; support obtained from the state (000 PLN)
Tax allowance used in 2012	1 353
Tax allowance to be used in the following years	20 005
Subsidies	100
Total	21 459

In 2012 Apator Metrix SA did not receive any financial support from the state.

EC 8 The contribution in development of infrastructure and rendering services for local community by commercial actions, transfer of merchandise or pro-bono actions.

The impact of such actions on community

Apator SA is active participant of many programmes being performed by local community. The Company strives for the support the persons the most needed. The heritage is more described in the chapter Apator SA and Community

Apator Metrix did not make any formal evaluation of social needs in order to establish the necessary investments in the infrastructure and other necessary services for the community. The Company did not give any financial support of local social initiatives.

EC 9 Identification and description of considerable indirect economic influence with the scale and the range of its impact indicated.

Positive impact on market and community of Apator SA and Apator Group;

- saving for the users of utility services – products of Apator Group being manufactured with the use of the latest technologies providing with high quality of the product and offering possibilities to save utility services
- increase the opportunity to achieve the effect of speed up of economic development all over the country – comprehensive services of Apator Group in the range of metering of utility services, comprehensive approach to the development of the products in the group
- creation of demand - in 2012 investment expenditures were 21.852 000 PLN

- increase the opportunity for development for local community - with regard to the construction of a new Company in Pomeranian Special Economic Zone in Ostaszewo, Apator SA has created new jobs and the opportunity to professional development.

Indicators related to ethics – market attendance

EC5 Remuneration of the employees at the lowest level in relation to minimal salary and wage on the market in the main locations of the organization.

Relation of the lowest level of basic salary and wage (essential) binding in Apator Metrix SA in 2012 that is in gross value of 1 554,00 PLN to minimal salary and wage binding in 2012 that is in gross value of 1500,00 PLN was 103,6%.

Relation of the lowest level of basic salary and wage (essential) binding in Apator SA in 2012 that is in gross value of 1650,00 PLN to minimal salary and wage binding in 2012 that is in gross value of 1500,00 PLN was 110%.

EC6 Policy, practices and share of expenditures destined to the service of local suppliers in main locations of the organization.

Apator SA and Apator Metrix SA run competitive and open purchase policy taking care for the observation of binding ethical principles. It has been done a lot to have relationships with suppliers and partners in business to be based on clear and transparent principles. Purchase procedures implemented in entities provide with independent and completely justified selection of suppliers. The entities when obtain the information about suppliers they take into consideration the information on certificates of Quality Management System and Environmental Management System or other ones being in possession of the suppliers. Apator SA and Apator Metrix SA to its extent possible pay attention to the issues related to social responsibility. Verification of systems declared and principles to be applied by entities are for carried out by the entities current and regular assessment and audits at suppliers.

In case of doubt, the supplier is called to give clarifications and remedy the irregularities. Negative assessment regarding the observation of ethical and ecological excludes a supplier from further cooperation with entities of Apator SA and Apator Metrix SA. In

contracts concluded with suppliers they emphasize that ethical and protection environment principles and particularly the rights of employees should be respected.

Share of expenses held for services of local suppliers* in main locations of the organization	2010	2011	2012
Apator SA	66%	69%	64%

*local supplier has been defined as entity running business with the Polish Tax Identification Number in the territory of Poland

Share of expenses held for services of local suppliers* in main locations of the organization	2010	2011	2012
Apator Metrix SA	56%	51%	49%

*local supplier has been defined as entity running business with the Polish Tax Identification Number in the territory of Poland

EC 7 Employment procedures of the employees from local market and percentage of higher level management obtained from local market mainly in the main locations of the organization.

Apator SA and Apator Metrix SA prefer the employment of the persons from the region provided they comply with the requirements of the work post. The entities during recruitment process for management posts prefer internal recruitment. In 2012, no employee of top management was obtained from local market in Apator SA and Apator Metrix SA.

Indicators related to the ethics – the Company and its products versus customer, community and natural environment

Infringement of free competition principles

S07 Total number of legal measures taken against the organization concerning cases of infringement of free competition principles, monopolistic practices and their effects

Any infringement of free competition principles or uses of monopolistic practices have not been recorded in the reporting period in Apator SA and Apator Metrix SA.

Compliance with regulations

S08 Monetary value of penalties and total number of non-financial sanctions due to legal and regulation discrepancies

In the reporting period, Apator SA and Apator Metrix SA did not pay any fines and there were no non-financial sanctions imposed due to maladjustment to binding law and regulations.

PR4 Total number of cases of discrepancy of regulations and nonobligatory codes concerning the marking and information about products and services according to the effects

In 2012 Apator SA and Apator Metrix SA did not record any cases of discrepancy of regulations or non-obligatory codes concerning information about marking of products and services according to the effects.

PR9 Monetary value of significant penalties due to discrepancy of law and regulations concerning the supply and usage of products and services

Apator SA and Apator Metrix SA did not record any penalties related to discrepancy of law and regulations concerning supplies and use of products and services in the reporting period.

EN28 The value of significant fines and total value of non-financial sanctions regarding discrepancy of law and regulations concerning protection of natural environment

There were no events of infringement and/or non-compliance of Apator SA and Apator Metrix SA with the environmental rights and regulations.

Health and safety of a customer

PR1 The stages of life cycle of a product where the assessment of the impact of products and services on health and safety is made in order to improve the indicators and the percentage of significant category of products and services subject to such procedures.

The procedures binding in Apator SA and Apator Metrix SA force to define the impact of all products on health and safety.

The analysis stages of life cycle of a product where the impact on safety and health of the product is being improved cover:

- concept of product development
- research & development
- certification
- distribution and procurement
- production and manufacturing
- marketing and promotion
- usage and service
- cancellation, repeated usage or recycling

Products are submitted to customers with binding technical conditions.

PR2 Total number of cases of non – compliance with regulations and not obligatory codes in the scope of the impact of products and services on health and safety at every stage of life cycle taking into consideration the kind of effects.

In reporting period Apator SA and Apator Metrix SA did not record any incidents of non-compliance with binding regulations, provisions and codes in the scope of the impact of a product on health.

Marking of products and services

PR5 Practices related with provision of customer's satisfaction including results of the research of customer's satisfaction.

In 2012 in Apator SA no survey of customer's satisfaction was conducted but relations with customers were monitored during trade meetings held at fairs, trainings arranged for customers, conferences and symposiums aimed to exchange the views and they were the occasions to get some information on current needs, opinions and expectations of our customers.

All the information coming from the customers are treated professionally and they are analysed with appropriate attention in order to implement possible improving actions.

In case of dissatisfaction of customers, Apator SA identifies their reasons, defines the area to be improved and indicates directions for further actions. Therefore, owing to it, the time and method of sale and service will be conducted suitably to the expectations of different groups of our customers.

Apator Metrix SA systematically surveys the customer's satisfaction by use of mysurveylab questionnaires. After the questionnaires are filled in by customers then the report on satisfaction of the customers is prepared. Four areas of satisfaction are surveyed:

1. General satisfaction of the co-operation with the manufacturer
2. General satisfaction of the quality of the products
3. Satisfaction of particular aspects of quality of the products
4. Satisfaction of the performance of supplies

The results of the survey conducted in Apator Metrix SA in 2012 show that generally 100% of customers are satisfied or completely satisfied of the quality of the products of the Company.

The customers are satisfied of cooperation with Apator Metrix SA and of customer services as follows:

- 75% are completely satisfied
- 12% are satisfied

The customers are satisfied of supplies in time and of the compliance of the supply with the order as follows:

- 88% are completely satisfied
- 12% are satisfied

Marketing communication

PR6 Programmes regarding the compliance with the law, standards and non obligatory codes governing marketing communication aspects taking into consideration, advertisement, promotion and sponsoring.

Apator SA and Apator Metrix SA voluntarily complies with standards regulated in Advertisement Ethics Code, therefore it gives support to fair image of the firm on the market.

PR7 Total number of cases of lack of compliance with regulations and non obligatory codes governing marketing communication aspects with consideration of advertisement, promotion and sponsoring according to the kind of effects

In the reporting period in Apator SA and Apator Metrix SA did not find any cases of non compliance with regulations and governing the marketing communication aspects.

Protection of customer's privacy

PR8 Total number of reasonable claims regarding the infringement of customers' privacy and the data loss

In Apator SA and in Apator Metrix SA did not find any claims due to infringement of customer's privacy or the data loss in the reporting period

"Among to all accepted rules, the ethics is one of fundamental rule governing the business. However, we remember that the ethics in business depends only on morality of entrepreneurs but it also plays the function similar to the road code. Not all observe it, if there is no road code therefore total chaos could be seen".

D.Dolata

APATOR AND ECOLOGY - EARTH

„We have not inherited the Earth from our ancestors. We have only borrowed it from our children”

L. Brown

Apator SA conducts the policy directed to protection of natural environment and safety at work. The company is environmental friendly. It takes care for ecology by economic management of materials, energy, water and paper and manufacturing of environmental friendly products. Apator SA promotes ecological actions among its employees and community. The objective of Apator SA is to provide with safety and environmental friendly products being manufactured in conditions providing safety at work.

In order, take care for natural environment the Company undertakes to meet requirements of binding legal regulations in the scope of natural environmental issues in the Company, among other things- pollutants emitted to air, sewages and wastes.

Apator SA takes actions in accordance with binding regulations of law and provisions included in environment management system according to PN EN ISO 14001:2005.

The above requirements are met by design solutions of the products based on materials used and technological processes environmental friendly.

The design developments of Apator SA of the products lead to save the consumption of utility services and it means that they reduce the negative impact on environment and extraction of natural resources. The example of such solution is MoniTorus – high tech tool to manage of energy for persons who want to save and make analysis on current basis of the costs born for the consumption of utility services.

moniTorus

In 2011 APATOR SA runs the website – licznikiprzedplacowe.pl – educational portal promoting ecological ideas. The website is the compendium of knowledge about the modern LEW type prepayment meters. Their usage has the influence on economic consumption of electricity.



In the performance of priority objective for us in the scope of management of protection of natural environment by provision of safe and environmental friendly products we have the support of protection of natural environment specialists who monitor the progress in reduction of negative impact of the Company on natural environment on current basis.

Moreover, the Company carries out ecological actions that enhance the awareness of the employees in the scope of responsibility for the surrounded environment. There are special markings located all around the Company to encourage to save the electricity.



Protection environment activity includes performance of the program for waste segregation and collection of flat batteries. The containers for waste paper and flat batteries are located in the area of the Company. Moreover, Apator SA arranges free of charge the collection of electrical and electronic equipment used several times per year.

Apator SA has been arranging the trainings aimed at building of corporate culture in such a manner in order ecological attitudes to be promoted not only at the workplace but also beyond it. In 2012 Apator SA relocated its activity to the Company situated in Pomeranian Special Economic Zone in Ostaszewo. The use of the latest and ecological technology solutions in the new Company (rain water storage facilities, energy saving lighting, and reduction of the number of company vehicles powered by not renewable fuels in manufacturing area) will bring the Company benefits like reduced water and gas consumption.

Environmental indicators – raw materials, energy and water consumption

EN1 Consumption of raw materials/materials according to their weight and capacity

Apator SA

Name	2011	2012
Steel [t]	134,4	133,8
Copper and alloys [t]	382,0	397,9
Plastics [t]	547,2	540,0

Apator Metrix SA

Name	2011	2012
Steel [t]	922,3	988,51
Plastics [t]	146,2	123,9
Paints, lacquers, solvents [t]	11,8	11,9

EN3 Direct consumption of energy according to initial source of energy

Apator SA

Electrical energy

In 2012 the consumption of electricity in Apator SA was higher by 26 kWh in comparison to 2011 and it was 3 109 878 kWh where:

- 977 177 kWh was consumed in the period since January till June (consumption of electricity in the old Company in Toruń)
- 2 132 701 kWh was consumed in the period since April till December (consumption of electricity in new Company in Ostaszewo)

Higher consumption of electricity in 2012 was caused by the increase of the sales value by 18% in relation to 2011.

Apator Metrix SA

Electrical energy

In 2012 the consumption of electricity in Apator Metrix SA was lower by 192 850 kWh in relation to 2011 and it was 3 112 980 kWh.

The decrease of consumption of electricity in 2012 was caused by liquidation of plastic processing in the Company.

Fuel consumption

In 2012 natural gas consumption in Apator SA was lower by 24.685 cubic meters in relation to 2011 when the consumption was 302.246 cubic meters. The natural gas consumption was measured at the same time in the old location and new one of the Company. Furthermore, natural gas was consumed also in cogenerators for the production of cool and electricity.

In 2012 it was produced 7 794 444 GJ of heat energy (only by boiler room) which in comparison of 10 782, 76 GJ in 2011 gives 27% of saving.

Apator SA

Name	2011	2012
Natural gas consumption [thousand m ³]	327	302
Heat production [GJ]	10 783	7 794

Apator Metrix SA

Name	2011	2012
Natural gas consumption [thousand m ³]	268	232
Heat production [GJ]	8 365	7 522

EN8 Total water consumption according to place

Apator SA

In 2012 water consumption in Apator SA was 3 838 cubic meters that is by 7 326 cubic meters less than in 2011. The decrease of water consumption was caused by the reduction of needs.

- hygienic and –sanitary water consumption obtained owing to water-sewage systems in new Company in Ostaszewo
- carry out maintenance of sewage systems ((cleaning of installations)

Apator SA

Name	2011	2012
Water [m ³]	11 164	3 838

Apator Metrix SA

Name	2011	2012
Water [m ³]	5 704	6 234

Environmental indicators – biodiversity

EN11 Location and area being in possession, rented or managed in protected lands in protected areas or areas of high value of biodiversity outside protected areas or bordering to such areas
In 2012, the area of Apator SA and Apator Metrix SA do not border directly to any protected area or high biodiversity one.

EN12 The description of significant impact of products and services activities on biodiversity of protected areas and areas of high biodiversity outside protected areas.

Proper use of the products of Apator SA and Apator Metrix SA do not cause significant impact on the environment.

EN13 Protected or revitalized habitats

In 2012, no actions were taken regarding protected habitats or revitalized ones since Apator SA and Apator Metrix SA do not border any protected area and area of high biodiversity what has been underlined by indicator in EN11.

EN14 Strategies, actions and plans concerning the management under influence of biodiversity.

The negative impact of manufacturing activity of Apator SA and Apator Metrix on the degree of biodiversity on land and fresh water environment was not found.

Environmental indicators – emissions, sewages and wastes

EN 16 Total direct and indirect emissions of greenhouse gases according to weight

Apator SA

In 2012 the following controls of emissions were carried out in Apator SA:

- from power engineering and technological sources
- non – methane volatile organic compound from installations where they did not indicate the exceeding of permissible parameters .

In 2012 in Apator SA the following was found:

- decrease of the volume of pollutants emitted to air in result of combustion of energetic fuels (caused by reduced gas consumption)
- increase of the volume of pollutants emitted to air from technological sources (caused by the establishment of installations that had made the emission of pollutants to air and longer time of operation of the equipment emitting the pollutants to air)

Apator SA

Name	2012
Non-metallic volatile organic compound [t]	0,854
CO [t]	0,100
CO ₂ [t]	606

Apator Metrix SA

Name	2012
Non- metallic volatile organic compound [t]	0,272
CO [t]	0,059
CO ₂ [t]	492,9

EN19 Emissions of substances damaging ozone layer according to weight.

Apator SA and Apator Metrix SA do not use and emit the substances damaging ozone layer.

EN20 Emission of NO_x and SO_x and other significant compounds emitted to air according to type and weight.

Apator SA

Emission	2011 [kg/year]	2012 [kg/year]
Formaldehyde	21,64	0,0
Styrene	43,3	30,235
Ethyl benzene	202,04	138,267
NO ₂	5,0	396,5
CO	15,56	111,3
Zn	0,188	0,305
Ni	0,116	0,1238
Aliphatic hydrocarbons	76,71	629,762
Aromatic hydrocarbons	42,78	310,192
Toluene	6,91	15,74
Sn	0,06	9,53

Apator Metrix SA

Name	2011 [kg/year]	2012 [kg/year]
Formaldehyde	3,2	0,0*
Styrene	0,32	0,0*
Ethyl benzene	0,51	0,0*
Aliphatic hydrocarbons	77,65	0,0*
Aromatic hydrocarbons	315,14	303,5
Aliphatic alcohols and derivatives	270,0	280,0
Toluene	0,204	0,0*
Benzene	0,024	0,0*
Carbon oxide	26,11	0,0*
Phenol	0,17	0,0*
Caprolactam	0,51	0,0*
Ammonia	1,9	0,0*

- transfer the manufacturing of plastic parts to Apator S.A.

EN21 Total volume of sewages according to quality and the place of destination

Apator SA

Parameter	Unit	Annual average concentration in 2011 [mg/l]	Annual average concentration in 2012 [mg/l]	Permissible values of indicators for impurities included in the contract with Municipal Waterworks and Sewerage Systems Company in Toruń
ChZT	mg O ₂ /l	390,0	635	700,0

Parameter	Unit	Annual average concentration in 2011 [mg/l]	Annual average concentration in 2012 [mg/l]	Permissible values of indicators for impurities included in the contract with Municipal Waterworks and Sewerage Systems Company in Toruń
Phosphorus	mg P/l	7,9	10,6	15,0
Zinc	mg Zn/l	0,345	<0,1	5,0
Reaction	ph	8,7	8,15	6,5-9,5
Copper	[mgCu/l]	0,04	0,48	1

Apator Metrix SA

Parameter	Unit	Annual average concentration in 2011 [mg/l]	Annual average concentration in 2012 [mg/l]	Permissible values of indicators for impurities included in the contract with Municipal Waterworks and Sewerage Systems Company in Toruń
ChZT	mg O ₂ /l	636,5	688	1000
Phosphorus	mg P/l	12,74	12	15
Zinc	mg Zn/l	0,33	2,97	5
Reaction	ph	8,7	8,7	6-9,5
Copper	[mgCu/l]	2,86	0,39	1

EN22 Total weight of wastes according to type and method of their treatment

Apator SA – 2012

- Total volume of wastes – 298,8 [t] included;
 - Hazardous wastes – 11,2 [t]
 - Safe wastes – 256,6 [t]
 - Cardboard packaging wastes – 22,5 [t]
 - Plastic packaging wastes – 8,5 [t]
- Recycling – 244,4 [t]
- Disposal – 54,4 [t]

Apator Metrix SA – 2012

- Total volume of wastes - 409,525 [t] included
 - Hazardous wastes - 8,18 [t]
 - Safe wastes - 308,24 [t]
 - Packaging wastes - 93,105 [t]
- Recycling - 338,74 [t]
- Disposal - 0,962 [t]

EN23 Total number and capacity of considerable leakages

In 2012, there were no cases found of any significant leakages taking into account the impact to the environment both in Apator SA and Apator Metrix SA.

Environmental indicators – products, their marking and transport

PR3 Type of information on products and services required based on procedures and percentage of significant products and services subject to such information requirements.

Apator SA and Apator Metrix SA perform the obligation to make information on products available according to the guidelines resulting of legal regulations and in accordance with binding internal proceeding procedures:

- act of batteries - Apator SA according to the act as the entity that entries batteries in the market and at the same time collects them and in cooperation with company arranging the recycling it conducts education campaign and furthermore it provides with the information on types of batteries and the method of their replacement /removal in manuals of products that contain batteries.
- Directive Reach (Resolution WE No. 1907/2006 – Apator SA and Apator Metrix SA in manufacturing of their products use substances and compounds that in accordance with the directive do not include the substances having negative impact to natural environment.
- Directive RoHS (Resolution WE N. 2011/65) – Apator SA and Apator Metrix SA use in manufacturing of their products only the materials and products that in accordance with the directive do not include the substances having negative impact to natural environment.
- act of assessment system of compliance – Apator SA and Apator Metrix SA comply the requirements of the act in the scope of the assessment of compliance for particular products
- act of general safety of the products – Apator SA and Apator Metrix SA provide their customers with the information enabling to assess the threats related to the product during ordinary time or possible to foreseen period of its use, even if there are no such threats, in case of lack of appropriate warning, they are immediately noticeable and there are possibilities to counteract such threats
- act of freedom of economic activity – Apator SA and Apator Metrix SA place on their products, their names and addresses, names of goods, other markings and information required by separate regulations
- Regulation of Minister of Economy of essential requirements for metering equipment – Apator SA and Apator Metrix SA comply the requirements of the regulation in the scope of the method of marking of metering equipment.

Integrated Management System in Apator SA and Apator Metrix SA includes several documents governing indirectly and directly manufacturing of products and particularly:

- manufacturing process procedure
- general system instructions
- technological guides
- instructions regarding work posts
- safety at work procedure

EN26 Initiatives aiming at reduction to minimum the impact of products and services on natural environment and the range of the impact of the initiatives

Apator SA in collaboration with Nicrometal SA and other entities arranges free of charge the collection of worn out electrical and electronic equipment several times per year..

In 2012, due to the move of the Company to new location some review of the equipment to be scrapped was carried out where 23,3 tones of wastes were collected and sold for the amount about 58 000 PLN.

Apator Metrix SA does not have the initiative aiming at reduction to minimum the impact of products and services on natural environment.

EN27 Percentage of materials recovered from products and their packaging according to category of material.

Apator SA

Apator SA was obligated to obtain in 2012 the level of recycling in value of:

- 56% of cardboard packaging wastes
- 20% of plastic packaging wastes

The obligation to obtain appropriate level of recycling based on the contract has been accepted by Eurobac S.A. the company dealing with organization of recycling. The Company at the same time is released to make product payment in amount of almost 46 000 PLN (for the entry of products in cardboard and plastic packaging in the market). The payment to Eurobac SA for the performance of recovery and recycling was in 2012 in value of 422 PLN and it was the payment for collection of lacking quantity of wastes in order to achieve required level of recycling.

In 2012 the frequency of collection by Eurobac SA of packaging wastes considerably decreased and since September the wastes are deposited in compactor container where the wastes are taken from once per a month and a half. It allowed also to decrease the transport costs of wastes (1,6 thousand/year) and at the same time to reduce the emission of pollutants to air resulting of combustion of fuels.

Packaging wastes collected by Apator SA over the quantity required by legal regulations are sold to the Organization. In 2012 plastic packaging wastes were sold in quantity almost of 7 tones for the amount of 2800 000 PLN (In 2011 – for the amount of 1400 000 PLN).

It was planned to achieve the recycling of paper and cardboard packaging wastes at the level of 60% but it was achieved only 33,2% in Apator S.A. in 2012. It was caused by the transfer of quite small quantity of cardboard packaging wastes – 22,5 tones in relations to big selling of 67,8 tones of cardboard packaging wastes.

Apator SA – recycling level in 2012

- Products - 0%
- Plastic packaging – 193%
- Cardboard and paper packaging – 33,2%
- Materials collected by: Eurobac Organizacja Odzysku S.A.

Apator Metrix SA – recycling level in 2012

- Products - 0%
- Plastic packaging – 19%
- Cardboard and paper packaging – 54%
- Wood – 15%
- Steel sheet – 37%
- Materials collected by: Polski System Recyklingu Organizacja Odzysku S.A.

EN29 Significant impact on environment of transportation of products and other goods and materials being used by the organization and transportation of employees

Fuel consumption by engines of vehicles

In 2012, the volume of 90,55 tones of diesel oil was consumed that is more by 6,15 tone in relation to 2011. The payment is financially more beneficial for the enjoyment of natural environment when the fuel is used than in case of combustion of other fuels. (except biodiesel – 4,06 PLN/tonne). The rate for the consumption of diesel oil in 2012 was 4,90 PLN (for the comparison the rate for petrol was 6,05 PLN/tonne, LPG 8,31 PLN/tonne, CNG 6,26 PLN/tonne). In

2012 the Company made payment due to the above reasons in amount of 733,90 PLN i.e. about 60 PLN more than in 2011.

Propane-butane is used for the operation of fork-lift trucks in Apator SA. In 2012 in the Company the volume of 5,5 tones of propane-butane were consumed i.e. 0,8 tone less than in 2011. Decrease of consumption of propane – butane was caused by the move of Apator SA to new location and the use at that time fork-lift trucks rented from external entity.

Apator SA

Name	2011	2012
Diesel oil [t]	84,4	90,6
Propane-butane [t]	6,3	5,5

Apator Metrix SA

Name	2011	2012
Diesel oil [t]	21,69	26,8
Propane-butane [t]	6,17	4,32

Environmental indicators – total expenditure for protection of the environment

EN30 Total expenditure incurred for the protection of environment and investments according to the their type

Apator SA

Type of aspect	Expenditure (PLN) – 2011	Expenditure (PLN) – 2012
Utilisation of manufacturing wastes	28 450,63	15 962,45
Utilisation of packaging wastes	472,00	422,00
Payments for the environment	1 824,00	1 080,00
Physical-chemical analysis	34 840,00	46 771,00
Municipal wastes	20 436,37	20 198,70
Water and sewage system	109 097,19	122 376,44
Total	195 120,19	206 810,59

Apator Metrix SA

Type of aspect	Expenditure (PLN) – 2011	Expenditure (PLN) – 2012
Utilisation of manufacturing wastes	18 458,30	14 986,80
Utilisation of packaging wastes	4 567,44	15 428,00
Payments for the environment	1 494,00	1 398,00
Physical-chemical analysis	0	0
Municipal wastes	47 963,10	31 590,60
Water and sewage system	50 778,74	61 559,80
Total	123 261,58	124 963,20

„Implementation and development of new technologies of utility services management allow contributing better to protect natural resources such like natural gas and water. Owing to new technologies we can manage the consumption of electrical energy on global scale for the entire Company that allows to avoid the losses in energy – consuming processes or to limit its waste. State of the art developments used in plastic processing technology cause that the processes are not only low energy ones but they generate less volume of wastes and also are safer for the operators.

Bartosz Mińkowski
Management System Specialist

APATOR AND THE WORKPLACE – FIRE

„ If you create such conditions of work that owing to them, the care about people will be performed, they will do their best in order to get best results” .”

Sir Hektor Lang

Practices regarding the employment and decent work

The success of the Company is the first of all the success of its employees. In 2012, Apator Group employed 1922 persons and Apator SA employed 474 persons. In case of such large group of employees, many things can be achieved if their needs and aspirations are respected. Relations with employees are the base for social responsibility in business. Apator SA performs social responsibility of entrepreneur inside the firm. It performs by giving to the employees the access to information, hearing the voice of employees in important matters for the development of the firm, introduction of code of ethics, giving the employees the right to unite, provision of equal rights to employees regardless the gender, religion or views and provision of safe conditions of work.

Apator SA permanently takes care to make the work more comfortable. One of its actions was to improve the standard of work by the relocation of the activity of the Company to Pomeranian Special Economic Zone in Ostaszewo in May 2012. In new Company are employed about 480 persons at the moment.



The involvement of the employees in the matters of the Company, their participation in management process of the firm and in development of its market strategy, Apator SA owes to its human resources policy carried out with care about employees and their professional development and its social activity.

There are two formal methods of motivation of the employees in the Apator SA;

- motivation by wages and salaries
- motivation out of wages and salaries

Based on wages and salaries motivation the employees get the essential remuneration according to pay scale that is updated based on pay reports. Apart to it they get motivation extra payment depending on results achieved by the Company and individual results of the employee. In 2012, base remuneration fund of Apator SA was 27128 000 PLN but planned level of remuneration in 2013 is 29 979 000 PLN.



Motivation out of wages and salaries is performed in the following forms:

- financial support to renting of the flat
- financial support to commuters
- financial support to rest of employees and their families from Social Benefits Fund of the Company
- financial support to recreation from Social Benefits Fund of the Company
- arrangement of integration meetings (events for families)
- granting the awards: "Best of the good employees" and "Simply good employee"
- holiday payment cards from Social Benefits Fund of the Company
- granting the borrowings from Social Benefits Fund of the Company

Apator SA creates its employees conditions for permanent enhancement of professional qualifications by financial support to education at high schools, post diploma education and English education and regularly arranged topic trainings. In 2012, Apator SA spent for training the amount of 285 000 PLN but in 2013, it is planned to spent the amount of 300 000 PLN.

In order to conduct any training, the training centers are selected that promote the highest level of education and provide wide presentation required the subject matter and provide with the possibility of practical usage of knowledge acquired.

Apator SA arranges internal trainings that are conducted by specialists of the Company. During such trainings the issues of quality system, protection of environment and safety at work are discussed. There is no doubt that internal trainings are contributed to formation of awareness of the employees and strengthen their relations with the Company.

The Company takes care for good mood of the employees not only in their workplace but also beyond it, arranging holidays in its own holiday center in Rowy. Each year about 300 employees with families go to Rowy. For the children of employees each year holiday camps and excursions are arranged and holiday gift packages are prepared.



Social human resources policy of the Company with no doubt is reflected also to relations between people in the Company. In Apator Group is friendly spirit and frankness. Inventiveness

and attitude to achieve of common success are appreciated. We make use of mutual skills and experience, learning mutually new things.

Fan of road cycling – Jarosław Michałowski



Apator SA supports vigorous, skilled and creative people and employees are the most precious capital for the Company. We believe that the passion in life is reflected to enthusiasm and engagement in work. Therefore we take care about the conditions for the effective work but also we give support to their interest and passions.



In 2012, already for the second time the Company arranged the football competition for employees from entire Company where the fans of football with full engagement took part. Among the participants, the winning team has been indicated and it was granted the award and the Cup of the President of Apator SA that lost the winner of the last year. The training for the next tournament has already started.



In our Company we always appreciated relationships between people and we know that integrating events prove that the employees of Apator SA are integrated.

Before Christmas, Christmas Eve Meetings are arranged in order to make the employees to feel the magic spirit of Christmas.

We appreciate those who engage in business, desire to change the reality and act according to ethical code. There are five principles that are followed:

- Liberty
- Efficiency
- Mutual respect
- Quality
- Responsibility

Indicators regarding employees – employment and descent work

LA1 Total number of employees according to the kind of employment, type of employment contract and region

Apator SA

Location	2011 – 446 persons				2012 – 474 persons			
	Full time employment	Part time employment	Employment for unspecified time	Employment for specified time	Full time employment	Part time employment	Employment for unspecified time	Employment for specified time
Toruń	429	2	372	74	453	3	356	100
Świdnica	5				5		5	
Kraków	1				1		1	
Zielona Góra	5				5		5	
Wrocław	4				7		5	2
Total	444	2	372	74	471	3	372	102

Apator Metrix SA

Location	2011 – 304 persons				2012 – 305 persons			
	Full time employment	Part time employment	Employment for unspecified time	Employment for specified time	Full time employment	Part time employment	Employment for unspecified time	Employment for specified time
Tczew	302	2	200	104	302	3	203	102

LA13 The make-up of governing and supervisory bodies in the Company divided into categories; gender, age, membership of minority and other indicators of diversity.

Apator SA

The make-up of the governing and supervisory bodies of the Company according to gender

Description	2011				2012			
	Number of men	% total number of employees	Number of women	% total number of employees	Number of men	% total number of employees	Number of women	% total number of employees
Executive Board	3	0,68%	0	0,00%	3	0,63%	0	0,00%
Higher level staff	18	4,09%	7	1,59%	19	4,01%	7	1,48%
Lower level staff	8	1,82%	1	0,23%	9	1,90%	1	0,21%
Total	29	6,53%	8	1,79%	31	6,54%	8	1,69%
Supervisory Board	5	1,12%	1	0,22%	5	1,05%	1	0,21%

Apator SA

The make-up of the governing and supervisory bodies of the Company according to age

Employees	2011						2012					
	Up to 30 years old	% total number of employees	30-50 years old	% total number of employees	over 50 years old	% total number of employees	Up to 30 years old	% total number of employees	30-50 years old	% total number of employees	Over 50 years old	% total number of employees
Executive Board	0	0%	2	0,45%	1	0,23%	0	0,00%	2	0,42%	1	0,21%
Higher level staff	0	0%	10	2,27%	15	3,41%	0	0,00%	11	2,32%	15	3,16%
Lower level staff	2	0,45%	6	1,36%	1	0,23%	2	0,42%	8	1,69%	0	0,00%
Total	2	0,45%	18	4,09%	17	3,14%	2	0,42%	21	4,43%	16	3,38%
Supervisory Board	0	0,00%	1	0,22%	5	1,12%	0	0,00%	0	0,00%	6	1,27%

Apator Metrix SA

The make-up of the governing and supervisory bodies of the Company according to gender

Description	2011				2012			
	Number of men	% total number of employees	Number of women	% total number of employees	Number of men	% total number of employees	Number of women	% total number of employees
Executive Board	2	0,66%	0	0,0%	3	0,98%	0	0,0%
Higher level staff	3	0,99%	0	0,0%	4	1,31%	0	0,0%
Lower level staff	11	3,62%	4	1,32%	18	5,9%	4	1,31%
Total	16	5,26%	4	1,32%	25	8,20%	4	1,31%
Supervisory Board	3	0,99%	0	0,00%	3	0,98%	0	0,00%

Apator Metrix SA

The make-up of the governing and supervisory bodies of the Company according to age

Employees	2011						2012					
	Up to 30 years old	% total number of employees	30-50 years old	% total number of employees	over 50 years old	% total number of employees	Up to 30 years old	% total number of employees	30-50 years old	% total number of employees	Over 50 years old	% total number of employees
Executive Board	0	0%	2	0,66%	0	0%	0	0,00%	2	0,66%	1	0,33%
Higher level staff	0	0%	2	0,66%	1	0,33%	0	0,00%	3	0,98%	1	0,33%
Lower level staff	0	0%	8	2,63%	7	2,30%	2	0,42%	15	4,92%	7	2,30%
Total	0	0%	12	3,95%	9	2,96%	2	0,42%	20	6,56%	9	2,95%
Supervisory Board	0	0,0%	0	0,0%	3	0,99%	0	0,0%	1	0,33%	2	0,66%

LA14 Basic remuneration of men in relations to women according to category of employment

Apator SA

Higher level staff (Executive Board included)	2011			2012		
	Men	Women	Range of basic remuneration for men in relations to remuneration for women in %	Men	Women	Range of basic remuneration for men in relations to remuneration for women in %
Higher level staff (Executive Board included)	23	7	144,3	23	7	157,6
Lower level staff	10	1	96,0	9	1	95,3
Administration	83	30	126,3	111	41	129,3
Manufacturing	203	89	111,3	187	95	114,5
Total	319	127	129,3	330	144	140,5

Apator Metrix SA

Staff (Executive Board included)	2011			2012		
	Men	Women	Range of basic remuneration of men in relations to remuneration of women in %	Men	Women	Range of basic remuneration of men in relations to remuneration of women in %
Higher level staff (Executive Board included)	5	0	-	7	0	-
Lower level staff	11	4	98	18	4	97,3
Administration	54	20	121	56	21	123
Manufacturing	92	118	98	87	112	99
Total	162	142	126,2	168	137	128,4

LA2 Total number of give ups of the jobs and the rotation ratio of employees according to age, gender and region

APATOR SA

The rotation ratio of Apator SA (total number of employees who gave up their jobs in 2012 in relation to total number of employees at the end of 2012) was 7, 16%.

Location	2011						2012					
	Women			Men			Women			Men		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Toruń	4	2	3	5	14	11	3		8	9	4	9
Kraków												
Świdnica					1							
Wrocław					1					1		
Zielona Góra					1							
Total	4	2	3	5	17	11	3	0	8	10	4	9
	0,90%	0,45%	0,67%	1,12%	3,81%	2,3%	0,63%	0,0%	1,69%	2,1%	0,84%	1,90%

Apator Metrix SA

The rotation ratio of Apator SA (total number of employees who gave up their jobs in 2012 in relation to total number of employees at the end of 2012) was 18,36%.

Location	2011						2012					
	Women			Men			Women			Men		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Tczew	2	19	2	8	12	2	11	18	3	9	11	4
Total	2	19	2	8	12	2	11	18	3	9	11	4
	0,66%	6,24%	0,66%	2,63%	3,95%	0,66%	3,61%	5,90%	0,98%	2,95%	3,61%	1,31%

LA3 Extra benefits guaranteed to fulltime employees that are not guaranteed to temporary employees or part time employees according to the main organization units.

Apator SA provides with the possibility to make use of package of the same social benefits by all the employees. The Company in accordance with Labour Code guarantees childcare leave that is entitled to mother and father and also at its own initiative, it provides with social help in form of borrowings of financial support to resting of employees, employees on retire and children.

Apator Metrix SA provides with the possibility to make use of package of the same social benefits by all the employees of the Company. The Company in accordance with Labour Code guarantees childcare leave that is entitled to mother and father. The employer provides with social help in form of borrowings and financial support to resting of children.

LA4 The percentage of employees who are covered by company collective labour agreement.

Company Collective Labour Agreement covers 99,36% of the employees of Apator SA.(the Members of the Executive Board are excluded).

LA5 Minimal advance of information to be announced on significant changes in activity taking into consideration if they are defined in company collective labour agreement

In Company Collective Labour Agreement there are no guidelines regarding the period the employees to be advised before the changes are made. However, the Executive Board announces the employees in advance on changes introduced.

The Executive Board of Apator Metrix SA advises its employees about significant changes in its activity in the advance of two weeks.

LA10 Annual average number of training hours per employee according to the structure of employment

Apator SA does not make any records of training hours per employee.

In Apator Metrix SA average number of training hours per employee was 11,3 in 2012.

LA12 The percentage of employees subject regular assessment of quality of work and the review of the development of professional career.

The table shows the percentage of employees of sales departments and production employees of Apator SA subject to regular assessment of quality of work.

	2011	2012
Total number of employees of Apator SA	446	474
Number of employees of sales departments subject to regular assessment of quality of work	41	33
Number of production employees subject to regular assessment of quality of work	225	253
Total number of employees of sales departments and production employees subject to regular assessment of quality of work	266	286
Percentage of persons	59,64%	60,34%

The table shows the percentage of production employees of Apator Metrix SA subject to regular assessment of quality of work.

	2011	2012
Total number of employees of Apator Metrix SA	304	305
Number of production employees subject to regular assessment of quality of work	164	158
Percentage of persons	53,95%	51,80%

Practices regarding human rights observation

HR4 Total number of cases of discrimination and measures taken against it

In Apator SA and Apator Metrix SA such discrimination cases due to colour of skin, race, gender, religion, political views, social origin or national origins have never occurred.

HR5 Activity identified that can be the risk of infringement of free right to unite and collective negotiations and measures taken in order to give the support to the possibility to perform those rights.

In Apator SA and Apator Metrix SA there were no actions where rights to unite and conduct negotiations could be infringed.

HR6 Actions identified as bringing the significant risk to make use of the work of children and measures taken in order to eliminate such cases.

In Apator and Apator Metrix SA, there were no such actions that are considered as being significant risk of occurrence of children's work and young employees exposed to hazardous work for life and health.

HR7 Actions identified as bringing significant risk of occurrence of forced work or obligatory one and measures taken in order to eliminate such cases

In Apator SA and Apator Metrix SA no incidents occurred concerning compulsory and forced work.

Indicators regarding employees – safety and health at work

LA6 Percentage of total number of employees represented in safety and health at work formal commissions including managers and employees that advice on programs concerning safety and health at work and they monitor such programs.

In 2012 in formal safety and health at work commissions were represented 45% of total number of employees of Apator SA.

In 2012 in formal safety and health at work commissions were represented 22% of total number of employees of Apator Metrix SA.

LA7 Indicator of injures, professional diseases, days lost for that reason and absence from work and number of mortal accidents related to work according to regions.

In 2012 in Apator SA and Apator Metrix SA there were no cases of death, professional diseases and others.

LA9 The issues of safety and health at work are taken into account in formal agreements concluded with trade unions

In Apator SA safety and health at work issues are governed by internal procedures of the Company: safer work and identification of threats and evaluation of professional risk.

Before procedures and changes to them are published, drafts are submitted to express their opinions. Penetrating analysis of the draft of records included in procedures provides with protection of employees of the Company, widely understood safety and health at work.

In Apator Metrix SA safety and health at work issues are governed by internal procedures of the Company: safer work and identification of threats and evaluation of professional risk.

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“The most precious is the human capital – it is not only the slogan. Our employees are our internal customers and they are served in friendly and well-disposed manner. No request is omitted neither private or business one. We have been conducting permanent dialog with the representatives of the employees concerning conditions of work and remuneration. We collect any claims from our employees by use of the box “Claims and questions to the Executive Board” We give the support from the Social Benefits Fund of the Company to

different forms of resting, physical and cultural activity, we have been granting borrowings and cash allowances and the employees get goods vouchers for holidays. We strive to make that growth of the goodwill to be reflected to the improvement of quality of life of our employees.

Małgorzata Kubińska
Human Resources Specialist

“I started my work in Apator when it was still state-owned enterprise. Since that moment the market of employment in our country has changed much and not necessary to the benefit of the employees. Apator has changed together with changing market condition as well. However one area has remained unchanged that is social conscience. It regards both the approach to the employees and to the social environment. Apator as responsible employer has created for us – employee’s safe workplaces and it takes care about permanent our growth by creating possibilities to enhance the qualifications and it also contributes to make good relationships between staff and employees by arranging common integrating events. Stability of employment and good atmosphere at work strengthen our feeling of security in uncertain times and it makes that we have got feeling to be privileged causing the development of the Company”

Violetta Prączyńska
Finance Specialist

APATOR AND SOCIETY – AIR

„ Significant for the common good is to give the support to the individuals: since the individual is able to create new ideas that are necessary for the society of its permanent development.”

Albert Einstein

Membership in organizations



Membership in organizations

Apator SA has actively been involving in initiatives concerning development and implementation of latest technologies useful for economy and ecology. We take part in preparation of different legislative initiatives aiming at creation and distribution of uniform standards for energy production, distribution and consumption market.

European Union has established several legal documents binding member countries of European Union to introduce economic management of resources and to seek alternative

sources of energy. Among other things, there is the directive on effectiveness of final use of energy and power engineering services no. 2006/32/WE and climatic package "3x20".

Apator SA has huge technological potential. It develops smart metering systems, saving the consumption of energy and it operates in different organizations aiming at promotion of saving the energy by implementation of new standards.

Apator SA belongs to the following national and international organizations

- Regional Agency for Saving Energy in Toruń
- Prime Alliance
- Association of Polish Electrical Engineers SEP
- Consortium Smart Power Grid Polska
- Polish Chamber of Commerce for Electronics and Telecommunications
- Polish Committee for Standardization

Apator SA belongs to the following business organizations:

- Industrial and Commercial Chamber in Toruń
- Business Center Club

Apator SA belongs to the following special organizations:

- Polish Association of Stock Exchange Issuers
- Association of Polish Exporters

Other entities in Apator Group belong to the following organizations:

- FAP Pafal S.A. –Achilles Information GmbH
- Apator Powogaz SA
- Association of Polish Mechanical Engineers and Technicians
- Commerce Chamber for Polish Sewage Systems
- Wielkopolska Chamber of Industry and Commerce
- Association of Polish Firms Industrial Billing the Utility Services
- Polish Forum ISO 9000 Club
- Apator Metrix SA:
- Scientific and Technical Association of Engineers and Technicians of Oil and Natural Gas Industries
- The Chamber of Natural Gas Industry
- Facogaz
- Apator Rector Sp. z o.o.
- Western Industry and Trade Chamber
- North Chamber of Commerce
- ESRI Polska Sp. z o.o.
- Oracle Polska Sp. z o.o.
- IBM Ireland Limited Oldbrook House
- Microsoft Sp. z o.o.
-

The membership in above mentioned organizations is voluntary. Apator Capital Group gives support to the actions taken by organizations where it is their member and the employees of the Company in accordance with their competence participate in operation of problem groups.

Awards and distinctions

Apator SA meets the expectation of different groups of stakeholders halfway, aiming to transfer the information on the Company and capital group in volume as big as it is possible and to provide with the possibility of benchmarking to take part every year in the contests presented below:

NAME OF THE CONTEST	NAME OF ORGANIZATION WHERE THE QUESTIONNAIRE IS SENT TO
APATOR SA	
Leader of Polish Business Diamonds 2011	Business Center Club
The List of "Polish Enterprises"	Rzeczpospolita - daily newspaper
The List of 500	Rzeczpospolita - daily newspaper
The List of 500	Polityka –weekly magazine
Pearls of Polish Economy	Institute of Economics –Polish Academy of Science and Social-Economic Information Centre
Business Gazelle	Editor of "Puls Biznesu" daily newspaper
Innovative Company	Institute of Economics –Polish Academy of Science and MSN Scientific Network
Award of Marshall of Kujawsko-Pomorskie Province	Marshall Office
Ambassador of Polish Economy	Business Center Club
Outstanding Exporter in 2011	Association of Polish Exporters

Apator participates in the following competitions every year:

NAME OF THE CONTEST	NAME OF ORGANIZATION WHERE THE QUESTIONNAIRE IS SENT TO
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Innovative Company	Institute of Economics –Polish Academy of Science and MSN Scientific Network
Award of Marshall of Kujawsko-Pomorskie Province	Marshall Office
Ambassador of Polish Economy	Business Center Club
Outstanding Exporter in 2012	Association of Polish Exporters

Care about high quality, innovation, honesty in actions had contribution in achievement of many awards and distinctions both in business and in social corporate responsibility by entities of Apator Capital Group. The most important ones received in 2012 are presented below:

Good Company 2012

According to annual ranking published by Rzeczpospolitej LISTA 2000 the number of 2000 the best growing enterprises in Poland were selected for the following time. Apator SA has been selected to the group of 20 winners – leaders of development, achieving the title of „Good Firm 2012”. The Chapter of the Contest selecting the most effective enterprises took into account the dynamics of sale in the latest 4 years and the increase of assets and capitals. The ability of the enterprise to further development was also assessed based on investment and debts ratios.

Market Leader of Innovation 2012

Apator has been elected to the group of the most innovative firms in Poland. Market Leaders of Innovation is the programme directed to firms where the superior idea is care about the highest quality of own products and services, implemented management standards or the custom service. The Chapter of the Contest appreciated the firms that invest permanently in modern solutions and also in research of products and services and improvements of the processes.

Distinction for the product RBK 00 pro-V 120

RBK 00 pro V-120 type a new disconnector has received the recognition by Jury of the Contest and received the Honour Distinction of Energetab 2012.

RBK 00 pro-V120 is innovative product that enables to connect the cables with cross section of 120 mm² to the disconnecter of 00 size. The application of such disconnecter increases its functionality and also causes considerable cost reduction.

Golden Angel of Platon Foundation

Kuba Ruminski Platon Foundation every year presents Golden Angel of the Foundation persons of merit and institutions awarding them, who particularly engage for the most needed and they give support to the Foundation in performance its statutory duties.

The Golden Angel was presented to Apator this year that together with Platon perform scholarship programme for young talents – people – uncommon skilled people. The effect of that fruitful cooperation of Apator SA and Platon Foundation is financial support owing to it young people can perform their extraordinary passions and develop their talents.

Polish Export Leader 2012

The Polish Exporter Association for the following time awarded Apator S.A. with the the title of Polish Export Leader 2012 for the consequent development and strengthening of the Company's position on foreign markets. Apator has been recognized as the firm that creates the prestige of the Polish economy on export markets and also" it increases the engagement of Poland in international division of labour".

Manager of the Year in Electrical Engineering Sector 2011 (award for the President Janusz Niedźwiecki)

On 18th May 2012 r during the V Electrical Engineering Market Convention, Janusz Niedźwiecki was awarded with the title of Manager of the Year in Electrical Engineering Sector 2011 in category - Manufacturer. The Chapter of the Contest appreciated its achievements in building state of art technological group, dynamic growth of the Company and the activities towards local community. The second edition of the contest was held this year. Its idea is to find people who distinguished with special activity on the market and the firms being managed by them growth dynamically, increasing the standard of the sector. The organiser of the contest is Publikatech editor of Rynek Elektryczny magazine.

Business Gazelles 2008

"Puls Biznesu" business newspaper during the final of 12-edition of ranking "Business Gazelles 2011" confirmed that Apator SA belongs to elite club of Business Gazelle – the group of the most dynamic growing small and medium size enterprises. The position of the Company on the ranking list decides showed in percentage the increase of turnovers achieved during the last three years searched proceeding the edition. Apator during the the last years was going up in the ranking.

Innovative firm in ranking of „Golden Hundred of Pomerania and Kujavy 2011”

In ranking "Golden Hundred of Pomerania and Kujavy 2011 being annually arranged by Gazeta Pomorska – daily newspaper and Marshall Office of Kujavy and Pomerania Province,, Apator SA was awarded as one of three the most innovative firms in the region in category: Pillars of the Region (firms that employ 250 employees). In financial ranking where the revenues, net profit, ratio of sales profitability, dynamics of revenues and net profit growth taken into account, Apator took the excellent 6 position.

Acanthus Aureus at Expopower 2012 International Fairs

Apator was awarded "ACANTHUS AUREUS" during International Fairs 2012.Competition Committee distinguished our stand at the fairs recognizing it since the stand is favorable to perform the marketing strategy of the Company at the highest level. Expopower Fairs are one of d the most important meetings of electrical machinery sector in our country..

Well Noticed Firm 2012

The competition "Well Noticed Firm" is focused to select the enterprises which in its region and in the entire country as well are distinguished for their social responsible approach to its carry out activity. Nominated candidates to the competition are firms that are considered as ones that reasonably make use of natural resources and they are engaged in life of local community, take care about safe work environment and they act on every area of activity with application of fair play principles. The distinct in „Well Noticed Firm" competition is the confirmation that our philosophy of acting is positively assessed by widespread public opinion and it increase the chance to promote CSR idea in our social and business environments.

Special award from IBM

IBM distinguished Apator Rector Sp. z o. o. with special award 2011 for "Sales of solutions in sector based on IBM technology". The award was presented during Commercial Partners Gala IBM KickOff 2012, held on 29th March 2012 in Warsaw on Legia Stadium at Łazienkowska 3. Apator Rector was distinguished from the number of about 200 partners.

High position in ranking of" Bloomberg Businessweek Polska"

According to the ranking of business magazine "Bloomberg Businessweek Polska" Apator was among the top of the Polish firms that had allowed multiplying the capital of investors. During the recent 10 years the shares of Apator definitely increased their value and they reached the growth rate at about. 2700%.

Elektroprodukt of 2011 forRBK 1 pro-S type disconnectors

Readers of "Elektrosystemy" sector magazine have awarded RBK 1 pro-S the award of ELEKTROPRODUKT ROKU 2011 in category "Distribution of energy". RBK type disconnector is to distribute electrical energy and protection of electrical equipment against the effects of short-circuits and overloading by means of the industrial fuse links. The product has been distinguished with innovative shields providing the protection against touching. RBK 1 pro-S has passed positively the testing in German VDE laboratory.

VII Diamond to the Statue of Polish Leader in Business

Apator SA for the seventh time is among the firms that received the diamond to the Statue of Polish Leader in Business – the award is presented to the enterprises that can manage itself excellent in current business reality. Jury of the contest distinguished Apator for the good economic results high level of investment and also for care about quality and modernity of the products. The Jury takes also into account the social involvement of the enterprise. The award can prove that business strategy of Apator SA is consequently performed and it brings excellent results for the Company and therefore it is the reason to appreciate the Company in business environment.

Apator Metrix SA did not receive any award in 2012.

„Always be noble. Be ready to give any help.”

Johann Wolfgang Goethe

Corporate social responsibility it is the such one that in its activity is not focused only on profit but also it takes into account the arguments and Leeds of the stakeholders in ethical, philanthropy and environmental context.. To be responsible does not mean only to meet all formal and legal requirements but also to involve voluntary, respect for passion and trust in people. It is some kind of investment that returns in double. The world nowadays is on full run and it is permanent pursue, it is extremely import ant not to forget about another human.

Apator SA since many years has been taking many actions concerning the support of local community. Below we show you the most important ones.

Indicator of the impact on local community – S01

S01 – character, range and efficiency of the programmes and practices in the assessment and management of the impact of organisation on local community including the influence of the entrance on the market, introduction and completion of the activity.

APATOR SA is very much involved in the life of local community.

The ratio S01 is described below in the aspect of the following of social support:

- charity
- support to education
- promotion of culture
- support to sport

Apator SA prefers regular activities/events/initiatives that give the possibility to build permanent relations with community.

Indicator of the impact on society – charity

“The running of successful charity has a lot of common with management in business – it requires the leadership, perseverance and creativity.

David Rockefeller

Following the words of David Rockefeller Apator SA has been involved in charity for many years. The last year we gave the support to; Social Charity Foundation “Help for Family and Earth” (“Hope” -Hospice for Children); Torun Diocese Caritas, Toruń Diocese Curia; Society of Children’s Friends in Toruń, Great Orchestra of Christmas Charity Foundation, “Light” Hospice Association Foundation, Social-Charity “Help Family and Earth Foundation, “Better World” Foundation in Skłudzewo, “Heart for a Child” Foundation “Adult for Children” Foundation, Nursing home in Wielka Nieszawka, Municipal Help Centre for Family in Toruń. Every year we are the sponsor of staying of children from Hospice “Hope” and Education Center “House for Children” in Bąkowo in Holiday Center at Rowy .Since five years we participate in organization of Final Concerts of Toruń Song Top Mini list where the income we comes to “Hope” Hospice. On “Children Day” Apator make picnic for children for the youngest from “Hope” Hospice”. Children get gifts for Christmas and Easter.



„Giving the financial support to „Light” Hospice Association to early born organization, Apator has made that enthusiasm could change into real help. It was more moving that Apator has initiated that action.

The fruits of co-operation was among other things the furnishing of permanent department of “Light” Hospice Association in Torun with state of art medical equipment, performance of the need of orphans, arrangement of training for medical personnel of the hospice and making popular of palliative care in society. Our experience is against the stereotypes saying that business and social activity are two poles located far from each other. Their frankness and cordiality in direct contact the Executive Board and Employees of Apator showed that they are close to the idea of care about dignity of sick people.”

Teresa Łącka
President of "Light" Hospice Association

Since many years Apator Metrix SA has been involved in charity. In 2012 it gave the support to Amateur Football League, Boxing Section of KS Wisła Tczew, Grzegorz Ciechowski Festival, Runner's Club in Malbork, House for Children in Tczew, Rotary Club in Gdańsk, Great Orchestra of Christmas Charity Foundation, I Grammar School.

Indicator of the impact on society – support of education

The passion is the most important

Apator SA is originator and co-organizer (together with Kuba Rumiński Platon Foundation) Scholarship Programme – PASJOPOLIS, which idea is to support young and talented, representing different areas of art and science. The scholarships can get all the pupils of post lower secondary school (including: grammar schools and profile grammar schools, technical colleges, artistic schools and professional ones) who have extraordinary hobby, develop their interesting hobbies and they can show their unusual successes. First edition of the programme (2011/2012) covered its range Toruń, during the second edition (2012/2013) we were looking for funs in Toruń and in Poznań. We have helped in total twenty funs.



“ We have been co-operating with Apator for the third year. We have commenced with our performance of Institute B61 – Time of retention in manufacturing halls in the former headquarters of the Company. Two years later with the support of Apator we travelled by artistic train over Europe within Cosmic Underground Project. For three years we have conducted jointly in Toruń and in Poznań the Scholarship Programme – PASJOPOLIS for talented pupils. Owing to the co-operation with Apator, PASJOPOLIS scholarships supported the development of passions of 20 pupils. I do hope that we will success to support another many young funs and not humble spirits.

Jan Świerkowski

President of Platon Foundation

Cooperation of Apator SA with higher education institutions in the region and in Poland.

Education is more expensive than gold

Apator SA co-operates on permanent basis with several education institutions: Technical University of Lodz, Wrocław University of Technology, University of Technology and

Agriculture in Bygoszcz, Gdańsk University of Technology and Nicolaus Copernicus University.

The co-operation is favorable to creative exchange of knowledge and it covers: jointly solution of technical problems significant for both parties, promotion of students and graduates –distinguishing with knowledge and skills, performance of joint scientific and technical projects, co-operation in organization of students' practices. Such examples of our actions can be the award sponsored for the best master's thesis and philosophy thesis and scholarships for scientists conducting scientific works.

Aparator SA is actively involved in many initiatives that goal is to disseminate and popularize the scientific and scientific & technical achievements. Since many years we are the partner to Nicolaus Copernicus University – therefore, every year we are the sponsor of festival session dedicated to physics and astronomy. The Festival of Science and Art in Toruń is permanent event entered in calendar of important cultural and educational events of Toruń. The event attracts thousands of audience interested both in Torun and the entire region. Owing to the event different areas of science and art become at least for some days the subject of lively discussions and experiments. The Festival it is excellent occasion to familiar with places from the backstage that normally are not available for everyday – laboratories, workplaces of scientists, artists and also industrial objects, firms and institutions co-operating at the organization of the festival. Every year take place about one hundred and fifty popular science events.

The firm is involved in preparation of Festival of Economist that is organized by Faculty of Economic Science and Management of University of Nicolaus Copernicus. During the festival some workshops are arranged where the students try to solve some cases related to functioning and activity of the enterprise. We are co-organizer of the competition: The Knowledge of Electricity and Electronics Contest "Euroelektra" and "Energy under control". The objective of the above competitions is to deepen the knowledge and develop the professional skills of pupils of lower secondary schools in electricity, electronics and protection of natural environment. The competition enables to select the most talented youth and to support them in further professional development. There are the ideas particularly close to the policy of Aparator.

Co-operation of Aparator Metrix SA with higher education institutions in the region

Aparator Metrix SA co-operates with Gdańsk University of Technology and University of Gdańsk in the scope of the pursue of professional practices of students.

Indicator of the impact on society – support to culture and art

Evviva l'arte

Aparator many times has proved that the role of the firm is not only pure business aspects of activity. Since many years we have been giving the support of the artist and scientists. We are the sponsor many important cultural events both of local range and nationwide.

Satirical Picture Nationwide Competition -Tuba Satirica is directed to the artists who liked particularly caricature or artistic picture as form of expression – it is very close us due to the manner of explanation of the surrounded us phenomena and facts.

The "Probaltica" festival of Music and Art of Baltic Countries is the artistic and musical event we have been supporting for many years. During two weeks in May in Toruń, Grudziądz and Warszawa take place the concerts of outstanding artists and composers that make the culture of Baltic countries closer to the audience.

Apator gives the support to the organizers of International Biennale of Graphic Art of Children and Youth, the event that joins and inspires of young artists from several dozen countries. The firm is the sponsor of awards.

" Important element of rich and diverse activity of the Artistic Gallery and the Center for Children's Artistic Creativity in Toruń is co-operation with the institutions and firms that understanding the magnitude of visual education of children and youth in measureable terms give the support to our many undertakings. Apator belongs to our permanent and true protectors of our Gallery. Regular support of international artistic contest for children and youth and presentation of the works in "A Gallery" joint initiatives promoting the creativity of the youngest, participation of the representatives of the Company in the events organized by the Gallery prove not only about very modern and future-oriented approach to the education and culture but also about extraordinary kindness of persons managing Apator SA. The kindness has been experienced by the Artistic Gallery and Center of Children's Artistic Creativity since many years.

Dr Dariusz Delik

Director of Artistic Gallery and Center of

Children's Artistic Creativity in Toruń



Firm has been co-operating with well known Toruń bluesman. Sławek Wierzcholski is the leader of known „Change of Blues at Night” group. Co-operation taken up to the edition of musical album: „Friday Night”, that has achieved “Golden Disc” title and organization of exceptional festival of harmonica – „Harmonica Top”.

Apator SA also took part in brave undertaking like Cosmic Underground - artistic train, that on the turn of September and October 2012 travelled around Europe from Estonia to Portugal, making stops at railway stations in the countries it passed by – where unexceptional theatre performances took place . On 12 railway platforms the artists from Poland, Estonia, Latvia and Portugal created exceptional event where the main idea was

philosophical problems inspired by the prose of Lem. The carriages of the artistic train were the floor for many meetings and creative discussions of artists and fans of the art. The organizer of the event was Kuba Rumiński Platon Foundation and the partner Apator SA. In 2012 Apator Metrix SA gave the donation for the organization of Grzegorz Ciechowski Festival.

Indicator of impact on society – promotion of sport

Each kind of sport carries rich treasury of values

Apator SA actively involves making sport popular and promotes healthy, active style of life. We are where fair play is obligatory. We support both amateur and professional sport. We support particularly those who have ambitious aims, and pass the limits of own ability and take next step like; Agata Kryger – teenage champion at Polish Youth Content in figure skating, Mikołaj Jędruszczak – the several times winner of tennis domestic and foreign tournaments. We give the support also to: International Spring Tournament in sport acrobatics, Championships of Lower Silesia in sport acrobatics, “Polonia” Municipal Sport Club in Świdnica, “Unibax” sport klub in Toruń, Toruń Football Club “Elana” in Toruń, Association of Motor Sports Fans “STAL” (mini speedway and carting sections), Sport Club “Start-Wisła”, Toruń Association of Sea Sailors, Sport Club “Marwit” and KS Torun Hokejowa SA. In 2012 Apator became the silver sponsor of women basketball team –Energia Katarzynki Toruń.

Indicator of the impact on society – politics and lobbying

S06 Donations for political parties

Ethical rules accepted by Apator SA assume not to involve in activity of any political party. Therefore, it does not give any support to political groups.

S05 Policy regarding participation in public life and lobbying

Specialists of Grupa Apator participate actively in meetings where they give their opinions on different documents of high rank. Apator SA indirectly by organizations in sector and in environment impacts on projects suggested.

“Corporate Social Responsibility - it is very trendy slogan recently. Many firms wish to be identified with this definition in relation to their actions but unfortunately, it is very often that they do not satisfy the essential conditions and expectations. Fortunately, Apator does not belong to such companies.

When I came to work, every next day was great surprise “in addito”. Social policy of Apator was not only wide range of activity such like co-ordination of PASJOPOLIS - own scholarship programme, the support to scientists, people of culture and art, charity, Apator is the highest quality workplace, care about the social and natural environments, culture of co-existence with others and above all the respect for other human”

Karolina Bednarek

Corporate Image Specialist

Completion of the Report

Apator SA has been performing the actions in the scope of corporate business responsibility since many years. The running of the responsible business is for us particularly significant since

we act on many foreign markets where the compliance with high standards is the norm binding all the suppliers.

The year 2012 is the period of convenience of CSR to be integral part of our vision, mission and strategy in business. The objective of Apator in the scope of reporting is to increase the information about the activity of entities in Apator Group in the corporate social responsibility aspect.

Further to the above, the information on Apator Metrix SA has been presented for the first time in hereby report.