

UNITED BUSINESS FOR UKRAINE

Survey summary



Global Compact
Network Poland



Global Compact
Network Ukraine



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THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT



HUMAN RIGHTS

- 1 Businesses should support and respect the protection of internationally proclaimed human rights; and
- 2 make sure that they are not complicit in human rights abuses.



LABOUR

- 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 4 the elimination of all forms of forced and compulsory labour;
- 5 the effective abolition of child labour; and
- 6 the elimination of discrimination in respect of employment and occupation.



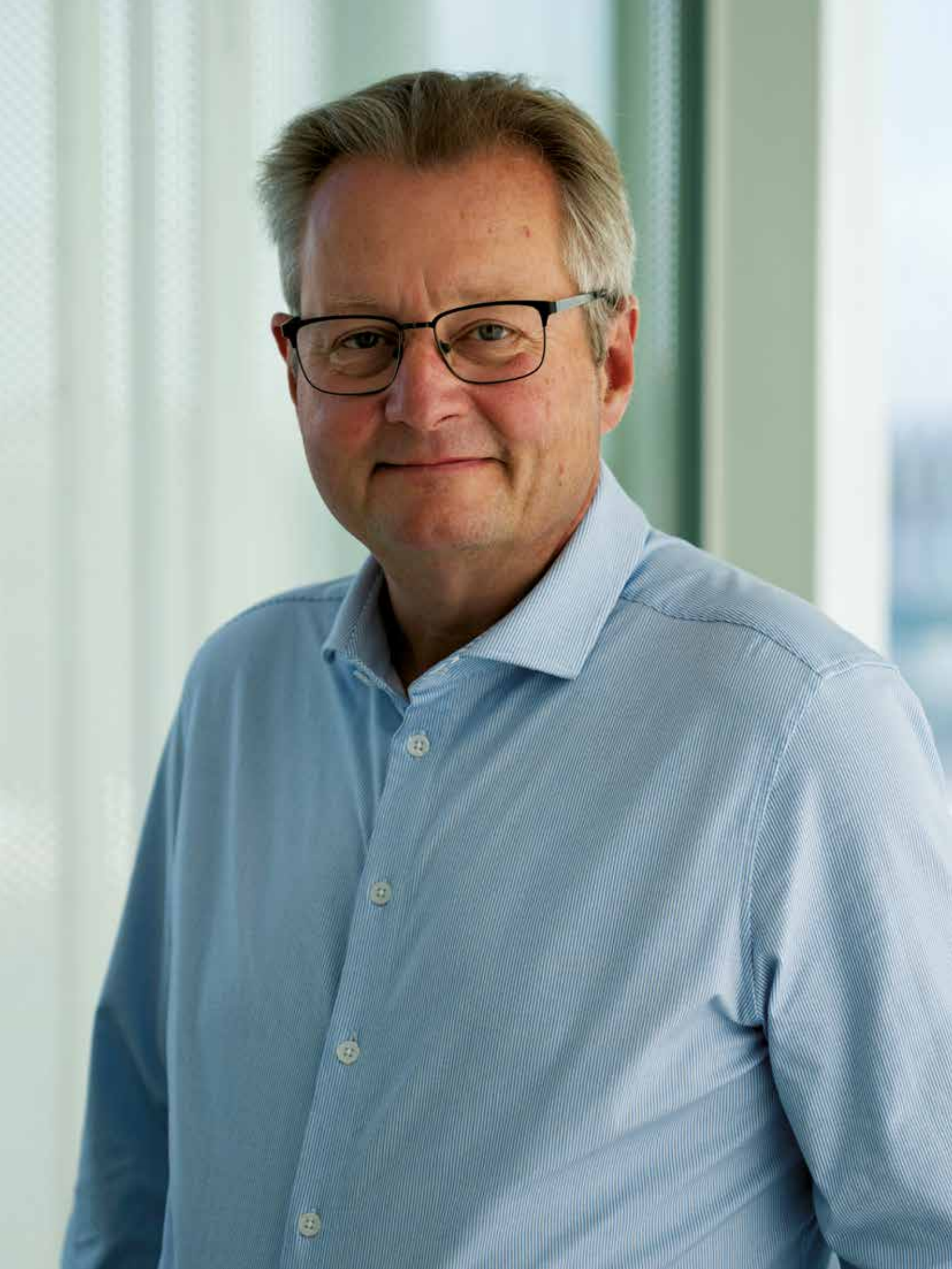
ENVIRONMENT

- 7 Businesses should support a precautionary approach to environmental challenges;
- 8 undertake initiatives to promote greater environmental responsibility; and
- 9 encourage the development and diffusion of environmentally friendly technologies.



ANTI-CORRUPTION

- 10 Businesses should work against corruption in all its forms, including extortion and bribery.



Jens Wandel

Acting Executive Director, UNOPS

Russia's war in Ukraine has caused tremendous human suffering. It has led to catastrophic loss of life, livelihoods, and record levels of displacement. It has resulted in a tragic scale of infrastructure losses, which will take years to rebuild.

The country's recovery needs are immense - \$750 billion is estimated to be needed for Ukraine's three-stage recovery plan. As Ukraine responds and recovers, there is an opportunity to ensure that this is done in a way that accelerates the country's progress towards the Sustainable Development Goals, as well as reforms and its accession to the European Union. With the right planning, innovation, and systematic thinking, Ukraine has a unique opportunity to build compatibility with the European Acquis into its reconstruction.

Ukraine's recovery is driven by Ukraine itself, from the government to businesses, civil society, academia, and every single Ukrainian. Given the scale of the recovery needs, there is a moral as well as a financial imperative to help get this right, so that this investment delivers for the future sustainable development of Ukraine.

Businesses are a crucial part of this endeavor. Whether in Ukraine or internationally, including in neighboring countries such as Poland, businesses play a key role in ensuring that Ukraine's recovery is sustainable, inclusive, and resilient.

This report highlights the extent of the support that businesses have already provided to Ukraine and Ukrainians affected by the war. Crucially, it highlights that support is needed at all stages of Ukraine's path to recovery, in response to immediate needs as the war continues, during fast recovery immediately after the end of hostilities, and as part of a longer-term recovery.

Importantly, the report sheds light on the needs and challenges faced by businesses in this process, as Ukraine looks ahead toward peace and prosperity for its people and the planet. The principles of the United Nations Global Compact are a key guide here, to support businesses in their drive towards sustainable and peaceful reconstruction in Ukraine.

Ukraine's tragically large scale of reconstruction needs offers the country the possibility to build the future that it wants to see - with sustainability, green energy, circular economy, digitalisation, equality, inclusion, and good governance built into it.

As part of One UN, the organization that I lead - UNOPS - with its expertise in infrastructure, procurement, and project management services, stands ready to support the Ukrainian government, businesses, and people, to make this vision a reality. Together, we can help drive Ukraine's journey of recovery along pathways that lead directly to EU accession and the achievement of the Sustainable Development Goals.



Kamil Wyszowski

Representative/ Executive Director, UN Global Compact Network Poland

Each war is tantamount to needless victims and destruction. There is no such thing as a good war. There are some wars, however, in which those who have been assaulted prevail, and where the injustice, the suffering and the victims serve as a foundation for the good that materializes many years later. Each war produces refugees and, paradoxically, human solidarity. It is also a catalyst for fearless empathy that overcomes immeasurable amounts of suffering and hatred.

The war in Ukraine began on 24 February and has changed everything. Europe has understood that the demons of war have returned to the old continent and that there has never before been a greater need for European solidarity. The peoples of Ukraine and Poland experienced the feeling of unity that still prevails. The international community has understood that, in the face of an unjust and unprovoked war, diplomatic pressure makes sense.

On 24 February, the shelling of Ukrainian cities and villages began. Large numbers of civilians headed to the country's western borders, seeking refuge in Poland and in other countries neighboring Ukraine. The cold month of February set a scene for long lines of cold and frightened refugees waiting at the Polish-Ukrainian border. On the Polish side, the civil society answered the call, launching a number of grassroots initiatives and trying to help in any way it could. The scale of the relief effort was unprecedented and the mass scale of the support provided has never been experienced before. Regular citizens of Poland grabbed whatever they thought was useful and offered their help.

The business sector marked its presence on the border in the first days of the war as well. Both small companies and large corporations were present. One of the largest grassroots-initiated logistical campaigns commenced. Hundreds of thousands of refugees from Ukraine received in-kind aid, food, hot meals, blankets and transportation to more distant parts of the country where aid distribution centers, kitchens and centers coordinating the provision of accommodation to refugees were spontaneously set up.

It was the business sector that took the initiative and provided food as well as transportation relying on buses, taxis and private cars. It was the business sector that emptied its warehouses to offer the necessary in-kind assistance. It was the business sector that was refueling, free of charge, vehicles transporting aid. It was the business sector that invited those in need to its hotels, motels and B&Bs. It was the business sector, and notably the smallest, local companies, that supplied sandwiches, tents, warm clothes and hot tea wherever the refugees were suffering from the cold. Finally, it was the business sector that coordinated the work of volunteers and provided the refugees with means of communication or the necessary information.

Acting shoulder in shoulder, the business sector and the civil society have written the most beautiful chapter in the history of this specific refugee crisis. The business sector and the society have proved to be the bearers of this ray of light, much to the relief of those enveloped by fear and despair. They were the ones who arrived at the border crossings, showing their resolve, determination, resilience and talent in a truly epic grassroots-organized campaign that has left the world in awe. That is what this report is all about. It is our intention to show the phenomenon of helping others in the face of a war, and the phenomenon of doing good wherever it is in short supply. This report is also our way of thanking members of the business community for showing their humanity in light of the drama of war. It is our way of thanking them for their testimony of humanism and solidarity.



Tatiana Sakharuk, PhD, LLM

Executive Director, UN Global Compact Network Ukraine

Ukrainian Businesses Have Never Been So United

Ukrainian passion for life is unrestrained. Our people paint flowers on shelled fences, our refugees create influential communities in foreign countries, our volunteers give their lives for the lives of others. Ukrainian businesses continue to work in Ukraine. And it is their huge contribution to the Ukrainian fight for freedom.

The war is a good teacher. These long and frightening months of the full-scale Russian invasion significantly expanded our understanding of who we are, what we are capable of, and what the human face of business means. For many years we talked about social responsibility, flexibility, sustainable development, and innovations as the key to long-term business success. Ukrainian companies have fully understood that implementing all these principles is the only way for them to survive today in the war-torn reality.

Ukrainian businesses are suffering tremendous financial losses. Despite this, Ukrainian companies no longer have a question of value for shareholders. Stakeholders are the priority now. Each Ukrainian business leader is doing everything possible and impossible to preserve jobs, create safe working conditions for employees, and help their war-affected families. Companies help the communities in which their facilities are located.

The war has sharpened the sense of business mission. No employee could ever imagine how essential their job responsibilities were for the society. Shipping, providing banking services or Internet connection, broadcasting news, and selling food products are not just mundane services in wartime. They have become crucially important for the functioning of our society.

But even doing business under a constant threat of bombing and shelling is not enough in wartime. During these long months, every person and every company has been working twice as hard to maintain the usual peacetime processes and help compatriots in their struggle for freedom. In addition to complying with their job responsibilities, people are launching incredible volunteering projects which require significant amounts of creativity and perseverance. Together with the government and civil society, the business community has assumed responsibility for responding to humanitarian challenges, as well as to threats affecting the country's security. Companies are helping to civilians and medical institutions. They help evacuate people, provide good sanitary conditions and financial support to those who suffer from the hostilities.

It is impossible to get used to the war. Ukraine is losing its people every single day. Our participating companies lose their employees too. Despite this, businesses are still willing to operate in Ukraine and render their services to Ukrainians. After the war, Ukrainian businesses see Ukraine as a strong, prosperous, and successful country of opportunities. They work as hard as they only can to strengthen our resistance, bring victory, and realize their bright and inspiring vision of our shared future.

INTRODUCTORY DATA



**AFFECTED POPULATION
ACROSS THE COUNTRY**

24 mln



**INTERNALLY DISPLACED
PERSONS (IDPS)**

7,7 mln

REFUGEES PEOPLE have crossed borders to seek security and safety in other countries, most of them women and children (as of 23 april).



**FLASH APPEAL PEOPLE
IN NEED** (people in urgent need of humanitarian assistance and protection)

15,7 mln



5,2 mln

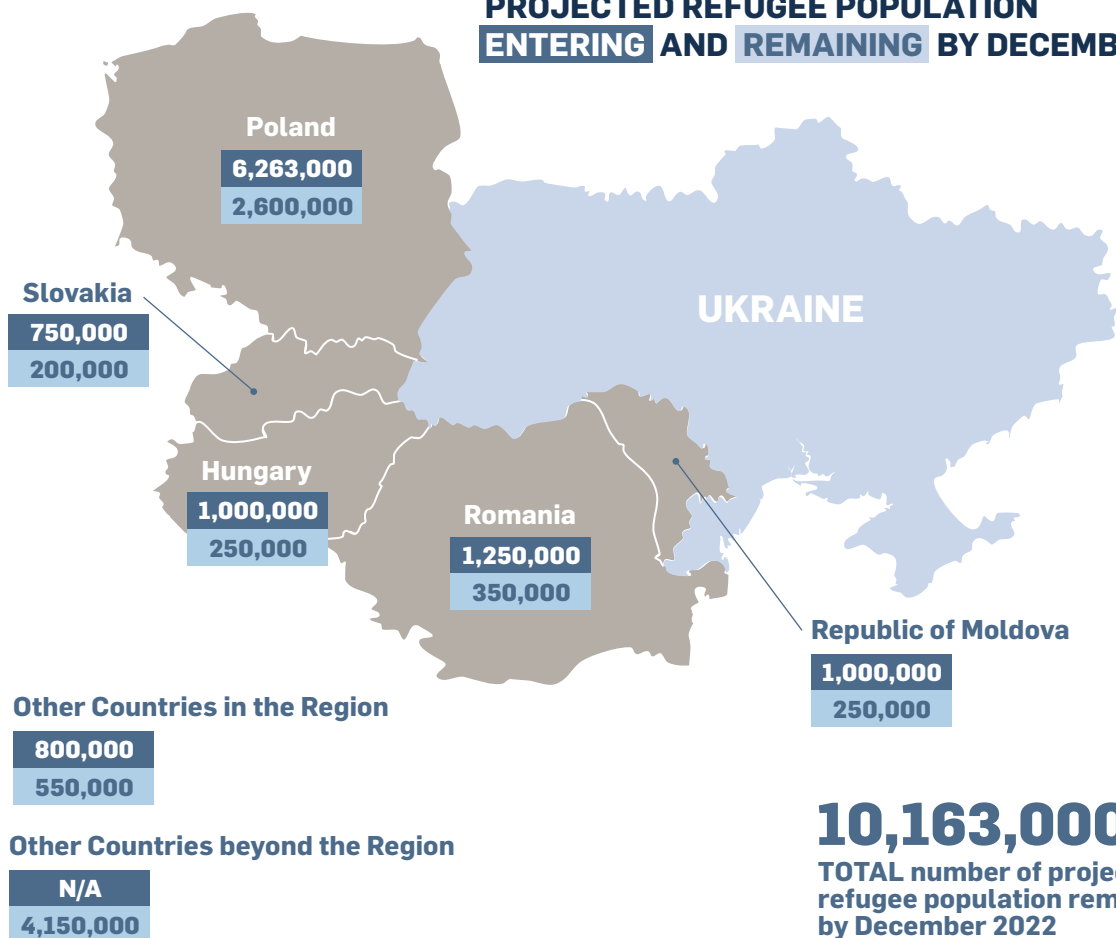


**FLASH APPEAL
PEOPLE TARGETED**

8,7 mln

SOURCE: BUSINESS GUIDE: UKRAINE HUMANITARIAN CRISIS/ OCHA, UNGC, CBI / 28 APRIL 2022, <https://www.connectingbusiness.org/publications/ocha-business-guide-ukraine-humanitarian-crisis>

PROJECTED REFUGEE POPULATION ENTERING AND REMAINING BY DECEMBER 2022



SOURCE: Ukraine Situation Regional Refugee Response Plan/ UNCHR/April, <https://reliefweb.int/report/poland/ukraine-situation-regional-refugee-response-plan-march-december-2022>

MORE THAN A
1/4

of Ukraine's population has been forced to flee since 24 February: **OVER 5.1 MILLION REFUGEES** have fled to neighbouring countries, with many immediately continuing their journey to other countries.



90%
of refugees are women and children.



An additional **7.7 MILLION PEOPLE** are internally displaced persons (IDPs) inside Ukraine (60% women and 40% men) and another **13 MILLION PEOPLE** have been directly affected in the hardest-hit areas across the country. Moreover, many people remain trapped in areas of escalating hostilities and are facing critical and potentially fatal shortages of food, water, medicine and emergency health care, with some areas such as Mariupol on the brink of humanitarian catastrophe.



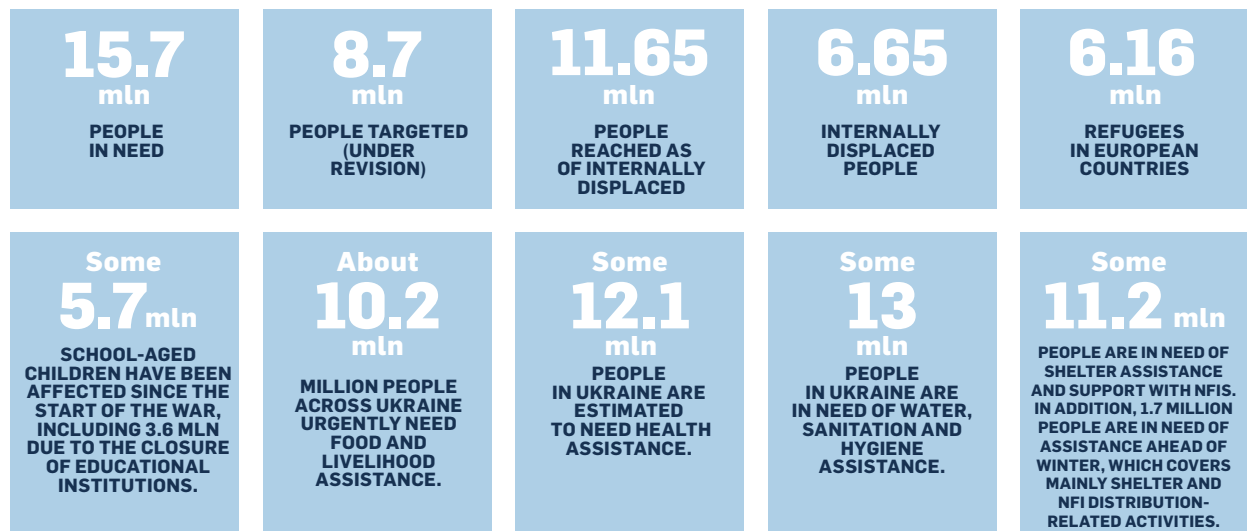
Food is one of the top three concerns of affected people, with humanitarian partners estimating that around **45% of people** are worried about not getting enough.

SOURCE: Ukraine Situation Regional Refugee Response Plan/ UNCHR/April, <https://reliefweb.int/report/poland/ukraine-situation-regional-refugee-response-plan-march-december-2022>

SINCE 24 FEBRUARY, HUMANITARIANS HAVE REACHED

11.6 mln

PEOPLE WITH PROTECTION SERVICES, FOOD, WATER, MEDICATION, SHELTER MATERIALS AND OTHER LIFE-CRITICAL ITEMS.



SOURCE: Ukraine Situation Report Last updated: 27 Jul 2022, <https://reliefweb.int/report/ukraine/ukraine-situation-report-27-jul-2022-enruuk>

INTRODUCTORY DATA

Nearly
1.6
mln

PEOPLE
REACHED WITH
ASSISTANCE
TO DATE.

614,580

PEOPLE RECEIVED
ESSENTIAL ITEMS,
CLOTHES, AND
FOOD ASSISTANCE.

422,129

PEOPLE RECEIVED
TARGETED PROTECTION
ASSISTANCE AND
INFORMATION AT
BORDER POINTS,
TRANSIT, AND
RECEPTION CENTRES
AND THROUGH
HOTLINES.

24,657

PEOPLE RECEIVED
EMERGENCY
SHELTER KITS
AND SUPPORT
TO REPAIR
AND PROTECT
DAMAGED HOMES.

113,500

PEOPLE HAVE RECEIVED ASSISTANCE THROUGH 135
HUMANITARIAN CONVOYS DELIVERED TO HARD-HIT AREAS.

SOURCE: UKRAINE Situation Report Last updated: 27 Jul 2022, <https://reliefweb.int/report/ukraine/ukraine-situation-report-27-jul-2022-enruuk>

6.3
million



**Internally
displaced people
in Ukraine***

* International Organization for Migration

15.7
million



**People in urgent
need of humanitarian
assistance and
protection****

** Flash Appeal Ukraine (March-August 2022)

SOURCE: Ukraine Emergency: UNHCR Operational Response, Delivery Updates /27 July 2022,
<https://reliefweb.int/report/ukraine/ukraine-emergency-unhcr-operational-response-delivery-updates-27-july-2022>

As of date: 11.08.2022

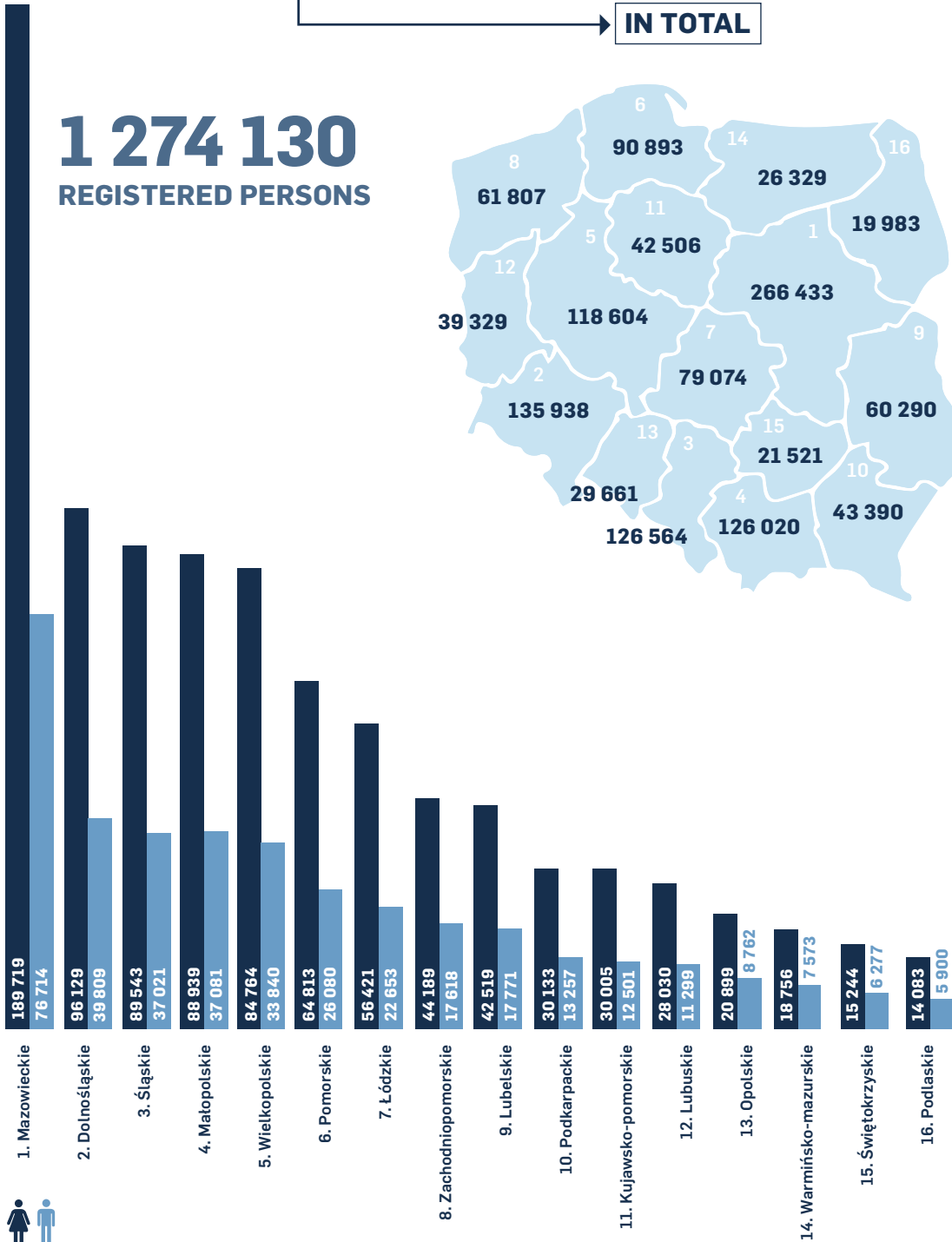
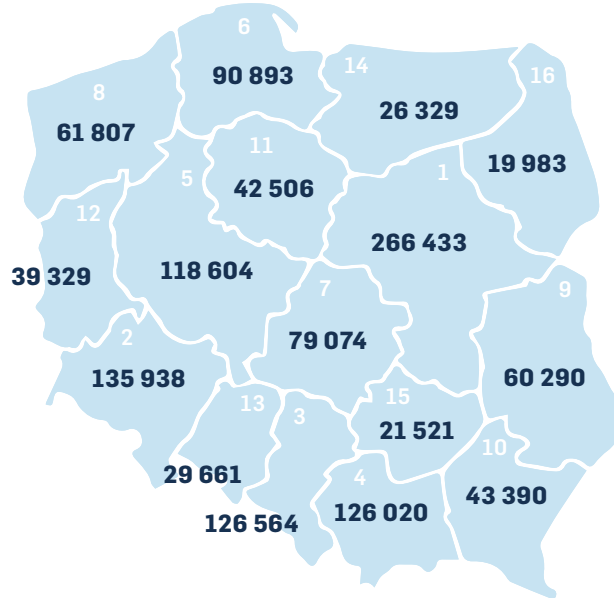
PERSONS BY VOIVODESHIP

BY GENDER

IN TOTAL

1 274 130

REGISTERED PERSONS



INTRODUCTORY DATA

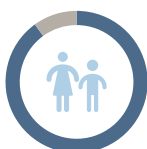
RESULTS AT A GLANCE

REFUGEES' PROFILE



99%

are Ukrainians



90%

of all household members are women and children



23%

of households had at least one person with specific needs



77%

of respondents have completed technical or university studies



82%

had to separate from at least one immediate family members



76%

have a biometric passport



72%

were staying in hosted and rented accommodation



40%

reported cash, employment and accommodation as main urgent needs

REFUGEES' PLANS FOR THE NEAR FUTURE (COMING MONTHS)

16%
RETURN TO UKRAINE

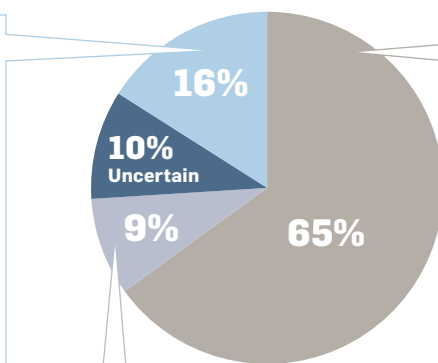
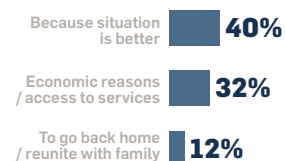


15%
were only planning to return temporarily



60%
were not certain about when they will return

Main reasons for returning



9% MOVE TO OTHER HOST COUNTRY



71%
left Ukraine between April and June



48%
were staying in collective sites / reception centres

65%
STAY IN CURRENT HOST COUNTRY

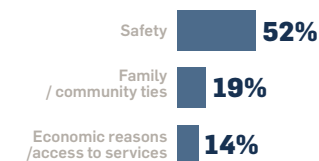


67%
left Ukraine between February and March



74%
were staying in hosted and rented accommodation

Main reasons of choosing /staying in host country



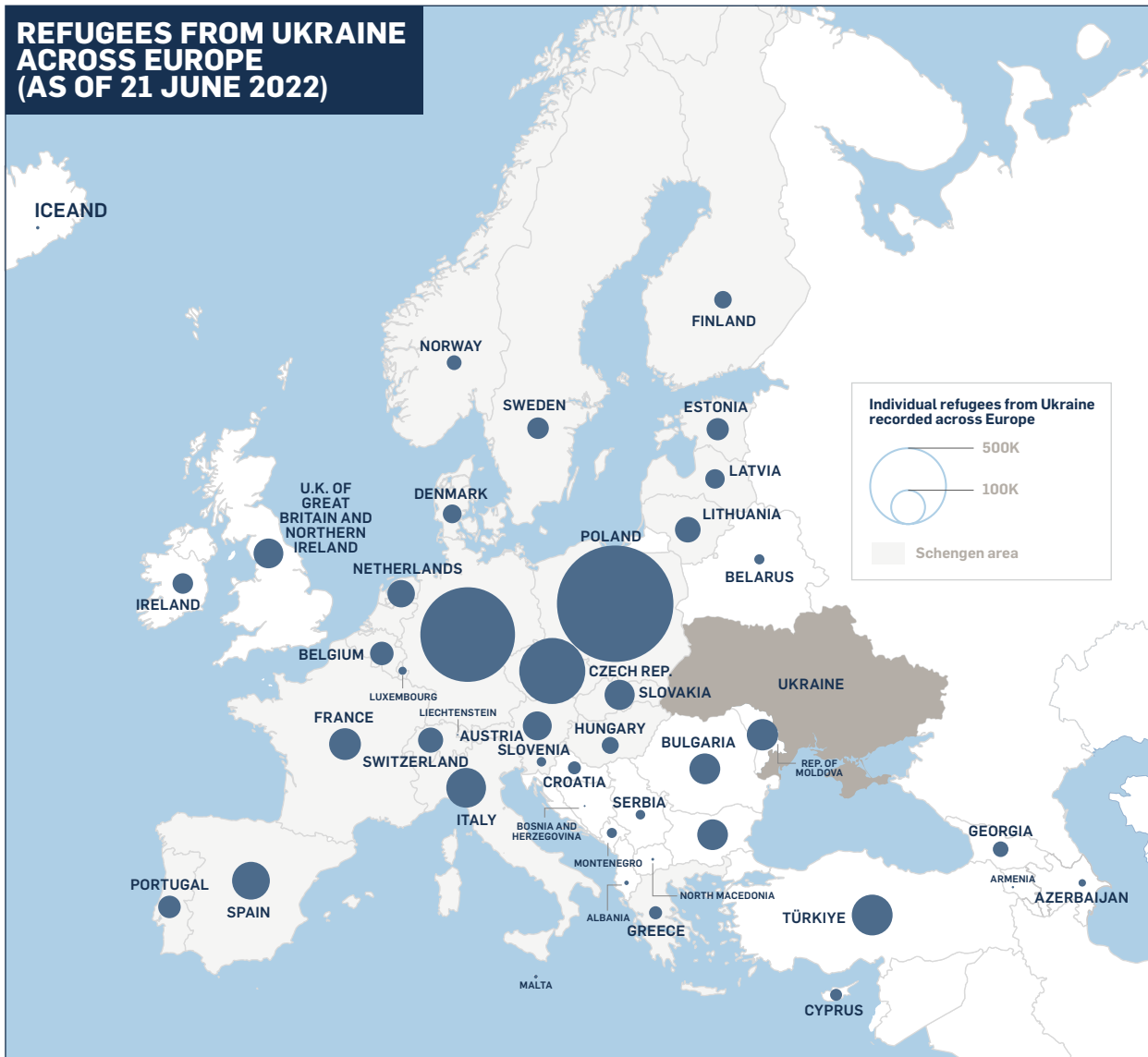
Since the onset of the Russian Federation's invasion of Ukraine, one-third of Ukrainians have been forced from their homes. This is the largest human displacement crisis in the world today.

OVER 7.1 MILLION PEOPLE remain displaced in Ukraine by the international armed conflict and 15.7 million people are estimated to urgently require humanitarian assistance and protection.

As of end-June, UNHCR estimated that there were at **LEAST 5.5 MILLION REFUGEES** from Ukraine across Europe, and a **ROUND 3.6 MILLION REFUGEES** from Ukraine had registered for temporary protection or similar national protection schemes in Europe.

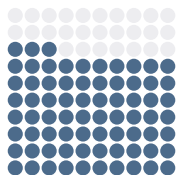
SOME 8.4 MILLION BORDER crossings have been recorded out of Ukraine, and authorities have reported more than **3.1 MILLION MOVEMENTS** back into the country since 28 February.

REFUGEES FROM UKRAINE ACROSS EUROPE (AS OF 21 JUNE 2022)



INTRODUCTORY DATA

FAMILIES' COMPOSITION



73% travelled accompanied



18% travelled with infants (0-4 yrs)



53% travelled with children (5-17 yrs)



21% travelled with older persons (60+ yrs)



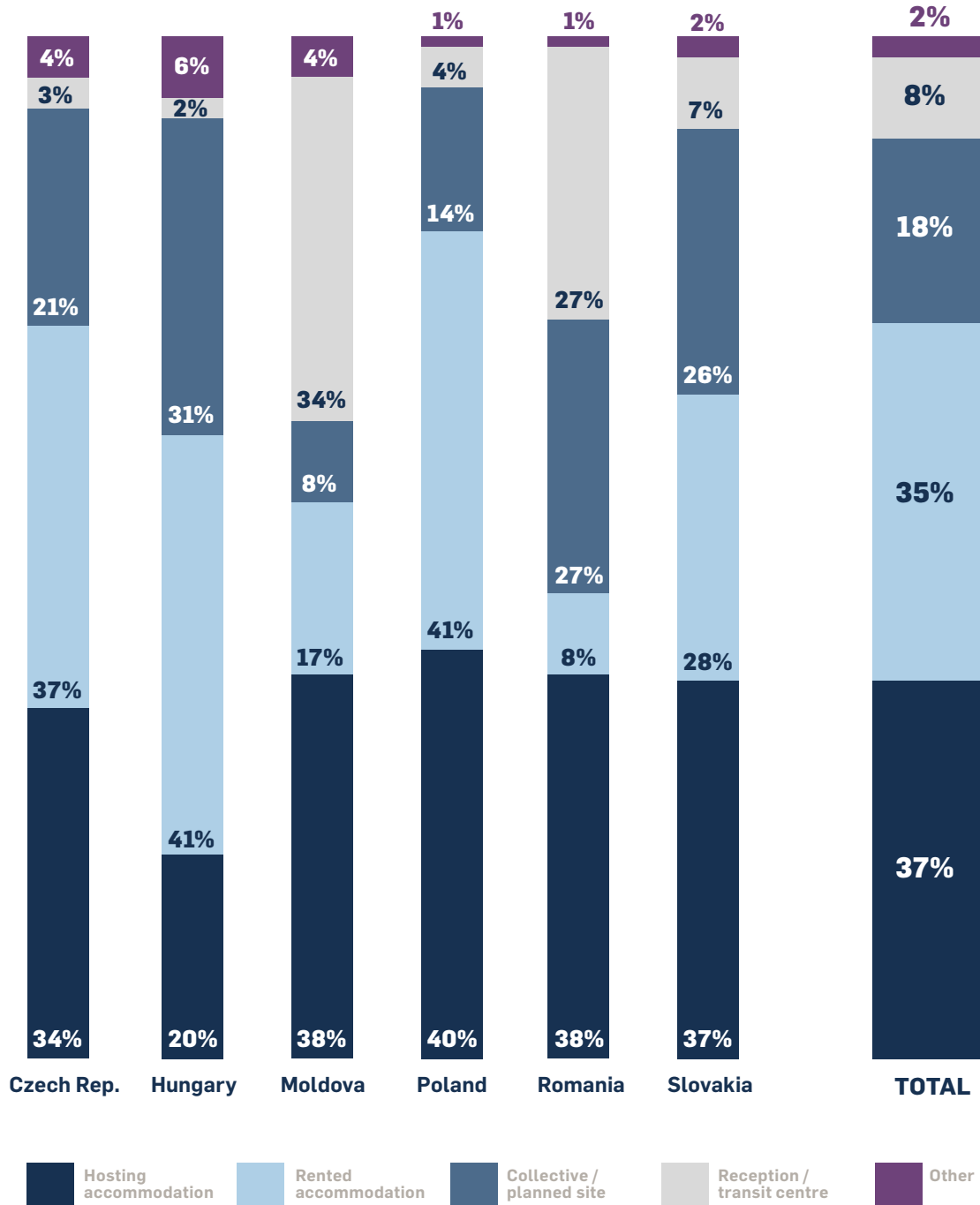
23% with at least one person with other specific needs

Overall, a majority of refugees were staying in hosted and rented accommodation (**37 AND 35%, RESPECTIVELY**), while around a quarter were still staying in collective sites, reception or transit centres.

Some key differences were observed by host country, noting that refugees in Poland were predominantly staying in hosted or rented accommodation while a higher proportion of those in Moldova and Romania were staying in collective sites or temporarily in reception / transit centres.

When asked about main urgent needs, the most frequently reported were cash, employment and accommodation (**AROUND 40% OF RESPONDENTS** for each), followed by medical treatment and material assistance (**AROUND 20%** for each).

CURRENT ACCOMMODATION, BY HOST COUNTRY





CONTENT

Jens Wandel, Special Adviser to the Secretary-General on Reforms, Acting Executive Director, United Nations Office for Project Services (UNOPS).....	6
Kamil Wyszowski, Representative/ Executive Director, UN Global Compact Network Poland.....	8
Tatiana Sakharuk, Representative/ Executive Director, UN Global Compact Network Ukraine Ukrainian Businesses Have Never Been So United.....	10
Introductory data.....	12
I. Businesses in support of Ukraine. Overview of the preliminary results of the survey.....	22
Introduction.....	24
Results of the survey among businesses.....	28
II. Outreach activities implemented by UN Global Compact Network Poland and UN Global Compact Network Ukraine.....	56
III. Case studies.....	68



I. Businesses in support of Ukraine.

**Overview of the preliminary
results of the survey**

INTRODUCTION

THE CONTEXT AND STRUCTURE

For almost seven months, Europe has lived with a war the scale of which has had no precedent for the last 78 years. The continent is a space of destruction, refugees disperse, and such an economic toll has not been witnessed since the end of the Second World War. From a political perspective, within the initial days of war, Russia's unprovoked aggression against Ukraine ruined Europe's entire security architecture that has been in the making since 24 October, 1945.

For decades, Europe has lived in a dream of a peaceful coexistence in which there is no space for solving political or territorial disputes using a military force. Common prosperity based on joint interest and shared values were at its core. Long-term cooperation in the energy sector since the 1970s was seen as a guarantee of continued peace. The question of waging a war with your business partners was not a thought which entered people's minds. With the collapse of the Soviet Union and the transition to a market economy and democratic political system, these hopes for continued peace and coexistence received an additional boost. On 24 February the dream was over.

Regardless of the interpretations of the causes and roots that led to the war in Ukraine, the simple facts are impossible to ignore. The army of one country seizes the territory of another country, questioning its sovereignty. The government of the invading country, Russia denies the right to self-determination to the people of Ukraine – one of the biggest European states, internationally recognised and a member of the UN from its foundation. International treaties which were signed two decades ago are disregarded (i.e., Russia's recognition of Ukraine as an independent state after the dissolution of the USSR on 2 December in 1991 or the Budapest Memorandum on Security Assurances signed on 5 December 1994 to denuclearise Ukraine and provide it with security assurances by its three signatories – one of which is the Russian Federation).

Denying the self-determination of people and the responsibility which comes with signing international treaties, extends further than the destruction of Ukrainian cities. The current war is not just “another war” – it is eroding the building blocks of international peace, the existing

security architecture and the legal foundations of human rights. Seven months ago, it was inconceivable to imagine a permanent member of the Security Council violating the very Charter of the United Nations (Article 2 stipulating that “all Members shall refrain in their international relations from the threat or use of force against the territorial integrity or political independence of any state”) or the Universal Declaration of Human Rights (Article 3 guaranteeing “the right to life, liberty and the security of person” and Article 15 – “the right to a nationality”). The continent – and humanity – is back to the pre-UN international order characterised by confrontation, mistrust, manipulation, and the arbitrary use of force.

Regardless of how dramatic the geopolitical implications of the war might be, its human implications take precedence. Addressing the trauma experienced by the victims of the conflict, and helping the people affected by the war to grapple with its implications was a priority from its beginning. If there is even a sliver of a silver lining in the dark cloud of the war, it is the scope of solidarity to its victims and the support provided by neighbouring countries, international organisations, and businesses.

This report summarises the results of a long-term project (which is still ongoing), intending to map and quantify the involvement of businesses in supporting Ukraine. It is based on information collected through an online survey targeting different categories of businesses. As the methodological section describes, the survey uses snowball sampling – and not probabilistically representative – samples. The results are informative but not representative and should be perceived rather as a stimulus for discussions on the scale, nature and, above all, the future of aid offered to Ukraine; and on the institutional solutions that can be made available to companies willing to continue providing help in the long term.

There may be questioning as to why businesses are a focus in this report and why, the UNGC Network in Poland has taken the initiative to run the project as businesses are the backbone of society. The general answer is: because we believe the private sector is to play a critical role in developing and delivering solutions leveraging their core expertise and resources. The strength of the private sector lies in its ability to be flexible, to innovate and to lend its specific skills and talent in responding to emergency needs.

Businesses have a crucial role to play in also reimagining the social contract and reinforcing public trust through their own operations and by partnering with the UN, Governments and civil society towards peace, justice and strong institutions. This cannot be achieved without greater accountability, integrity and transparency; greater protection of fundamental freedoms; and greater respect for the rule of law. To quote Sanda Ojiambo, Assistant Secretary-General and CEO of the UN Global Compact, "the UN Global Compact Ten Principles have never been more relevant. Businesses must take action to ensure their activities – throughout their operations, supply chains, and investment portfolios – are consistent with the Ten Principles and international standards".

In the current situation, businesses' contribution is supporting Ukraine goes beyond sustaining the economy – they are ensuring for an intact society. Without businesses operating, employing people, and providing them with a daily routine; the military effort may lack an important pillar: a sense of normality and perspective beyond the battlefield. That is why a particular focus on the engagement of businesses is crucial. Growth itself, however, is not sufficient. Detached from the basic values of sustainable human development, growth can be erosive in the long run. Sticking to fundamental human values is critical in the current situation and it is not an exaggeration to say – also for rescuing the principles behind the UN's architecture. That is what makes the report aligned with the mission of UNGC and the values it promotes.

Finally, Poland is at the vanguard of the humanitarian support to refugees from the war, as well as for the people displaced from Ukraine to their bordering country. From the first day of the war, the Global Compact Network Poland dispatched its teams in the field to coordinate the efforts of businesses willing to help – so that the resources reach those in need. That is why the Global Compact Network Poland has taken the lead in the project.

This report is a preliminary summary of the information collected to 23 August. The survey, however, will continue until the end of October. An updated and expanded version of this report will be published in November.

The current version of the report is structured into three parts. The first chapter presents the results of the survey conducted between 13 July and 23 August 2022. It highlights the key dimensions of the engagement of businesses in supporting Ukraine. The analysis outlines the type of support businesses provide; their form of support and scope; their modality in delivering the support; as well as the obstacles business entities face in making their contribution reaching the beneficiaries as smoothly and

as fast as possible. Given Poland's proximity to the conflict, its pivotal role in supporting Ukraine, and receiving a disproportionate share of the refugee displacement; Polish companies are disproportionately present in the resulting sample. The second chapter presents the outreach activities implemented by UN Global Compact Network Poland and UN Global Compact Network Ukraine. The third chapter presents case studies of businesses supporting Ukraine – Ukrainian and international companies operating in Poland.



METHODOLOGY

The support offered by businesses (Polish companies and international companies based in Poland) to the people of Ukraine after the outbreak of the war on 24 February 2022 has not yet been examined in such a comprehensive manner in Poland. The main objective of the study is to show the support that businesses in Poland have provided and plan to provide to Ukrainians, both those who stayed in Ukraine and those who left their country. Therefore, three key themes have been established. Firstly, researchers have attempted to identify the parties that Polish companies were supporting during the first three months of the conflict. Secondly, researchers have also tried to determine to what extent it was financial, in-kind, or intangible support. They have also hoped to learn about the plans Polish businesses have regarding their support to Ukraine in the coming months. Finally, the structural constraints restricting the provision of aid and the elements that could potentially render the support offered even more effective were determined.

A survey has been selected as the method on which the study is based, as it is one of the most frequently used polling techniques. As the topics discussed here have not been investigated so far, the team decided that in the current (first) phase of the study, an online survey would be the most adequate tool. This decision was reached as this stage of the project is devoted to formulating and clarifying the specific research issues and hypotheses. The survey was carried out on a non-representative sample of 492 economic entities operating in Poland. A non-representative sample was chosen due to the fact that the purpose of the study was to identify the scale and significance of a phenomenon that has not been investigated thus far. The limited time frame and the limited resources available have prevented the research team from mapping the entire population of enterprises operating in Poland (public statistical sources fail to provide access to the accurate and current number of economic operators registered in Poland, and those conducting business activity at a given moment). This means that it is difficult to determine the universe of study (and its structure) from which the sample should be randomly selected. Results pertaining to a non-representative sample cannot be extrapolated onto the entire population, however, the experience of the researchers allows for some careful generalisations to be assumed. As mentioned above, the study is of a preliminary nature and aims at diagnosing the phenomenon and estimating the scale of aid Polish enterprises provided to persons and institutions from Ukraine. Therefore, the fact that the survey is of a non-representative character does not diminish its value. Studies of this type will lay the

foundation stone for more in-depth research to be conducted in the near future.

The study was carried out with the use of an online survey, based on a non-probability sample. This means that the researchers had limited control over which of the parties who had received the link to the survey had actually filled it out.

An online survey has its advantages and disadvantages. One of the most significant advantages is the fact that the data collected is of high quality due to the online mode of communication. The so-called “surveyor effect” does not apply here, meaning that the participants are not concerned about providing answers which may seem to be socially unacceptable. The person filling the questionnaire out enjoys more freedom and feels more comfortable. However, there is a risk that the survey will be filled out, several times, by the same respondent, but results from previous campaigns prove that this occurs relatively seldom. The return rate of an online survey is relatively low. However, in this case, a relatively satisfactory return has been achieved. This may be because the survey was quite short, contained closed questions, and the questionnaire was checked over multiple times before it was made publicly available.

The survey was made up of a questionnaire with 15 closed questions and 6 demography-related questions. 492 online questionnaires were filled out between 13 July and 23 August 2022. The survey was distributed using various channels, including:

1. Distribution among the Polish UN Global Compact members and the UN Global Compact Network Poland partners
2. Promotional activities (mailing and banner-based campaigns) on the websites of the following media outlets: Wirtualne Media, Polska Press, Forbes, Business Insider and Onet
3. PR activities (nationwide, industry-specific, regional and city media) – over 50 publications in total

Entrepreneurs were provided with the following link to the survey <https://firmydlaukrainy.pl>

The data collected were processed using SPSS 25. The tables were created with the help of DIANA 2.06 by NIPO. The materiality test used is SIGV (DIANA software), i.e., a Z-test.

The most significant results were presented in the form of Excel tables. The number of respondents who provided their answers may differ from one table to another, as not every respondent answered each question and filters were used in some of the questions, meaning that the subsequent question was only available to those participants who provided a specific answer. +/- markings used in the descriptions of some of the results identify differences compared to the average answer in a given category.

The tool which was designed comprises two large thematic modules.

1.

Immediate support defined as support provided during the first three months after the outbreak of the conflict. In this module, the respondents answered questions concerning financial, in-kind, and intangible support offered by specific businesses. The module focused on aid of a humanitarian and ad hoc nature.

2.

Current support and future assistance: the subsequent questions were related to lasting forms of support for Ukraine. The tool is intended to analyse changes in the forms of aid provided, its sustainability, and whether new forms of aid emerged as the conflict progressed.

Additionally, several questions were related to the environment and conditions in which the supporting businesses were operating. The individual questions concern the conditions in which aid was provided, the forms of support expected from the state and other parties that the businesses were cooperating with while offering ad hoc and long-term aid.

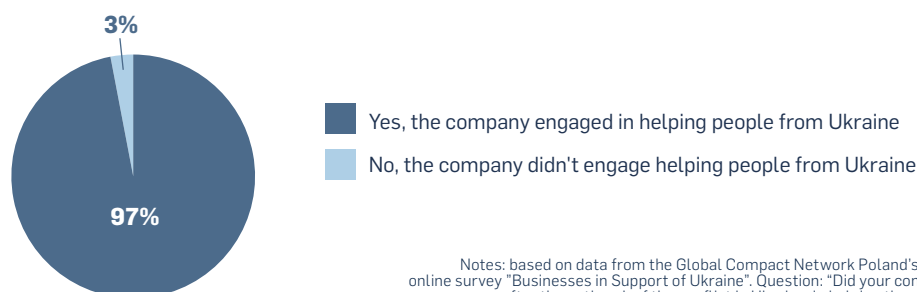
RESULTS OF THE SURVEY AMONG BUSINESSES

IMMEDIATE SUPPORT (SUPPORT PROVIDED IN THE FIRST THREE MONTHS OF WAR)

During the study, companies that were involved in helping the people, institutions, and businesses in Ukraine were reached. Almost all respondents (97%) stated that their company had supported the victims of the ongoing conflict (Figure 1). As mentioned in the methodology section, the results presented below are not based on

a representative sample and concern companies that received information regarding the survey. These companies actively helped the people and/or organisations from Ukraine and were willing to disclose information on those activities.

Figure 1: Participation of Companies in Aid Related to the Conflict in Ukraine



Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Question: "Did your company engage, after the outbreak of the conflict in Ukraine, in helping the people or institutions which suffered as a result of that conflict?" N=492.

The survey has shown an obvious link between the declared value of aid donated and the annual turnover of the respective company (1). The higher the turnover

and the wider the range of financial opportunities available, the greater the declared financial support that was offered to those affected by the conflict in Ukraine.

Table 1: Estimated Value of Ad Hoc Aid (during the first three months of war) vs. Annual Turnover of the Company

Value of Financial Aid during the first three months of war	Company's Average Annual Turnover				
	PLN 1 million or less (%)	PLN 1.1 - 10 million (%)	PLN 10.1 - 100 million (%)	more than PLN 100 million (%)	Don't know \ difficult to say
up to PLN 10,0001	64%+	33%	27%	2%-	31%
PLN 10,000-50,000	24%	44%+	37%+	11%-	14%
PLN 50,000-400,000	10%-	19%	31%	32%+	26%
more than PLN 400,000	2%-	4%-	5%-	54%+	29%
N:	50	48	59	105	35

¹ As for 10.09.2022 1 \$ is 4.6 PLN and 1 Euro is 4.7

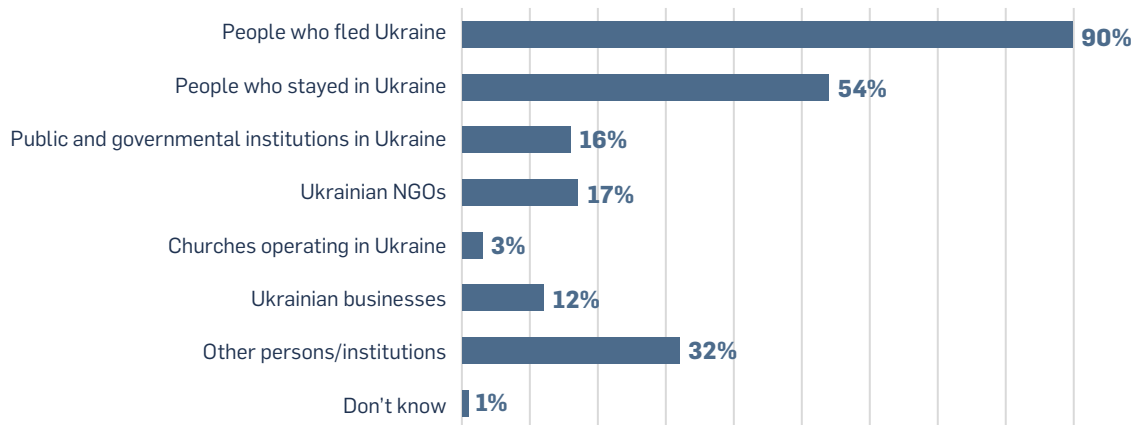
Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Question: "Please estimate your company's average annual turnover." +/- and colour markings mean that a given answer is statistically significantly different ($p < 0.05$) from the average answer.

RECIPIENTS OF THE SUPPORT

The first of the issues raised in the study concerned the parties that the companies participating in the survey

decided to help. The respondents were given the opportunity to identify the key recipients of their aid (2).

Figure 2: Recipients of Immediate Support



Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Question: "Which parties was your company assisting?" Multiple choice question (results do not add up to 100%). N=472.

It should be noted here that the question concerned the period (of 3 months) immediately following the outbreak of the conflict. The responses are clearly dominated by the support offered to refugees who fled the war. It may be assumed that initially, the assistance offered was of an ad hoc and humanitarian nature. It constituted a response to the shock caused by the conflict and to the fact that within days a huge group of people required immediate and direct support. During this initial period,

the companies surveyed were offering their aid directly to Ukraine less frequently. The respondents also mentioned the support provided to collective entities: institutions, enterprises, and non-governmental organisations. It is to be expected that the violent and unexpected nature of the conflict and the natural rhythm of the relief effort made the surveyed companies focus, initially, on solving ad hoc problems and on providing basic assistance to refugees crossing the border.

The respondents' ability to support Ukraine and people fleeing the country was clearly dependent on the size and structure of the given respondent's company. Some significant differences can be identified in the answers

given by companies with the lowest (PLN 1 million and less) and the highest (PLN 100 million) estimated annual turnover (2).

Table 2: Recipients of Immediate Support vs. Estimated Annual Turnover of the Company

Parties your Company was Assisting	Company's Average Annual Turnover:				
	PLN 1 million or less (%)	PLN 1.1 - 10 million (%)	PLN 10.1 - 100 million (%)	more than PLN 100 million (%)	Don't know \ difficult to say (%)
People who fled Ukraine	89%	85%	92%	94%	90%
People who stayed in Ukraine	38%-	47%	56%	64%+	58%
Public and governmental institutions in Ukraine	11%	14%	20%	21%	12%
Ukrainian NGOs	14%	15%	15%	18%	18%
Churches operating in Ukraine	5%	1%	1%	3%	4%
Ukrainian businesses	4%-	11%	12%	14%	16%
Other persons/institutions	17%-	16%-	32%	47%+	34%
Don't know	1%	3%	-	-	-
N:	81	79	97	131	73

Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Questions: "Which parties was your company assisting?" and "Please estimate your company's average annual turnover." Multiple choice (results do not add up to 100%). +/- and colour markings mean that a given answer is statistically significantly different (p<0.05) from the average answer.

The companies with the highest estimated annual turnover (PLN 100 million) donated more frequently to people who remained in Ukraine and to other institutions in their immediate support when the war began. Two working hypotheses that require further verification may be identified here. The first hypothesis assumes that larger companies with a higher turnover (a clear statistical link between the estimated turnover and the number of employees exists) may have their representative offices in Ukraine, which boosts their ability to offer direct assistance. The second hypothesis assumes that large companies with larger aid budgets enjoy a wider range of opportunities (the value of declared aid for Ukraine increases, in a statistically significant manner, along with the increase in the estimated value of turnover).

The value of aid provided to Ukraine during the first three months of the war is another variable that differentiates the sample. In this case, there is, too, a link between the value of aid and the turnover of a given business donating aid. Larger companies have more resources that may be earmarked for aid. It is most likely, that, such a situation allows these resources to be allocated to different groups of people and institutions in need of assistance (3).

Table 3: Recipients of Immediate Support vs. its Estimated Value

Parties your Company was Assisting	Value of the Financial Aid the Company Provided Parties from Ukraine during the first three months			
	up to PLN 10,000 (%)	PLN 10,000-50,000 (%)	PLN 50,000-400,000 (%)	more than PLN 400,000 (%)
People who fled Ukraine	81%-	91%	95%	96%+
People who stayed in Ukraine	35%-	50%	68%+	77%+
Public and governmental institutions in Ukraine	9%-	7%-	20%	33%+
Ukrainian NGOs	9%-	16%	23%	27%+
Churches operating in Ukraine	3%	3%	1%	3%
Ukrainian businesses	6%-	8%	20%+	14%
Other persons/institutions	19%-	27%	37%	53%+
Don't know	4%	-	-	-
N:	79	74	75	73

Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Questions: "Which parties was your company assisting?" and "Please estimate, in PLN, the value of financial aid your company provided to parties from Ukraine during the first three months of the war:" only for enterprises which declared financial support. Multiple choice (results do not add up to 100%). +/- and colour markings mean that a given answer is statistically significantly different ($p < 0.05$) from the average answer.

Regardless of the differences, the key recipients of aid remain unchanged, irrespective of the value of the funds allocated to the various categories of recipients as illustrated in 3. Most of the surveyed companies helped refugees from Ukraine. However, larger aid-related budgets allowed the companies to diversify the form of aid and its recipients. The companies with a budget of PLN 50,000 - PLN 400,000 and those with higher budgets more frequently earmarked their funds for helping those

who remained in Ukraine. Moreover, the companies spending the highest amounts on aid, declare support for the public sector and non-governmental organisations more frequently. Without diminishing the merit of ad-hoc aid and the support offered directly to refugees, this shows that larger budgets seem to facilitate the structuring of the relief effort and make it possible to rely on a larger number of forms of support that can be provided to Ukraine and its inhabitants.

The target group of aid recipients becomes larger if specific companies, instead of acting on their own, were also

taking advantage of support provided by specialist organisations (4).

Table 4: Recipients of Immediate Support vs. Support Received from Intermediate Actors

Parties your Company was Assisting	Using Assistance/Intermediation of other Organisations			
	We are providing help on our own, without the support of other organisations (%)	Yes, we only help through another organisation (%)	Both through another organisation and by ourselves (%)	Don't know (%)
People who fled Ukraine	90%	53%-	96%+	80%
People who stayed in Ukraine	44%-	33%-	64%+	-
Public and governmental institutions in Ukraine	13%	8%-	20%+	-
Ukrainian NGOs	10%-	13%	22%+	-
Churches operating in Ukraine	1%-	-	5%+	-
Ukrainian businesses	12%	5%	12%	20%
Other persons/institutions	12%-	45%	42%+	20%
Don't know	-	8%	-	-
N:	169	40	255	5

Notes: based on data from The Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Questions: "Which parties was your company assisting?" and "Does your company rely on assistance/intermediation of other organisations while helping the parties affected by the conflict.?" Multiple choice (results do not add up to 100%). +/- and colour markings mean that a given answer is statistically significantly different ($p < 0.05$) from the average answer.

Companies that were supported by specialist organisations were more inclined to state that in addition to humanitarian actions targeted directly at refugees, they also helped those who stayed in Ukraine, as well as Ukrainian NGOs and public sector entities. When interpreting the results, it should be noted that there is a clear

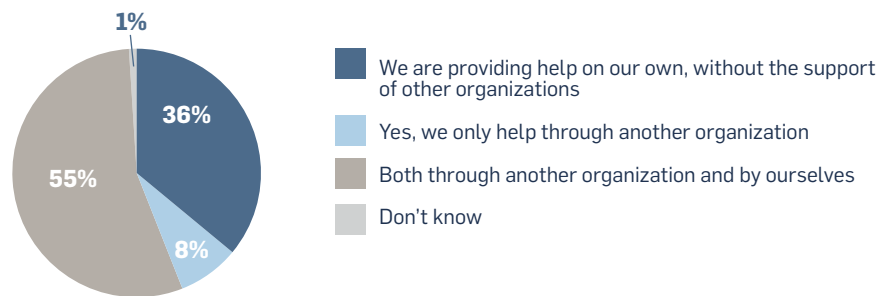
link between the value of the aid provided, and whether or not the company benefited from the support of other organisations. In the case of the major players, it can be observed that there is a reliance on other entities acting as intermediaries in the distribution of aid.

MODALITY OF SUPPORT DELIVERY

The companies participating in the survey offered support both on their own and with the help of other institutions (3). 36% of companies decided to provide assistance on their own, and only 8% handed over all activities to another organisation. This distribution of responses is understandable, especially in the light of

the difficulties encountered while granting aid. As 12 in “Challenges and Opportunities in Provision of Support” section shows, the “lack of experience in organising aid delivery” was ranked third after “lack of clear support from central authorities”.

Figure 3: Methods of Providing Aid (independently or through intermediate actors)



Notes: based on data from The Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Question: "Does your company rely on assistance and the intermediation of other organisations while helping people affected by the conflict.?" N=471.

Smaller companies (i.e., those with lower turnovers), as well as those that have earmarked less funds for aid,

were the ones that chose to act on their own, without the intermediation or support from other institutions (5).

Table 5: Methods of Providing Aid vs. the Amount of Financial Aid Provided

	up to PLN 10,000 (%)	PLN 10,000-50,000 (%)	PLN 50,000-400,000 (%)	more than PLN 400,000 (%)
'We are helping on our own, without relying on the support of other organisations	51%+	38%	26%	14%-
'Yes, we are only helping by relying on the support of another organisation	16%+	7%	8%	1%-
'Both on our own and by relying on other organisations	30%-	55%	66%	85%+
Don't know	3	-	-	-
N:	79	73	76	72

Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Questions: "Does your company rely on assistance and intermediation of other organisations while helping people affected by the conflict.?" and "Please specify the amount of financial aid provided by your company to persons from Ukraine, in PLN, during the first three months after the outbreak of the war." Multiple choice (results do not add up to 100%). +/- and colour markings mean that a given answer is statistically significantly different ($p < 0.05$) from the average answer.

The companies that helped Ukraine using the support of other organisations were asked to specify the nature of the institutions they cooperated with. If aid is to continue in the future, it is important to understand which institutions are experienced in working with refugees and who may still require support in this process. Companies providing aid were assisted mainly by national organisations

or local NGOs (approximately 75% of the respondents use such support). Public institutions ranked second as assistance to businesses in providing aid, followed by international NGOs (4), 12% of the surveyed companies used the support from UN agencies and the share of companies that were helped via church organisations was slightly higher at 16%.

Figure 4: Type of Intermediary



Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Question: "What organisation does your company cooperate with while helping refugees?" N=292.

All companies report to be using national or local NGOs (Table 6). This is most probably due to the high volume of support delivered locally, to refugees arriving in Poland. The distribution of responses to this question shows the role of grassroots initiatives, especially in a crisis situation. Companies with higher turnover (and usually with

major foreign capital) tend to choose Agencies of the United Nations more often as an intermediary of the aid they provide. This may be due to the higher degree of confidence such companies have in international institutions – or their higher level of visibility.

Table 6: Type of Intermediate Organisation vs. the Estimated Annual Turnover of the Company

Type of Intermediary	Companies' Average Annual Turnover				
	PLN 1 million or less (%)	PLN 1.1 - 10 million (%)	PLN 10.1 - 100 million (%)	more than PLN 100 million (%)	Don't know \ difficult to say (%)
National or Local Non-Governmental Organisation	63%	77%	66%	88%+	71%
International Non-Governmental Organisation	14%-	21%	20%	35%+	29%
Public Institution (government or local government)	11%-	26%	31%	42%+	29%
Organisation related to Churches/Religious Organisations	14%	9%	12%	22%	17%
United Nations Agencies (UNICEF, UNHCR, WFP, OCHA)	3%-	5%-	19%	14%	10%
Specialist International Organisation	6%	9%	10%	7%	4%
Other Companies	34%	28%	24%	21%	33%
Don't know	-	2%	-	-	2%
N:	35	43	59	97	48

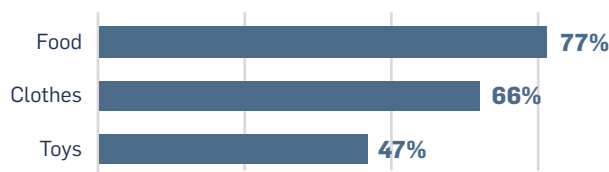
Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Questions: "Does your company rely on the assistance and intermediation of other organisations while helping people affected by the conflict?" and "Please estimate your company's average annual turnover." Multiple choice (results do not add up to 100%). +/- and colour markings mean that a given answer is statistically significantly different (p<0.05) from the average answer.

FORMS OF IMMEDIATE SUPPORT

After the outbreak of the war in Ukraine, the companies who participated in the survey supported the victims mainly by providing in-kind assistance and, slightly less

frequently, financial aid, with intangible support being offered much more seldom (5).

Figure 5: Forms of Immediate Support (during the first three months of war)



Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Question: "How did your company become involved in helping persons from Ukraine immediately after the outbreak of the war?" Multiple choice question (results do not add up to 100%). N=467.

Concerning the form of aid, the key variables which affected the responses were turnover of the given company (and, respectively, the volume of aid it could provide). The proportion of the responses differs between the

smallest and largest companies. Compared to other entities, the largest companies stated that they were providing aid-in-kind more frequently (7).

Table 7: Forms of Immediate Support (during the first three months of war) vs. Estimated Annual Turnover of the Company

Form of Ad Hoc Aid	Companies Average Annual Turnover				
	PLN 1 million or less (%)	PLN 1.1 - 10 million (%)	PLN 10.1 - 100 million (%)	more than PLN 100 million (%)	Don't know \ difficult to say (%)
By providing financial aid	63%	63%	70%	84%+	59%-
By providing aid-in-kind	72%-	76%	78%	95%+	75%
By providing intangible support	52%	53%	55%	66%	68%
N:	81	79	97	129	73

Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Questions: "How did your company become involved in helping persons from Ukraine immediately after the outbreak of the war?" and "Please estimate your company's average annual turnover." Multiple choice (results do not add up to 100%). +/- and colour markings mean that a given answer is statistically significantly different ($p < 0.05$) from the average answer.

A difference may also be noted in the forms of support offered by companies that declared to provide financial support. Among the smaller companies that declared they earmarked up to PLN 10,000 for financial assistance,

fewer provided in-kind and intangible support (Table 9). One may assume that enterprises with a higher turnover and hiring more employees have a wider range of aid options to choose from.

Table 8: Forms of Immediate Support (during the first three months of war) vs. Estimated Value of Aid

Form of Ad Hoc Aid	Please estimate, in PLN, the value of financial aid your company provided to parties from Ukraine during the first three months of war			
	up to PLN 10,000 (%)	PLN 10,000-50,000 (%)	PLN 50,000-400,000 (%)	more than PLN 400,000 (%)
By providing financial aid	100%	100%	100%	100%
By providing aid-in-kind	60%-	85%	78%	97%+
By providing intangible support	42%-	53%	66%	79%+
N:	78	74	76	73

Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Questions: "How did your company become involved in helping persons from Ukraine immediately after the outbreak of the war?" and "Please estimate, in PLN, the value of financial aid your company provided to parties from Ukraine during the first three months of the war." Multiple choice (results do not add up to 100%), only for enterprises which declared financial support. +/- and colour markings mean that a given answer is statistically significantly different ($p < 0.05$) from the average answer.

PROVISION OF FINANCIAL AID

An analysis of the value of financial assistance **estimated** by the respondents shows considerable differences between the companies surveyed (9). The average value of financial aid declared was high resulting from the larger market entities who declared to provide financial assistance amounting up to several dozen million zlotys. The median of the declared value of aid, amounting to PLN 50,000, clearly reflects this diversity. It is worth noting

the difference between the arithmetic average and the median. The division of companies into quartiles also highlights the diversity of the sample participating in the survey. 25% of companies from the analysed group earmarked up to PLN 10,000 for financial support during the first three months of war, while another quarter of businesses allocated between PLN 10,000 and PLN 50,000.

Table 9: Estimated Value of Financial Aid Declared (during the first three months of war)

Estimated Value of Aid							
N	Data gaps	AVERAGE	MEDIAN	1 st quartile	2 nd quartile	3 rd quartile	4 th quartile
303	205	PLN 5,277,178	PLN 50,000	from PLN 0 to 10,000	from PLN 10,001 to 50,000	from PLN 50,001 to 400,000	more than PLN 400,000

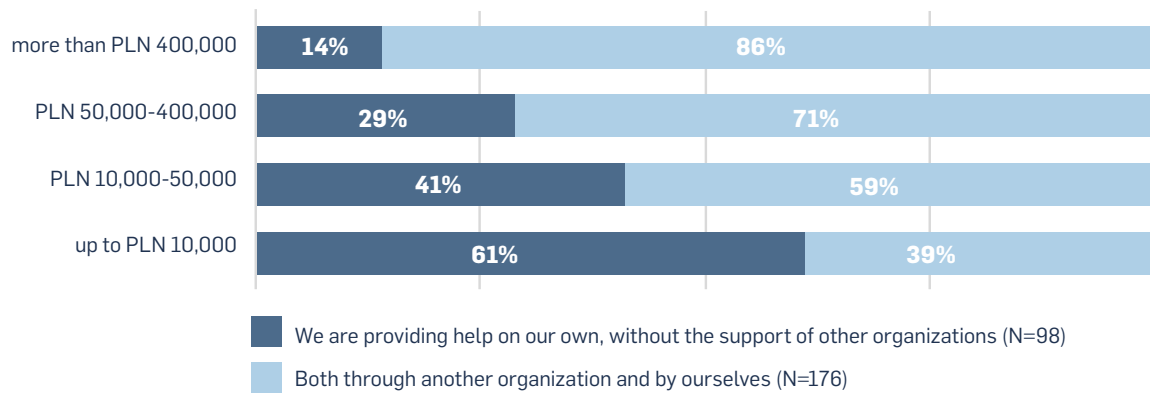
Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Question: "Please estimate, in PLN, the value of financial aid your company provided to parties from Ukraine during the first three months of the war.", only for enterprises which declared financial support.

When analysing the value of financial assistance, it should be borne in mind that the values are rather indicative (estimates are provided by the respondents) and not quantitative data from the company's record. However, such estimates are sufficient for outlining the scope of the support received and the differences in that support among businesses of various size. The timing of the support is also important to bear in mind. At the beginning of the invasion; when citizens, governments, and businesses were in shock, companies were engaging on an ad hoc basis, providing both financial and in-kind support, and intangible support. However, requesting them to assess the monetary value of such support retroactively may prove unreliable. This is why the first part of the questionnaire (addressing the support in the first three months of the war dominated by the shock of the unimaginable) asks respondents to explicitly report on the volume of the financial support provided. After the

first few months, when the war became part of everyday life with the perspective to continue into 2023, businesses could plan their current and future engagement. Hence the second part of the questionnaire (dealing with current cooperation and future plans) asks for a monetary estimate of the total support provided or intended to be provided.

Regarding the usage of intermediaries, the share of companies that declared relying on the support of other organisations increased with the growing budgets allocated to the direct provision of aid. Companies supported by other entities were earmarking for increased aid efforts than companies which were operating without this support (6).

Figure 6: Estimated Value of Aid vs. Support Received from Intermediate Actors



Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Questions: "Please estimate, in PLN, the value of financial aid your company provided to parties from Ukraine during the first three months of the war" and "Do you rely on the support of specialist organisations while providing aid?", only for enterprises which declared financial support. Differences between questions statistically significant for $p <= 0.05$.

When interpreting the data, it may be observed that the degree to which the aid is organised is likely to increase with the size of the company. It appears that a certain **aid gap** exists here. While large companies with significant budgets and a high number of employees were providing direct aid to refugees and to those who stayed in Ukraine more frequently along with aid through other organisations; smaller companies earmarking lower amounts of aid were more frequently engaging in relief

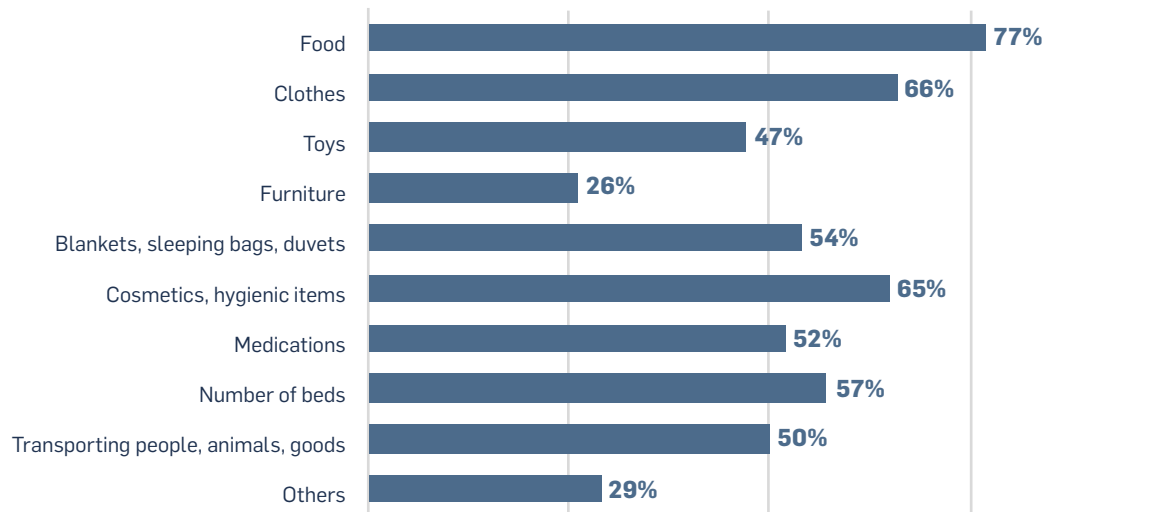
efforts without the support of other organisations. The question remains whether such a situation brings about outcomes that are positive considering the long-term nature of the conflict. While the first aid stimulus could have been uncoordinated and of an ad hoc nature, it must be questioned whether a higher degree of organisation and the support of smaller entities with smaller budgets is required to continue and stabilise the stream of aid.

PROVISION OF AID-IN-KIND

Apart from the value of financial support contributed, company representatives were also asked about the form of aid-in-kind donated, as this form of support prevailed (81%) during the first months after the invasion. The main categories of the aid-in-kind declared and delivered

during the first three months following the outbreak of the conflict were linked to the humanitarian crisis and the particular needs of the refugees. The surveyed companies were supplying food, cosmetics, and clothes as a priority (7).

Figure 7: Forms of Aid-in-Kind



Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Question: "Please indicate the types of aid-in-kind provided to refugees during the first three months after the outbreak of the war" Multiple choice question (results do not add up to 100%). N=347.

Companies which could only afford to provide a lower level of financial support (i.e., those within the sample group that were usually much smaller and generated lower turnover) focused their efforts to provide aid-in-kind in the form of food and clothing. Other categories of aid-in-kind were proportionally less important than in the results typical of the entire sample. Interestingly, the greatest diversity in the categories of aid is represented not by companies with the largest aid budgets, but

those spending between PLN 50,000 and PLN 400,000 (10). These mid-size companies, are slightly smaller and with slightly lower annual turnovers than companies comprising the last quartile. One possible explanation that requires further verification is that such companies already have a large budget earmarked for aid but are not large enough to embark on the provision of aid measures of a more diverse portfolio yet.

Table 10: Forms of Aid-in-Kind vs. Estimated Value of Financial Aid

Types of Aid-in-Kind	Estimated value of financial aid companies provided to parties from Ukraine during the first three months of war			
	up to PLN 10,000 (%)	PLN 10,000-50,000 (%)	PLN 50,000-400,000 (%)	more than PLN 400,000 (%)
Food	72%	86%	80%	80%
Clothes	66%	68%	83%+	63%
Toys	36%-	49%	69%+	49%
Furniture	15%-	29%	36%	39%
Blankets, sleeping bags, duvets	40%-	57%	63%	57%
Cosmetics, hygienic items	55%-	70%	71%	76%
Medication	51%	44%	69%+	51%
Accommodation (places to stay)	40%-	60%	73%+	67%
Transporting people, animals, goods	40%-	52%	61%	61%
Others	19%	29%	31%	29%
N:	47	63	59	70

Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Questions: "Please indicate the types of aid-in-kind provided to refugees during the first three months after the outbreak of the war" and "Please estimate, in PLN, the value of financial aid your company provided to parties from Ukraine during the first three months of the war." Multiple choice (results do not add up to 100%), only for enterprises which declared financial support. +/- and colour markings mean that a given answer is statistically significantly different ($p < 0.05$) from the average answer.

In the case of aid-in-kind, clear links to the sectors in which specific companies operate are depicted. A certain degree of specialisation may be observed too - with the

caveat that the number of companies in the individual categories is low, which impacts the proportions (11).

Table 11: Forms of Aid-in-Kind vs. Sector of the Economy

Types of aid-in-kind	Sector of Companies' Operation								
	Production activities (%)	Construction (%)	Trade and repair (%)	Hotels and restaurants (%)	Transport, storage, and communication (%)	Finance, banking, insurance (%)	Information and communication (%)	Pharmaceuticals, health protection (%)	Other services (%)
Food	68%	87%	65%	88%	76%	87%	88%	59%	83%
Clothes	55%	90%+	58%	81%	57%	78%	82%	56%	63%
Toys	40%	60%	35%	69%	38%	57%	59%	33%	51%
Furniture	34%	40%	16%	25%	14%	48%+	41%	15%	17%-
Blankets, sleeping bags, duvets	46%	70%	58%	63%	52%	61%	71%	30%-	55%
Cosmetics, hygienic items	62%	67%	65%	75%	52%	78%	76%	52%	68%
Medications	45%	50%	32%-	44%	57%	74%+	47%	74%+	50%
Accommodation (places to stay)	57%	87%+	39%-	69%	38%	78%+	59%	41%	53%
Transporting people, animals, goods	52%	53%	39%	38%	81%+	65%	59%	41%	45%
Others	26%	20%	39%	25%	19%	22%	18%	37%	39%+
N:	65	30	31	16	21	23	17	27	103

Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Questions: "Please indicate the types of aid-in-kind provided to refugees during the first three months after the outbreak of the war" and "In what sector does your company operate?" Multiple choice (results do not add up to 100%). +/- and colour markings mean that a given answer is statistically significantly different ($p < 0.05$) from the average answer.

It was logical to expect that pharmaceutical and transportation companies provided medicine and means of transport more frequently compared to other companies. Aid-in-kind offered by the financial sector, in turn, was of a more diversified use. A certain hypothesis can be formulated, indicating the specialised nature the aid can take. In the case of a sudden emergency, some companies may have used their resources in stock (the products and services these companies provide in their regular operations) to support the refugees, individuals,

and institutions in Ukraine. On the other hand, those companies whose products and services did not match aid-related priorities, tended to organise broader forms of support.

The analysis of responses provided to the question concerned with different forms of in-kind assistance has once again shown that cooperation with other organisations impacted the nature of the aid given.

Table 12: Forms of Aid-in-Kind vs. Support Provided by Intermediate Actors

Types of aid-in-kind	Please estimate, in PLN, the value of financial aid your company provided to parties from Ukraine during the first three months of war			
	We are providing help on our own, without the support of other organisations (%)	Yes, we only help through another organisation (%)	Both through another organisation and by ourselves (%)	Don't know (%)
Food	76%	68%	79%	33%
Clothes	66%	32%-	70%	33%
Toys	44%	26%-	52%+	-
Furniture	26%	21%	27%	-
Blankets, sleeping bags, duvets	51%	37%	58%	33%
Cosmetics, hygienic items	60%	42%-	70%+	33%
Medications	52%	21%-	56%	-
Accommodation (places to stay)	58%	16%-	59%	33%
Transporting people, animals, goods	46%	21%-	54%+	33%
Others	24%	26%	32%	67%
N:	130	19	223	3

Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Questions: "Please indicate the types of aid-in-kind provided to refugees during the first three months after the outbreak of the war" and "Please estimate, in PLN, the value of financial aid your company provided to parties from Ukraine during the first three months of the war" Multiple choice (results do not add up to 100%), only for enterprises which declared financial support. +/- and colour markings mean that a given answer is statistically significantly different ($p < 0.05$) from the average answer.

As shown in the section "Modality of Support Delivery", 36% of the companies surveyed were offering help on their own, without the support of other organisations, 8% are working only via intermediaries, and 55% are using both modalities (3). Different modalities, however, are correlated with the type of aid-in-kind provided. As shown in 12, the companies working with intermediaries tend to go beyond the traditional forms of support, also offering transport and toys. This indicates the impact of other entities (e.g., organisations or individuals providing transport services or local groups collecting

donations) on the type of support surveyed companies engage in. The difference may not be critical, but it seems that assistance from external organisations has allowed the surveyed companies to slightly differentiate the forms of their activities. The nature of this relationship is worth exploring further. The extent of the transfer of knowledge, experience, and the contact networks of the individual organisations allowing companies to expand the range of their initial activities needs to be investigated further.

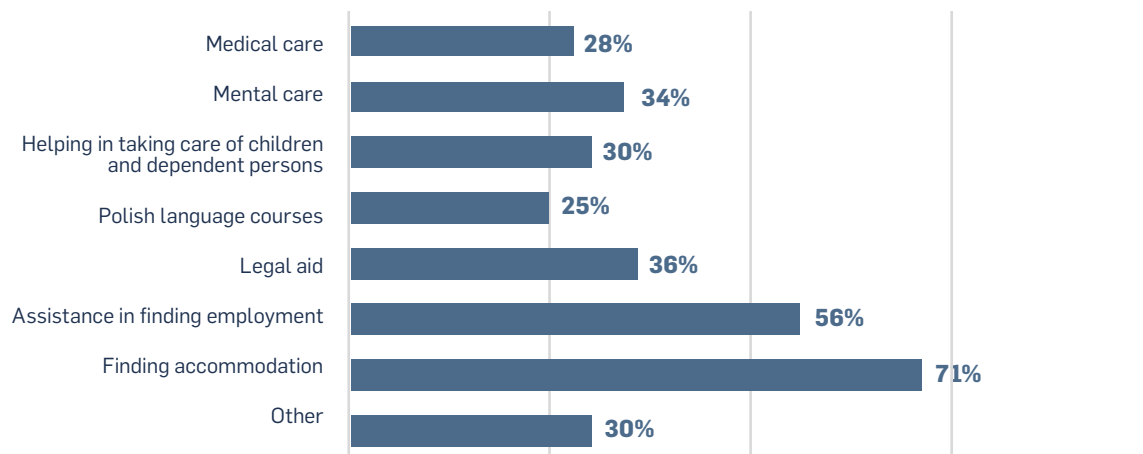
PROVISION OF INTANGIBLE SUPPORT

The last of the questions concerning aid provided immediately after the beginning of the conflict concerned the forms of intangible support offered by the respondents.

Firstly, it must be noted that these forms of aid were donated slightly less frequently than financial or in-kind support. This may be linked to the nature of the ad hoc aid provided and to the critical situation of refugees and the persons who remained in Ukraine in the first months following the outbreak of the conflict. The relatively low popularity of intangible support captured by the survey might be explained by the fact that assistance in finding accommodation can be categorised both as in-kind and intangible support. Assistance in finding employment was another important category (8). While in-kind assistance focused on priority material needs, intangible support aimed primarily to stabilise the current situation of those affected by the conflict. Nevertheless, a relatively

small number of respondents mentioned Polish language courses as well as medical and mental care, which is rather unexpected. There are two possible explanations that require further study. The first assumes that a relationship exists between the sudden nature of the events that unfolded and the pyramid of needs. In other words, the surveyed companies focused their efforts primarily on problems that were considered to be of a rudimentary nature. The second hypothesis assumes that a certain model or vision of the aid to be provided existed. Some forms of systematic aid (such as the provision of permanent medical care, education, or Polish language courses) are perceived as going beyond the capabilities or the focus of the companies providing assistance. This might hint at an aid model focusing on stabilising the situation and satisfying the victims' basic needs – and, after that, expecting them to be in charge of their own fate.

Figure 8: Forms of Intangible Support



Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Question: "Please indicate the types of intangible support provided to refugees during the first three months of war." Multiple choice question (results do not add up to 100%). N=275.

The distribution of responses given by international, multinational, and Polish companies is interesting. The origin of foreign capital influences the forms of intangible support revealed by the survey. The number of companies fully owned or majorly owned by foreign capital was lower than the number of Polish enterprises (13). Respondents linked to those companies chose intangible forms of support more frequently. The support they provided was also more diverse. The variety of relief efforts was more often based on mental care, assistance in the everyday organisation, or legal assistance among others. However, it is the difference in the number of Polish language courses

offered to refugees that is of interest. This form of support was chosen by 68% of respondents from companies with a major foreign capital share, and by 13% of all respondents.

Table 13: Forms of Intangible Support vs. Share of Foreign Capital in the Company

Forms of Intangible Support	Does foreign capital have a share in your company?			
	Yes – majority (%)	Yes – minority (%)	No (%)	Don't know (%)
Medical care	36%	25%	24%-	40%
Mental care	61%+	38%	19%-	60%+
Assistance in taking care of children and dependent persons	39%+	13%-	27%	27%
Assistance in finding employment	63%	63%	54%	60%
Polish language courses	50%+	31%	13%-	40%
Legal aid	53%+	31%	31%-	20%
Assistance in finding employment	68%+	38%	53%	53%
Finding accommodation	81%+	75%	68%	47%
Other	19%-	44%	33%	33%
N:	72	16	170	15

Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Questions: "Please indicate the types of intangible support provided to refugees during the first three months after the outbreak of the war" and "Does foreign capital have a share in your company?" Multiple choice (results do not add up to 100%). +/- and colour markings mean that a given answer is statistically significantly different ($p < 0.05$) from the average answer.

LONG-TERM PERSPECTIVE

The conflict in Ukraine seems to be for the long-term. Therefore, the survey also addressed the intentions regarding provisions of assistance in the long term. Questions were asked about the evolution of the specific

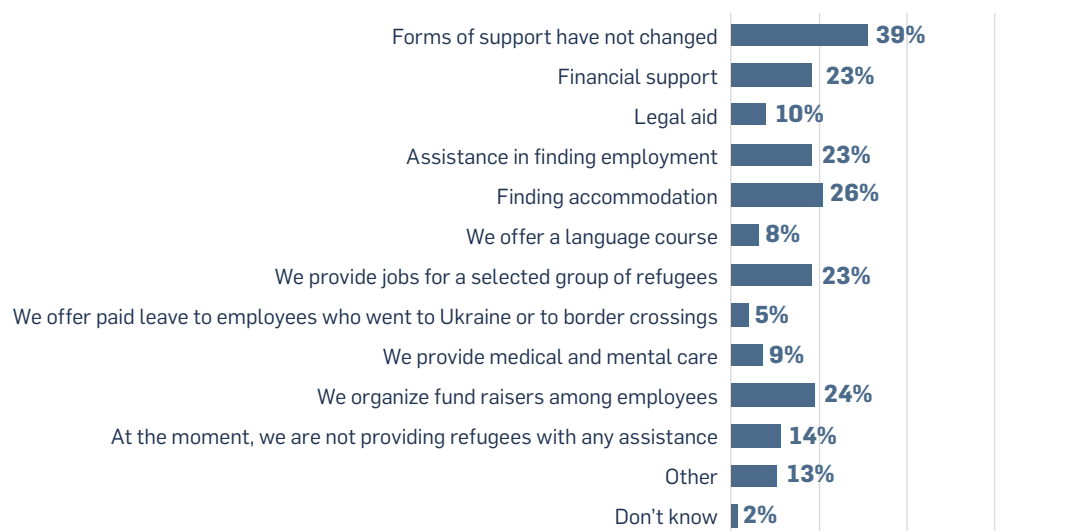
INTENTIONS FOR THE FUTURE

As time goes by, the structure of refugees' needs is changing. Therefore, the form of aid granted should be changed accordingly. The survey shows that almost 40% of companies are currently continuing to provide the type

forms of assistance, taking place due to the ever-changing situation and varying needs of both refugees and people living in areas affected by the war.

of support they have been offering since the beginning of Russia's aggression against Ukraine (9). 14% declare that they are not providing any support at present.

Figure 9: New Forms of Support the Companies Currently Provide (different from the support provided during the first three months of war)



Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Question: "What type of aid does your company provide to refugees, other than during the first three months after the outbreak of the war? (please select all applicable options)." Multiple choice question (results do not add up to 100%). N=472.

The group of companies which are no longer providing aid is dominated by smaller companies and those which were initially earmarking relatively smaller amounts for that purpose. Large companies, as well as those that have been offering substantial amounts of aid so far, have rarely declared that they have suspended their aid activities.² Large companies continue to provide support in the same form or have proposed new forms of support (Table 23). The newly introduced forms of support include providing accommodation (26%), collections among employees (24%) and creating jobs for refugees (23%). The larger the company, the more frequent its representatives are to declare that it is creating jobs for refugees and organises collections among its employees. First of all, companies are continuing their aid efforts, donating in the same form as they were previously (14).

It is noticeable that companies with a smaller turnover tend to withdraw from providing aid after the first three months of war, while larger companies may be assumed to have built a strategy for assisting Ukraine and do not see the need to change their modus operandi. Interestingly, companies have rather high expectations related to the involvement of their employees (i.e., the collection of gifts or donations). The question is whether the resources allocated to aid in companies are becoming depleted, or whether it is simply their strategy to support the people of Ukraine. Accommodation continues to be a serious issue that has not yet been resolved. Therefore, companies must be praised for noticing that need, as 14 suggests.

² There is a strong correlation between the size of the company and the value of aid provided. There is also a strong correlation between majority foreign shareholdings and company size (annual turnover)

Table 14: New Forms of Support Companies Currently Provide (different from the support provided during the first three months of war) vs. the Estimated Annual Turnover of the Company

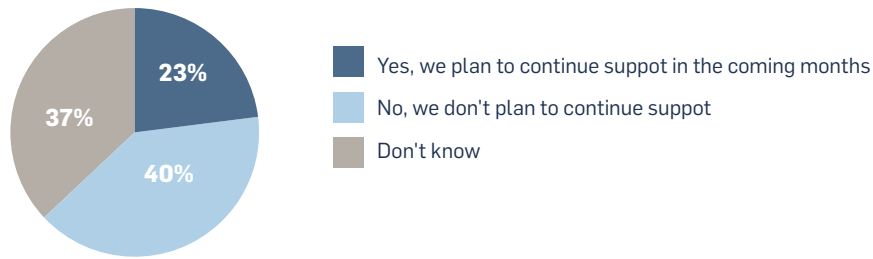
	Estimates of the Companies' Average Annual Turnover				
	PLN 1 million or less (%)	PLN 1.1 - 10 million (%)	PLN 10.1 - 100 million (%)	more than PLN 100 million (%)	Don't know \ difficult to say (%)
Forms of support have not changed	35%	41%	30%-	48%+	39%
Financial support	22%	25%	30%	17%-	22%
Legal aid	9%	3%-	15%	11%	9%
Assistance in finding employment	20%	16%	33%+	24%	24%
Finding accommodation	12%-	32%	33%	31%	19%
We offer a language course	5%	3%-	2%-	16%+	12%
We provide jobs for a select group of refugees	12%-	15%-	29%	32%+	20%
We offer paid leave to employees who went to Ukraine or to border crossings	-	1%-	9%	7%	7%
We provide medical and mental care	5%	3%-	4%-	14%+	18%+
We organise fundraisers among employees	6%-	15%-	32%+	34%+	24%
At the moment, we are not providing refugees with any assistance	23%+	24%+	8%-	6%-	14%
Other	7%-	10%	15%	16%	16%
Don't know	4%	1%	2%	1%	3%
N:	81	79	96	130	74

Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine".. Questions: "What type of aid does your company provide to refugees, other than during the first three months of war?" and "Please estimate your company's average annual turnover." Multiple choice (results do not add up to 100%). +/- and colour markings mean that a given answer is statistically significantly different (p<0.05) from the average answer.

Nearly half a year after the outbreak of the conflict, the war is becoming a less popular topic in the media and there are concerns that the volume of aid will shrink, although the needs certainly remain urgent. It is therefore important that the willingness of companies to provide support is maintained. Companies were asked

about their future aid-related plans. One in four respondents plan other aid activities different from what they have been conducting so far, while 37% do not know what their aid-related plans will be (10). There are concerns that those who do not have any idea of what type of assistance they will be offering, will stop providing support.

Figure 10: Intentions for Support Activities in the Near Future



Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Question: "Does your company plan to support those affected by the conflict in Ukraine in the next three months in any new way (other than relied upon so far)?" N=483.

It is worth noting that the majority of companies which consider aid measures in the near future (69%) do not have explicit plans and report that actions will be taken depending on the needs (11). The nature of the response is understandable because the aid measures are not structured, the situation is extremely dynamic, and the needs are changing. The needs of refugees are not investigated, which may encourage the respondents to provide such general answers. There is a legitimate fear of inertia, as without knowing the specific needs, especially in the long term, companies will continue providing ad hoc assistance, often failing to address the actual needs, and will

ultimately become completely discouraged from providing help. Other responses from companies considering aid measure in the near future consider employing people coming from Ukraine followed by offering training courses aimed at improving the refugees' knowledge. Many company representatives' approach the aid rationally – willing to help the refugees, but also making sure that the company benefits as well – by acquiring new employees. Medium-sized companies are seen to most frequently plan assistance in the form of employing people coming from Ukraine.

Figure 11: Type of Support Activities Intended in the Near Future



Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Question: "Please specify the aid measures your company is planning for the next three months." Multiple choice question (results do not add up to 100%). N=109.

The surveyed companies that plan other forms of aid were asked what amount they are planning to earmark for assistance over the next three months. The median value of the planned support matches exactly the amount

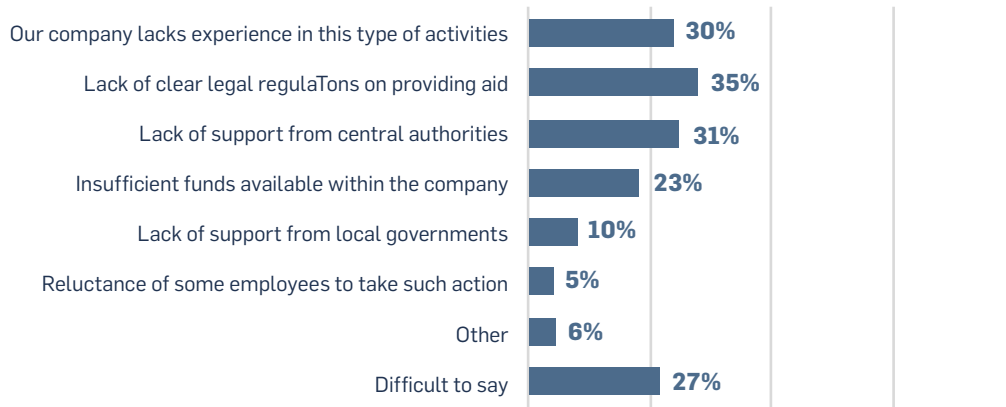
that had already been provided and totals PLN 50,000. Few respondents provided an answer to this question. This may be further proof of the fact that the flow of aid is drying up.

CHALLENGES AND OPPORTUNITIES IN THE PROVISION OF SUPPORT

The reason for less aid being provided may be related to the challenges companies are facing in providing support. Therefore, in order to ensure the continuity of the relief efforts and to organise them in a more efficient manner, the distribution of responses to additional questions concerning the conditions and constraints associated with the organisation of aid should be taken into consideration (12). The main issue with providing assistance to refugees, as highlighted by the survey, consisted of the lack of clear

legal regulations on providing aid (35%), followed by the lack of experience of companies in such activities (30%), and the lack of support from central authorities (31%). It is worth noting that the lack of support from local governments did not constitute a significant restriction to the provision of aid (10% of answers). Reluctance of some employees to take such action was the least frequent answer (5% of responses).

Figure 12: Challenges Companies are Facing in Providing their Support



Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Question: "Please specify two factors your company has encountered so far that constitute the greatest obstacle in providing assistance to refugees." Multiple choice question (results do not add up to 100%). N=480.

The organisations that provided financial support believed that their lack of experience in performing such activities and the lack of support from central authorities were the largest problems they encountered. Those which were providing intangible support, stated that their activities were limited, to the highest degree, by the lack of clear regulations in this regard. Companies with a majority foreign shareholding indicated that the difficulties in helping results primarily from the lack of clear rules on the provision of aid. However, lack of funds that

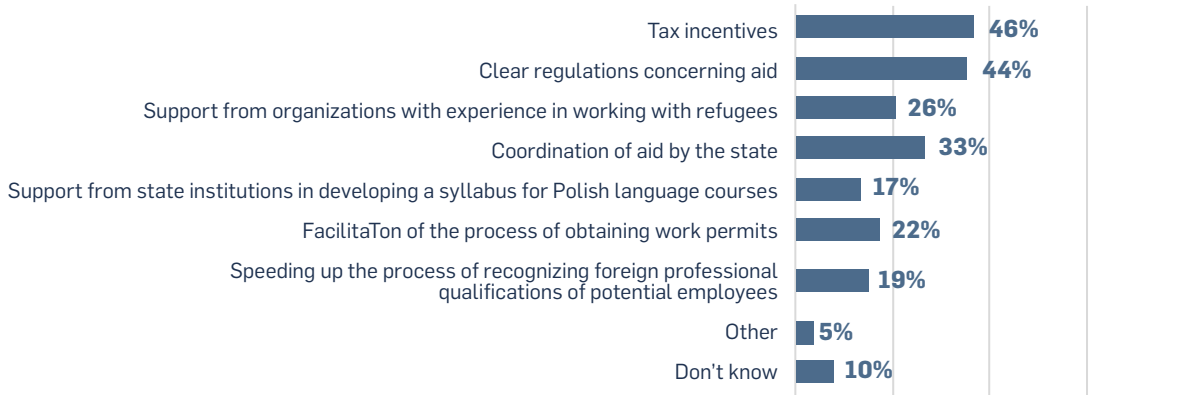
may be earmarked for aid was a key constraint for companies with a majority local government shareholding and, logically, companies with the lowest turnover. Companies with the greatest turnover considered the lack of support from central authorities as the main difficulty.

The fundamental problem of lacking support offered by central authorities, manifesting itself, inter alia, in insufficiently precise regulations on relief efforts, is particularly evident when offering intangible support.

The companies surveyed noted (13) that tax incentives would facilitate the provision of aid the most (46%), clear legal regulations ranked second (44%), and coordination by the state third (33%). The remaining answers include

assistance in obtaining work permits (22%), and speeding up the process of recognising foreign professional licenses (19%).

Figure 13: Measures that Would Facilitate the Provision of Support



Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Question: "What would help your company in assisting refugees from Ukraine in the coming months? Please choose two most important answers." Multiple choice question (results do not add up to 100%). N=479.

These answers may indicate that companies have high expectations as far as the coordination of the aid by state institutions is concerned. For the time being, no such coordination is provided. This may discourage enterprises from continuing to offer assistance, as they may not see the merit of their actions and may not feel appreciated. This hypothesis needs to be analysed in more detail, however. Companies tend to think rationally and, although they are prepared to provide various types of support, they need to see the profits associated with their efforts. This is not only in terms of doing something for the greater good, but also in economic terms - hence the high number of responses concerning tax incentives and assistance in obtaining work permits. There is a risk that no long-term aid-related plan exists, resulting in companies failing to notice any merit in continuing assistance. Assistance in obtaining work permits is the most important issue for organisations that have provided aid of the highest value. We have already seen that the distribution of responses proves that companies perceive refugees as their potential employees and, are willing to help them, while they simultaneously build their own resources (headcount). Cooperation with organisations with experience in working with refugees would be crucial for companies that have provided aid of the lowest value. Companies offering aid of lower value (smaller enterprises) do not have sufficient human resources to perform analyses concerned with how and where to provide aid effectively. Therefore, they are looking for ways

of effectively disposing their often modest resources. Organisations with a majority foreign shareholding (15) stated that clear regulations and cooperation with organisations experienced in helping refugees, would facilitate their efforts the most. Companies without foreign capital consider tax incentives and cooperation with other aid organisations to be the most important issue. The desire to cooperate with organisations with experience in working with refugees, and showing that the greatest restrictions stem from the lack of clear regulations and from the lack of support by the state - may prove that companies participating in the survey have the feeling of being on their own, and of being deprived of state support in such difficult times. Therefore, they voice their need to cooperate with third sector institutions that are better equipped (competence-wise) to operate in such an environment.

Table 15: Measures that Would Facilitate the Provision of Aid vs. Foreign Shareholding

Measures Facilitating Aid	Share of Foreign Capital			
	Yes – majority (%)	Yes – minority (%)	No (%)	Don't know/hard to say (%)
Tax incentives	47%	32%	51%+	10%-
Support from organisations with experience in working with refugees	35%-	32%	49%+	24%-
Support from organisations with experience in working with refugees	35%+	23%	24%-	29%
Coordination of aid by the state	37%	14%-	33%	33%
Support from state institutions in developing a syllabus for Polish language courses	19%	23%	16%	14%
Facilitation of the process of obtaining work permits	31%+	14%	19%	19%
Speeding up the process of recognising foreign professional qualifications of potential employees	22%	36%	17%	19%
Other	3%	14%	6%	–
Don't know	3%-	23%	12%	14%
N:	105	22	319	21

Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Questions: "What would help your company in assisting refugees from Ukraine in the coming months?" and "Does foreign capital have a share in your company?" Multiple choice (results do not add up to 100%). +/- and colour markings mean that a given answer is statistically significantly different ($p < 0.05$) from the average answer.

Companies participating in the survey are willing to support the education of children and young people (49%), boost the professional qualifications of people coming from Ukraine (33%), and organise language courses for refugees (29%) in the near future (14). The improvement of the living situation of those who went to Poland ranked fourth. During the first three months of war, companies were willing to support people in Ukraine (Table 2) – 54% of them helped those who remained in Ukraine. Currently, a significantly lower share of companies are willing to assist those who remain in Ukraine – 23%. An even lower share of companies are willing to directly support institutions and companies in Ukraine. Companies with the largest annual turnover are willing to improve the professional qualifications of those coming from

Ukraine. Foreign capital, unlike in the case of intangible support (Table 17) provided in the first three months, does not differentiate the forms of aid that will be provided to the people of Ukraine in the near future.

Figure 14: Two Areas that Companies Would be Most Likely to Spend their Money

Notes: based on data from the Global Compact Network Poland's 2022 online survey "Businesses in Support of Ukraine". Question: "Please specify two measures supporting those affected by the conflict that your company would be most likely to spend its aid budget on this year." Multiple choice question (results do not add up to 100%). N=477.

The diminishing readiness to support people living in Ukraine is probably caused by several factors. Being tired of the issue of Ukraine and aid, especially in the context of the deteriorating economic situation in Poland, is one of the reasons. The scale of aid offered by Poles after the outbreak of the war, including measures aimed directly at the country, was considerable. Therefore, it is understandable that, despite the needs still being immense, there is a feeling of exhaustion. Entrepreneurs are also fearing for the condition of their companies, regardless of their size. Those fears are manifested, inter alia, by the restrictions of the funds earmarked for providing aid.

When asked questions about the forms of assistance provided, entrepreneurs often stated that they are providing or were planning to provide assistance by expanding the qualifications of those arriving in Poland. This is a pragmatic and long-term measure that can offer benefits not only to refugees and the businesses themselves, but to Polish society, by creating a higher number of qualified workers. It is worth coordinating such measures, making sure that education is effective in the long term and that it corresponds to changing market needs. Willingness to support students coming from Ukraine is valuable as well, and needs to be coordinated due to the involvement of a large number of actors. Integration with peers will be easier if these students are able to communicate well in Polish.

CONCLUSIONS

The invasion of the Russian Federation against independent Ukraine was a shock for citizens and businesses alike. Since the end of February 2022, intensive efforts have been observed to support refugees, and those affected by the conflict who remain in Ukraine. At the same time, this is a situation unlike any other in Europe's recent history, and therefore the challenges are unique.

The companies surveyed have committed significant resources to helping refugees, and those affected by the conflict. The scale of aid offered was the largest during the first three months after the outbreak of the war.

The surveyed companies focused on providing direct assistance to refugees during the first three months of the conflict and, to a lesser extent, to those who remained in Ukraine. This first wave of aid focused on humanitarian support and on meeting the basic financial and material needs (and, to a lesser degree, the intangible needs) of those affected by the hostilities. Significant financial support was the dominant form of assistance. Attempts were also made to meet the basic needs of the people affected by the war.

The activities undertaken were, and still are dominated by ad hoc, financial, or in-kind assistance. Responses demonstrating the existence of planned, long-term support policies were relatively less frequent. In the case of ad hoc assistance, priority target groups of the aid granted were visible (refugees). The assistance is aimed to solve the emergency situation, but the scale of aid is currently diminishing. Efforts are undertaken to assist refugees in finding jobs, meaning that assistance is more aimed at the long-term and is intended to facilitate the integration of those coming from Ukraine in Poland. The evolution of these forms of support should be closely followed – particularly if the war morphs into a frozen conflict.

A clear relationship between the size and turnover of the given company and the amount of ad hoc aid provided is evident. It is the size of the company that is the most important factor, determining the attitude and behaviour of the respondents. Not surprisingly, in the sample participating in the survey, larger companies were able to earmark more funds for providing aid. In addition, there was variety in the forms of in-kind support they offered. This in no way depreciates the support provided by smaller entities. It shows, however, that a certain production volume needs to be achieved in order to be able to organise more diversified forms of aid.

The degree of organisation of aid is also likely to increase with the size of the company. It seems that a certain aid gap exists here. Large companies with significant budgets and a high number of employees were more frequently providing aid directly to refugees, to those staying in Ukraine, and aid via other organisations. Smaller companies, earmarking lower amounts on aid, were more frequently engaging in relief efforts on their own, without the support of other organisations. While the

first impetus for aid could have been uncoordinated and of an ad hoc nature, it is worth considering to continue and stabilise the stream of aid with a higher degree of organisation, and support smaller entities with smaller budgets as well.

The role of organisations acting as intermediaries in providing help is an important aspect that needs to be analysed in more detail. A combination of variables is at play: larger companies allocate larger budgets to relief efforts and more frequently benefit from the support of other actors. Nevertheless, in the case of the entities participating in the survey, the combination of stand-alone activities and cooperation with intermediary organisations resulted in a slightly wider array of aid efforts and stretched to different recipients affected by the war.

Nearly half a year after the outbreak of the conflict, the war is becoming less popular in the media and there are reasonable concerns that the volume of aid will shrink, although the needs certainly remain urgent. The question of how much money a company plans to spend on aid in the near future, received few answers, which may just mean that not many companies are actually planning aid activities.

Over time, the readiness to support those who remained in Ukraine has decreased. Many companies are or will be providing assistance in the form of courses aimed at boosting the qualifications of people coming into Poland in the near future. This is a pragmatic and long-term measure that can offer benefits not only to refugees and the businesses themselves, but to Polish society, by creating a higher number of qualified workers. Companies participating in the survey are willing to support the education of children and young people, and activities that will boost the professional qualifications of people coming from Ukraine in the near future. Better quality laws, clearer rules, and tax incentives are important factors that can encourage companies to further help people in need and coming from Ukraine.

The decreasing inertia of aid that may already be observed seems to be the most acute problem. After an explosion of aid giving in the first three months, it seems that most companies have stabilised the extent of their assistance (both in-kind and intangible), and the number of companies declaring to continue offering financial support is relatively low. Hence, the question of how to stabilise support and foster long-term assistance becomes crucial. It is important to define the role that supports organisations (at an international, national, and local level) which may play a part in this process. The role of the state remains an open question as well. There is a risk that, with the protracted conflict and the impoverishment of companies (especially those with lower annual turnover), businesses may withdraw from providing aid. It would be advisable to come up with a long-term aid policy offering incentives to companies providing various types of support to refugees.



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1 - 16 oz. (454g) Punnet
12 - 8 oz. (227g) Punnet
1 - 2 lb. (908g) Punnet

CALIFORNIA
STRAWBERRIES

4 - 8oz Pun. (227g) 16 oz
8 - 4oz Pun. (113g) 32 oz
12 - 8oz (227g) Pun.

CAT 1

PRODUCT OF U.S.A.

PRODUCT OF U.S.A.

CALIFORNIA
STRAWBERRIES

4 - 8oz Pun. (227g) 16 oz
8 - 4oz Pun. (113g) 32 oz
12 - 8oz (227g) Pun.

CAT 1

II.
**Outreach activities
implemented by
UN Global Compact
Network Poland and
UN Global Compact
Network Ukraine**

MEASURES UNDERTAKEN BY UN GLOBAL COMPACT NETWORK POLAND UNDER THE UNITED BUSINESS FOR UKRAINE PROGRAMME

As pointed out by UN Secretary-General António Guterres, the protection of civilians and their security must be an absolute priority in a war-time environment. The fact that Poland and Ukraine are neighbors has made our country the main destination for war refugees from Ukraine who were forced to flee their homes. In the first weeks of war, the Polish-Ukrainian border was crossed by hundreds of thousands of displaced persons. Each individual entering Poland was in need of immediate material, logistical and psychological support. According to the document titled “Ukraine Flash Appeal”, as many as 11.7 million people took advantage of at least one form of humanitarian aid between 24 February and the beginning of July 2022. Bearing in mind that the total population of Ukraine equals 44 million, this shows the huge scale of the crisis caused by the prolonged hostilities¹. The financial aid required until the end of 2022, as estimated in a document by UN OCHA, amounts to USD 4.3 billion.

UN Global Compact Network Poland initiated its relief effort in the very first days of the war in Ukraine. It was our intention to engage the private sector and to coordinate cooperation with key non-governmental organizations and other stakeholders offering humanitarian aid. To achieve this objective, we cooperated directly with UN OCHA, IOM and UNHCR Copenhagen, as well as with UNHCR Poland.

We have also been hosting in Poland, since the beginning of March 2022, the team of UN Global Compact Network Ukraine. Thanks to the support of Facebook and Google, we provided the staff of the Ukrainian Network with additional office space required to continue their work and to coordinate the relief effort.

AD-HOC ASSISTANCE

During the first weeks of the war, ad-hoc aid initiatives undertaken at specific locations were required to satisfy the most urgent needs related to transportation, accommodation, board, as well as legal protection and assistance.

Logistics

Thanks to a coordinated effort of Poland's largest transportation companies (including, inter alia, Flixbus and Rainbow Tours SA) we managed to evacuate, in cooperation with the Happy Kids Foundation, over 2,000 children from Kharkiv, Odessa, Kherson, Lviv and Volyn. The undertaking required not only a considerable amount of logistical arrangements, but also some coordination between Polish and Ukrainian authorities operating on central and local levels, to make sure that the children could safely be transported to care-taking facilities in Poland. To ensure the success of the operation, we cooperated with the Polish Ministry of Family, Labor and Social Policy.

UN Global Compact Network Poland was also supporting the evacuation of severely ill children from hospitals located in Kharkiv and Lviv (who were transported on medevac trains organized by the Polish Ministry of Health). More than 300 children have been evacuated, including 18 children with different stages of cancer, together with their parents and siblings, from the Oncology Ward of the Kharkiv City Children's Hospital.

Food Aid

Working in cooperation with our program partners - Lidl and Żabka - we were also reacting, on an ongoing basis, to food and in-kind aid related requirements voiced by such organizations as the Polish Red Cross or the Office of the Ombudsman. The total value of assistance channeled via our office exceeded half a million zlotys.

Human Trafficking

Transportation was not the only priority to handle the en masse movement of those directly or indirectly affected by the war. Ensuring the refugees' safety after crossing the border was equally crucial, especially in light of the demographic make-up of the group of displaced

Ukrainians that was dominated by women and children. In this regard, we cooperated with the Human Trafficking Research Center of the University of Warsaw, headed by professor Zbigniew Lasocik, and with the Office of the Ombudsman, represented by the Deputy Ombudsman, professor Hanna Machińska. Support of experts from IOM was relied upon as well. Working together, we organized and conducted a series of online webinars devoted to human trafficking, targeted for non-governmental organizations present at the Polish-Ukrainian border, volunteers and all those providing assistance to refugees. The webinars were supplemented by materials handed out to refugees and containing the most important information, warnings and telephone numbers of emergency services and non-governmental organizations preventing trafficking in human beings. The leaflets were prepared in three languages (Polish, English and Ukrainian). In cooperation with DRUK-INTRO S.A. and InPost, we printed over half a million copies of brochures that were transported to reception centers in Lviv, to border crossing points and to railway stations, where they were distributed by Polish Red Cross volunteers and representatives of non-governmental organizations.

LONG-TERM AID

The private sector is one of the key links in the humanitarian chain, especially when it comes to emergency response and long-term support. We noted, with great pride, the evidence of solidarity and assistance offered by companies operating in Poland – the scale of their support has exceeded our expectations, which was one of the reasons why the idea to draw up this report first emerged. We wanted the report not only to take stock of the extraordinary scale of mobilization of the business sector, but also to collect and present good practices that can be implemented in the context of humanitarian relief efforts during other conflicts, both current and future.

We have been aware, from the very outset, of the challenges and needs related to establishing a stable system for providing long-term support for refugees. Therefore, while offering ad-hoc aid, we were also concentrating our efforts on setting up a system of long-term assistance to be offered under the “United Business for Ukraine” program. The program currently brings together several dozen companies supporting UN Global Compact



Network Poland in its implementation of projects that focus on five key areas: long-term accommodation, access to the labor market, supporting the education of children and youths, psychological assistance and legal support.

Accommodation

Accommodation is an area that is of key importance for refugees. In light of the humanitarian crisis resulting from Russia's aggression against Ukraine, it posed a great challenge for the Polish state and required multilateral support of many stakeholders. Without NGOs, and without the good will of Poles, it would not be possible to provide a safe shelter for Ukrainian citizens arriving in our country. The business sector, and especially the developers, also refused to remain indifferent, as they were acutely aware of the fact that the ability of private citizens to offer accommodation was limited, and that such a solution was, in the majority of cases, of the short-term variety only.

Therefore, UN Global Compact Network Poland, together with the leading real estate market players, initiated the #Property4Ukraine campaign renovating and offering temporary accommodation to the displaced persons.

Four office buildings in Warsaw were transformed into shelters for refugees from Ukraine. Businesses operating in the real estate sector undertook to prepare the facilities and to ensure their long-term operation. In total, the premises are capable of accommodating as many as 3,000 refugees in four buildings: Archicom, Echo Investment, Globalworth and Skanska. The real estate industry has become united in its effort to provide shelter for refugees from Ukraine. Twelve entities participated in the initiative: AFI Europe, Atenor, Cornerstone Investment Management, Echo Investment, EPP, Globalworth, Griffin Capital Partners, GTC, HB Reavis Poland, Immofinanz, Panattoni and Skanska. Formal mechanisms have also been put in place allowing other companies and individuals to support the project as well.

Skanska provided 3,000 m² of space in its Ilmet building, where approximately 300 people are staying now. Globalworth offered 3,072 m² of space in the Warta Tower building, with approximately 130 residents living there currently. It also handed over two of its offices in Warsaw and Wrocław to UNHCR. Echo Investment, in turn, provided office space in the Mars complex, where approx. 400 people are staying. Other premises and buildings are currently being adapted to serve residential functions.

Accommodation is a key issue in the face of the coming winter. According to UN OCHA experts, the Ukrainian government estimates that "more than 800,000 homes

have been damaged or destroyed since the beginning of the war and thousands of people are now living either in shelters or in destroyed buildings" without adequate protection against cold.

We have therefore sought, in our activities, systemic solutions which will work not only on an ad-hoc basis, but will also offer interim fixes during the period of reconstruction of the country after the war. Acting in cooperation with Pekabex, we plan to launch an innovative project consisting in the construction of modular multi-story and/or single-family houses. These houses can be erected in Poland and can be moved, once the hostilities end, to Ukraine.

This project will offer a systemic solution to the problem with providing long-term housing to a large number of refugee families. We plan to implement this project in cooperation with the World Bank and the European Bank for Reconstruction and Development.

Employment

In the first weeks of the war, we joined forces with the business sector to assess the employability of war refugees from Ukraine. Our efforts focused on women with children. We assessed the opportunities existing in the individual industries and launched vocational training courses. During the first phase of support, we planned education- and childcare-related measures to enable parents and their guardians to take up training and work. Currently, we are working on a nationwide support system aiming to integrate Ukrainian families not only with their local communities, but also with the local labor market. We are convinced that employers will be most willing to hire those people who have provided for the educational and safety-related needs of their children and have established relations with local communities. Consequently, such people are able to commence vocational training with a strong motivation to take up work. We plan to launch employment-related programs in cooperation with the Copernicus Science Center, the Polish HR Forum and the Human Doc Foundation.

Psychological Counseling

War trauma and mental distress caused by the lost feeling of security and by escaping one's own home, often under fire, are serious challenges affecting the mental and psychiatric health of refugees. They are at risk of suffering from depression, which makes it difficult for them to find employment in Poland, to undertake vocational training or to learn the language. Striving to face this challenge, we have undertaken, together with UN Global Compact Network Ukraine, activities aiming to create a psychological and psychiatric support system that refugees



from Ukraine currently staying in Poland and those who remained in Ukraine could take advantage of. The system is based on the work of a network of several dozen psychologists and psychiatrists who provide support online, in virtual therapeutic rooms. The reach of the Mental Help program is expanded by increasing the number of psychologists available and, consequently, it provides professional support to an ever-growing number of those in need.

Education

According to the data presented in the document titled "Ukraine Flash Appeal", "over 5.7 million school-age children suffered from the adverse effects of war, with 3.6 million of them experiencing school closures". This means that their educational process has de facto been interrupted. Permanent exposure to stress and war trauma, regardless of the place of their stay, also makes it difficult for them to continue education. Integration with the Polish language-based educational system is another obstacle faced by children staying in Poland.

Therefore, in the first semester of the school year of 2022/2023, we plan to offer additional Polish language classes to children and youths from Ukraine. Sessions with psychologists and extramural activities will be made available as well in an attempt to integrate both communities and to provide equal educational opportunities.

The project aims at preparing as many students as possible for being part of the Polish educational system in the school year of 2022/2023 and at facilitating the functioning of Ukrainian children and youths in the Polish society. While working on this project, we cooperate with the Nativated Foundation and the Human Doc Foundation.

Hewlett Packard Company is the first business partner of the project who has donated PLN 1.6 million for its implementation.

Legal support

The United Legals for Ukraine project provides specialized, free legal assistance to entities engaged in business activities, as well as to associations and foundations engaged in the provision of humanitarian aid or in counteracting the effects of the war in Ukraine.

The legal assistance provided covers, inter alia, the following areas:

- Code of commercial companies
- Coronavirus legislation
- Personal data protection
- IT and new technologies.
- E-commerce
- Real estate and construction sector investments
- Banking and finance (including AML)
- Taxes
- Public aid
- Infrastructure
- Life sciences
- Labor law

The program aims to create the first platform of this type, bringing together those in need of legal assistance with qualified lawyers who are willing to provide it.

The project is implemented in cooperation with the Sołtysiński Kawecki & Szlęzak law firm and is a joint initiative of UNGC and SK&S. Once the pilot phase has been concluded, we will invite other law firms willing to provide pro publico bono legal support to business entities and NGOs that offer aid to Ukraine.

LEGAL PROJECT

ABOUT ANTI-CORRUPTION COLLECTIVE ACTION

UN Global Compact Network Ukraine joined the Anti-Corruption Collective Action in 2020 to tackle one of the biggest obstacles preventing further development of the state, its society, and all spheres of the country's economic life.

Due to the full-scale Russian invasion, the concept of business integrity acquired a new meaning for Ukrainian companies. The Ukrainian Local Network and its partners continue to move forward as they recognize that business has a critical role to play in reinforcing accountability, integrity, and transparency. The private sector can be a powerful agent for change by contributing to a culture of integrity and transparency and by strengthening the rule of law.

UN Global Compact Network Ukraine was the first in the world to create a series of publications titled **"Business Integrity Lessons from a War Zone"**, sharing expert advice on transparent business conduct in uncertain environments. The series showcases preventive actions in private and public sectors and serves as a key driver for change and for the establishment of a culture of integrity. The initiative consists of 15 episodes published on various social media channels and will be transformed into a publication. Each episode is prepared by an expert from a partner company, giving advice on practical steps to enhance accountability and sharing experience from times of increased uncertainty.

In June 2022, UN Global Compact Network Ukraine held a panel discussion called **"Re-Building Ukraine: Business Accountability, Integrity and Transparency as an Obligatory Pre-Requisite of Investment"**, being part of the Information Warfare and Information Operations Forum. During the anti-corruption panel, together with invited speakers from Transparency International, the National Agency on Corruption Prevention and Datagroup, UNGC Ukraine discussed steps that can be undertaken to enhance transparency and accountability of business operations.

The efforts of UN Global Compact Network Ukraine aiming to increase transparency in the Ukrainian business context were recognized by the Basel Institute on Governance. The Collective Action Initiative became **the winner of the international Anti-Corruption Collective Awards 2022** in the Inspirational Newcomer category.

The Network continues to work on developing materials for its e-learning anti-corruption course, compri-

ing elements of gamification, thus taking an innovative approach to overcoming the problem of corruption in Ukraine. The team has managed to successfully engage 51 private and public sector experts. The course will be available via the state-owned Diia.Business platform which is visited by at least 500,000 business users.

The Network has the potential to further enhance its cooperation with governmental agencies, focusing on anti-corruption and influencing policy change. The Network's approach to Collective Action now serves as a model for other Global Compact Local Networks implementing, for the first time, corresponding initiatives in their local business environments.



KEY FIGURES

15

"Business Integrity Lessons from a War Zone" from the private and public sector

51

Experts are working on an e-learning anti-corruption course for businesses



Winner of the international Anti-Corruption Collective Awards 2022

4000

views of the "Re-Building Ukraine: Business Accountability, Integrity and Transparency as an Obligatory Pre-Requisite of Investment" panel discussion

ECONOMIC DEVELOPMENT PROJECT

ABOUT GIVE A JOB FOR UA

Give a Job for UA is an initiative aiming to help Ukrainian refugees with employment and offering businesses from around the world an opportunity to support Ukraine by hiring them. This project was launched by Global Compact Network Ukraine and Local Network Poland, in partnership with Parimatch, Jooble and Happy Monday. Vacancies for Ukrainians are posted, for free, on such job search platforms as Jooble and Happy Monday.

According to the Office of the United Nations High Commissioner for Refugees, more than 6.5 million Ukrainians were forced to leave the country, losing their homes, jobs, and sources of income. Because of the Russian military invasion, 79% of Ukrainian companies were forced to stop operating entirely or almost entirely. Even once the hostilities end, Ukrainians will not be able to immediately return home due to landmines, damage to infrastructure and other factors that will take quite some time to resolve.

Give a Job for UA unites businesses in a worldwide search for vacancies that may be filled by Ukrainians, matching refugees with relevant jobs. The initiative also calls on Global Compact Network participants to urge the maximum number of companies to create opportunities for Ukrainians.

Give a Job for UA partners benefit from access to skilled talent, unique ethnic experience and cultural diversity, thus strengthening their brand's reputation and expanding their portfolio of CSR efforts. Ukrainian refugees, in turn, may find employment in companies with high demand for temporary jobs, thus counteracting the lack of online and offline employees. The campaign is of great importance for Ukrainians, as integration into the new reality is heavily dependent on having a job abroad.

Jooble and Happy Monday created special website sections listing vacancies posted by European companies

and participants of the Global Compact Network initiative. In addition to a special section of its website, Jooble has already launched a Telegram channel for Ukrainians, posting job offers, sorted by specific countries, on a daily basis.

Other advantages of Give a Job For UA include:

- collecting general information required while searching for jobs via background questionnaires;
- lists of local job search portals and language learning resources;
- evaluation of local regulatory requirements and recruitment-related nuances;
- negotiations with local companies to allocate jobs to Ukrainians as part of their corporate social responsibility programs.

Everyone is entitled to the same opportunities, regardless of where we come from and irrespective of the various challenges we face.

If you would like to publish information about a vacancy, please contact us at: jobs@globalcompact.org.ua.



KEY FIGURES



partners



IT support
offered by 5
local networks



Information about
vacancies share by
businesses from
20 countries



job offers on
Jooble and
Happy Monday



Ukrainians
informed about
the project

EDUCATIONAL PROJECT

ABOUT IT NATION 2.0

The "IT nation 2.0" project provides free IT education to Ukrainians. The project is implemented by the Global Compact Network in Ukraine, with the support of the Economic Resilience Association. It is pursued between November 8, 2021 and November 7, 2022.

The main goal of the project is to promote economic opportunities in the IT sector among vulnerable groups of Luhansk and Donetsk Oblasts, as well as in the south of the Zaporizhzhia Oblast (Berdiansk, Melitopol and Pologivskiy districts of Zaporizhzhia Oblast), improving their employability and increasing competitiveness on the labor market by providing access to modern, high-quality IT education.

The Powercode Academy e-learning platform is the main tool relied upon in the course of the proposed scheme. It is a high-quality programming product and is fully oriented to match the requirements of IT companies.

The full-scale invasion of Ukraine forced us to introduce changes to the manner in which the project is being implemented. In May, together with the Economic Resilience Association, we agreed to expand the geographical coverage of the project to include all of Ukraine, aiming to support IDPs from the war-affected oblasts.

The project's participants may be divided into the following key categories:

- young people with incomplete secondary education (aged above 15);
- women and men of different ages;
- unemployed;
- young people from NGCA studying in GCA areas of the target regions;
- parents from large families and/or parents of children with disabilities;
- single mothers;
- ATO veterans;
- IDPs;
- people living in a 5-kilometer buffer zone along the line of contact (GCA);
- people living in a 5-20-kilometer buffer zone along the line of contact (GCA);
- people with disabilities.

Project participants may undergo training focusing on one of four IT areas: Frontend Base, Frontend Advanced, QA Manual, and QA Automation. Additional activities are

offered under the project as well, allowing not only to broaden IT-related knowledge, but also to expand professional competence. These include specialized webinars and supporting webinars for female project participants, additional mini-courses for project participants interested in Basics of programming in Python, Basics of Cyber Security Web-applications, English for IT, an online hackathon, and an online camp with a job fair.

The informal "Women in IT Club" community is another important activity pursued as part of the project. The purpose of this informal community is to provide female participants with additional specialized knowledge and applied skills through targeted mentoring, so that they can increase the level of their competitiveness and professionalism. Tools that are useful during rapid recovery events, as well as those relied upon in situations of uncertainty – both in IT and in related fields – are taught as well.

This project will allow hundreds of Ukrainian men and women, as well as their families, to gain access to additional opportunities by improving their social and economic situation. Its long-term objective is to offer a valuable contribution to the post-war recovery of the country.

KEY FIGURES

4,963

persons signed up for the project. 2,258 of them were new participants joining the project during the additional recruitment period

55%

of participants are women

32

is the average age of the participants

77

is the age of the oldest project participant

49

active participants of the Women in IT Club

Nearly 500

people have completed the project so far

60%

of participants completed more than 1 course or signed up for other courses

24

specialized webinars have been conducted

10

webinars for female participants have been conducted

40

mentoring consultation sessions are scheduled and 22 of them have already been conducted for members of the Women in IT Club

EDUCATIONAL PROJECT

ABOUT SEED

SEED is an educational project which aims to implement the best business ideas in the agricultural sector. This program is developed by UN Global Compact Network Ukraine with the support of PepsiCo Ukraine and benefits from funding provided by the PepsiCo Foundation.

- S – Sustainable**
- E – Empowering**
- E – Ethic**
- D – Diverse**

The purpose of SEED is to create conditions for promoting employment and self-employment of Ukrainians, increasing their economic literacy and providing high-quality online education promoting entrepreneurship.

The Russian aggression against Ukraine created many obstacles to the work of farmers who are critically important for the Ukrainian food sector and the economy. Therefore, the SEED program focuses on agricultural projects.

Also, it contributes to achieving progress in meeting Sustainable Development Goal 4 "Quality education" and 8 "Decent work and economic growth".

150 entrepreneurs from all over Ukraine are ready to improve their way of doing business through intensive training and individual support offered by experienced mentors.

All participants are divided into two groups. The first group was trained in August, and the other will be attending its courses in September. Training provided within the framework of the SEED project includes 27 hours of interactive lectures by experts in project management, communications, finance, legal aspects of business, etc.

Besides, each participant spends three hours holding individual mentoring sessions with professionals.

Until the end of September, the participants will be working on improving their business ideas. In October, they will present their projects. An independent jury will select 10 projects that will receive financial support enabling their implementation.

Small farming businesses of some SEED participants have already been damaged or destroyed by the Russian military aggression. Some participants were forced to leave their homes and companies, moving to safer places and starting their businesses from scratch. But all those who joined the SEED project are ready to work hard and facilitate the spirit of entrepreneurship in Ukraine.



KEY FIGURES

150

participants

2

rounds

27

hours of lectures

10

mentors

5

workshops hosted by top Ukrainian companies

10

workshops hosted by top Ukrainian companies

COLLABORATION WITH THE MINISTRY OF ECONOMY OF UKRAINE

SOCIAL PROJECT

ABOUT MENTAL HELP

To make psychological help available and convenient for Ukrainians, UN Global Compact Network Ukraine has launched the “Mental Help” project. It aims to provide free psychological assistance services to people affected by Russia’s war against Ukraine. The project has been developed with the support of UKRSIBBANK BNP Paribas Group, Schneider Electric Corporation, Fondation de France, and UN Global Compact Network France.

Russia’s military aggression has caused irreparable consequences not only for the physical but also mental health of Ukrainians. According to the Minister of Healthcare, 15 million Ukrainians will need psychological assistance. This number includes children, adults and the elderly. Unfortunately, not all Ukrainians can afford the services of a professional psychologist. However, everyone needs psychological support and care.

The “Mental Help” project relies on the services of a team of professional psychologists who are ready to work with all Ukrainians experiencing the psychological impacts of the war.

Interaction with a psychologist takes place on an online platform: <https://menthelp.com.ua/>

Each customer may select a psychologist that best suits their needs, book the exact time of a private session and join the online meeting with the therapist via Zoom or Google Meet.

All consultations are free and fully confidential.

The project not only helps Ukrainians cope with the trauma of the war and restores their mental health, but also creates jobs for dozens of psychologists supporting the well-being of our fellow citizens.



The “Mental Help” project was launched in March. Its target group comprises the employees of institutions participating in UN Global Compact Network Ukraine. During the first three days of the campaign, specialists conducted professional mental therapy sessions with over 300 people. Several group training sessions focusing on self-support and parenting were held as well. The psychologists also offered private counseling for adults and children who left the war zones.

Thanks to the support of its partners, the project has been expanded to allow as many Ukrainians as possible to overcome their trauma, restore their psychological health, and return to a fear-free life.

If you would like to become a partner of the “Mental Help” project, please contact us at: help@globalcompact.org.ua.

KEY FIGURES**4**

financial partners

1

legal partner

OVER THE PERIOD OF ONE MONTH WHEN THE ONLINE PLATFORM WAS IN OPERATION:

more than 700 people participated in individual sessions with psychologists

more than 600 people attended group sessions and training courses hosted by psychologists



III.

Case studies

EXPERIENCE FROM UKRAINIAN COMPANIES

The short time frame of the survey and the difficult moment in which it was rolled out, including the situation on the frontline of the war, did not allow for sufficient number of respondents to fill in the survey. Therefore, the project team faced a difficult dilemma: leave the perspective of the Ukrainian businesses for the future or reduce the scope of ambition and limit the chapter to the case

studies submitted by six companies. We decided to move ahead with the second option for two reasons. First, the experience shared below is illustrative of the solidarity and mobilisation of different sections of the Ukrainian society in the war effort. Second, it suggests that even through in the most difficult stage of the war, the companies are looking beyond the conflict.



DATAGRUP-VOLIA

Datagroup-Volia: connecting bomb shelters and refugee centres to internet

The company "Datagroup-Volia" is one of the leaders of the telecommunications market of Ukraine, which provides Ukrainians with high-quality Internet, modern TV, cloud and cybersecurity services. The company's network covers over 4 million Ukrainian households in the largest 50 cities. With over 30,000 kilometres of fibre infrastructure, it is one of the largest networks in the country.

24 February changed the lives of Ukrainians forever. It was from this day that people of Ukrainian cities learned, against their will, what "incoming" is and where the nearest bomb shelters are located. From the first days, almost all Ukrainian cities became targets for enemy attacks and shelling.

And that's when a problem arose that no one had thought of before. Most shelters have no connection with the outside world. In 80% of cases, mobile communication does not work. The lack of communication at a time when shells and rockets are falling on almost all Ukrainian cities is a great tragedy.

Datagroup-Volia company drew attention to this problem and from the first days of the war implemented a program to connect civilian bomb shelters to the free Internet. Currently, the company has already provided Internet in more than 400 bomb shelters in 18 regions of Ukraine: more than 100 of them are in Kyiv, more than 60 in Rivne, 50 in Dnipropetrovsk region and 20 in Kharkiv.

Unfortunately, bomb shelters are not the only places where Ukrainians are now forced to stay, hiding from the war. According to the UN, about 7 million Ukrainians were forced to leave their homes and seek refuge in other regions of the country. That is why the Datagroup-Volia company initiated an additional program to provide free high-speed Internet in the collective centres for internally displaced persons. The company also implements a program to provide free high-speed Internet in the bomb shelters in schools too. After all, the school season should start soon.

But this year, due to the war, the educational process will undergo significant changes. According to the order of the Ministry of Education, on September 1, only those schools that have an adapted shelter will be able to open their doors for students to guarantee the safety for children during possible enemy attacks. Unfortunately, most Ukrainian schools were not ready for such a development and do not have properly equipped shelters in their buildings. That is why the Datagroup-Volia company launched this program.

This should ensure the proper learning process in schools and protect Ukrainian children from threats.

The main task for the company "Datagroup-Volia" is still the same, to provide reliable and high-quality communication for millions of Ukrainians, in particular in war zones. The company's technicians work 24/7 and, sometimes with a risk for their lives, carry out repairs in the field. As soon as the soldiers of the Ukrainian Armed Forces enter the city, the company's engineers come there the next day to restore communication. Thus, since the beginning of the war, the company has closed more than 20,000 applications for accidents and damage to the network. 45% of these claims relate to war damage.



DTEK GROUP

Free electricity, jobs for displaced people and humanitarian aid: how DTEK Group is supporting Ukraine

DTEK Group is a diversified energy holding that includes six businesses and a corporate university, Academy DTEK. DTEK Group enterprises produce electricity at solar, wind and thermal power plants, mine coal and natural gas, trade energy resources on Ukrainian and foreign markets, distribute electricity and manage power grids infrastructure, supply consumers with electricity, offer energy efficient solutions, and expand a network of fast charging stations for electric vehicles. DTEK Group is also a strategic investor in energy assets in Ukraine and abroad. In 2021, capital investments of DTEK Group amounted to UAH 23.4 billion (USD 633 million).

Today, everyone in Ukraine is doing their bit to help defeat the aggressor: soldiers, doctors, farmers, volunteers, entrepreneurs, and others. DTEK Group is also doing everything it can to ensure the uninterrupted operation of Ukraine's energy system and war-critical infrastructure. All the Group's efforts are focused on helping and supporting Ukraine and every Ukrainian.

Since the start of Russia's full-scale invasion of Ukraine in February, DTEK Group has donated UAH 527 million (USD 18.2 million) in humanitarian aid. Priority aid areas include purchasing protective equipment, medications, and food kits for Ukrainians, and supporting forcibly displaced people.

Since the beginning of the war, DTEK has been providing free electricity to critical infrastructure institutions. Overall, more than 100 medical and other institutions receive electricity from DTEK, worth UAH 178 million (USD 4.8 million). Alongside the Rinat Akhmetov Foundation, DTEK has organised aid transfers as part of the Saving Lives Project. Food supplies have already been handed over to the Mykolaiv, Dnipropetrovsk, Donetsk and Zaporizhzhia region residents. In addition, DTEK and the Rinat Akhmetov Foundation have provided five state-of-the-art Renasys™ Touch wound therapy devices to the Okhmatdyt National Specialized Children's Hospital.

DTEK Group companies, including DTEK Energy, are also helping displaced people get jobs. Since the beginning of the war, almost a thousand displaced people have been employed by DTEK Energy companies. The DTEK Group continues to support communities with the equipment, technical devices and means of transportation they need. The company has transferred 157 vehicles from its own fleet, including off-road vehicles and minibuses, which are used to protect civilians.

DTEK Group companies continue to provide fuel for humanitarian purposes. So far, they have delivered a total of over 30,000 litres of condensate and diesel fuel. In addition, more than 450 tonnes

of coal have been provided for Ukrzaliznytsia, which relies on coal for its evacuation trains. Over 100 tonnes more have been given to local communities to ensure heat supply.

As a Ukrainian company, DTEK is doing everything it can to be a reliable partner in the implementation of humanitarian aid provided by the international partners. The successful cooperation between DTEK and Schneider Electric, Pullman System, Iberdrola, and EON is a bright example for other international companies seeking to join the Ukraine support and recovery effort. DTEK's and Schneider Electric's joint efforts helped deliver autonomous lighting systems to the Donetsk region, where it is impossible to restore electricity supply due to intense fighting.

As a result of the joint efforts by the UN Global Compact Ukraine and the DTEK Group, Ukraine has received innovative mobile water treatment systems, which were provided by the AFTA Group as humanitarian aid. Pullman Electric Water Tricycles – mobile water treatment systems – filter polluted water under water-scarce conditions and provide drinking water to the regions left without water supply.

FARMAK

FARMAK: provision of charitable medicines and supporting the local community

Farmak is the leading pharmaceutical manufacturer in Ukraine. The company's products are marketed in 40 countries.

During the first days of the war, the company donated all available finished products to charity and asked its foreign partners to supply critical medicinal products to Ukraine in the form of humanitarian aid.

The two sites of Farmak JSC (in Kyiv and Shostka, Sumy oblast), never stopped their operations since the beginning of the war. Despite of the threat of missile attacks in the capital city, and almost complete surrounding of Shostka by the enemy's troops, all employees continued working to provide medicines despite the risks of attacks (e.g., the big warehouse of the company with the stocks of finished products, packaging, and raw materials, was completely destroyed in the first weeks of the war).

Humanitarian aid from foreign partners. After the destruction of the company's warehouse of raw materials and finished products worth about 50 million EUR, Farmak asked its own foreign partners for help, so that critical medicines would stay available for Ukrainians. That's why Farmak sent a request to supply medicines and medical devices to Ukraine in the form of humanitarian aid. Part of them was provided free of charge and part of the

costs was covered by the Zhebrivski Family Foundation.³ Farmak provided all the logistics to organize the supplies of such aid from the EU. The humanitarian aid granted by its partners was delivered directly to the state institution "Public Health Center of the Ministry of Health of Ukraine". So far, such supplies of humanitarian aid made about 1.8 million Euros.

Charitable support. Since the first days of the war in 2014, Farmak and the Zhebrivski Family Charity Foundation have been helping civilians affected by the war, medical institutions, and military personnel. Since December 2021, this aid reached more than 550 000 euros. The Foundation donates mostly medicines and medical equipment to those in need.

During the war, Farmak continued to support the educational sphere. Due to the military actions, there are restrictions for school graduates in their studies and admission to educational institutions. The company provided free computer programming training for senior school students of the Shostka community. The educational program aims to provide quality education and reduce the outflow of talented young people from the community. The charity foundation also helps schools to prepare for the school season; bomb shelters were organized in 4 schools of Ukraine.

³ Zhebrivski Family Charitable Foundation is a Ukrainian charitable organization, legal successor of Farmak Charitable Foundation.

Supporting food security in the Shostka community. Today, part of the territory that was previously used for growing crops is under fire from the Russian invaders. In addition, the occupants steal agricultural machinery, destroy food warehouses and roads. People in the villages lost the opportunity to feed their families with crops from their own household. In order to help families affected by the war, Farmak joined the initiative Seeds for Ukraine. It aims to provide vegetable seeds to more than 100,000 Ukrainian families. Farmak supported the project and handed over packs of seeds to 1,000 families of the Shostka community.

Help from employees. In addition to the corporate-driven support, the company's employees organized charity fundraising and donated their one-day salary to charity. During fundraising, more than 50,000 EUR were collected for the defence of the country. The employees also became blood and plasma donors. More than 30 litres of blood and plasma were donated to the soldiers and civilian victims of the war.

Today the enterprise functions at full capacity, supporting the country's economy. At the beginning of the war, the company paid all taxes in advance and maintained its staff. It constantly continues to manufacture medicinal products and provide charitable aid to the population.



MHP

MHP: food security for Ukraine and safety for about 27 thousand of its employees

MHP is international company in the field of food and agro technologies. The company is over 20 years old and now it is a group of enterprises in the fields of agriculture, food production and retail. MHP's headquarters is in Kyiv, while production facilities are located in Ukraine and the Balkans. The company has subsidiaries in the Netherlands, Great Britain, Saudi Arabia, and other countries.

During the invasion of the Russian Federation into Ukraine, MHP provided comprehensive support to the state. The company focused on two key areas: the food security of the country and the safety of about 27 thousand of its employees. By virtue of the company's activities, economic risks in the regions and communities of its presence are also overcome, and many social issues are resolved, regarding internally displaced persons (IDPs) especially.

Food security of Ukraine. MHP enterprises ensured the food security of the state. About 13,000 tons of the company's products (primarily chicken meat) to the amount of over UAH 630 million were transferred as gratis humanitarian supplies to various parts of Ukraine. The company created several humanitarian centres and digital platform dopomoga.mhp.com.ua processing applications for aid. MHP cooperation with the state, volunteers and other businesses made it possible to avoid

a food disaster in these territories. In general, communities from more than 700 cities and villages of Ukraine felt the company's support.

Despite the great financial losses caused to the company by the war, MHP did not stop the operation of any of its enterprises for a single day (except for one located in battle area, temporarily on hold).

The sowing campaign was also carried out on time. Considering the risks of the world food crisis, as well as the fact that MHP has one of the largest land banks in Ukraine, the company's preservation of the crop is a crucial factor for the stability of Ukraine in war and post-war times.

Support for the economy of Ukraine and socio-economic projects for the community's development. MHP continues to be the leader of the agricultural sector of Ukraine in terms of taxes paid to the state and local budgets. In addition, the company together with the Foundation "MHP-Gromadi" are implementing the "DO YOUR BUSINESS" and "Time to act, Ukraine!" grant projects aimed at developing the economic soundness of communities and self-employment.

Charity, protection, and assistance to a vulnerable population. During the war, MHP increased its support for vulnerable populations – in particular,

assistance to internally displaced persons. A vivid example was the transfer of the first batch of “KoKo” baby food to help children in difficult circumstances due to the war. Today, our support is experienced by hospitals and maternity homes, charitable institutions caring for orphans and the elderly, as well as people who lost their homes and means of survival due to the war.

Humanitarian aid to employees. Since the 24th of February MHP has continuously taken measures to evacuate employees and their families from the territories of high risk to their lives and safety. The company laid the groundwork for the safest possible work in wartime conditions and took care of employees’ children. Also, the company provided employees and their families with products of its own production.

STARLIGHTMEDIA

STARLIGHT MEDIA

Starlight Media: information security and support of the public mental state

Starlight Media is the leading media group in the Ukrainian media market, a member of the UN Global Compact Network in Ukraine, which includes seven national TV channels and companies providing services in the television and entertainment.

In partnership with the largest Ukrainian media groups, Starlight decided to stop competition and collection of profits in favour of free and continuous informational space for the benefit of the public and nation.

On April 26, third day of the war, the leading Ukrainian broadcasters united to work together on the TV marathon. With the beginning of the war, previous competitors collaborated to hold the formation of the country's information defence firmly. The Starlight Media News team and its most popular channel among the population – ICTV (Nielsen data 2020, 20201) and the 'Vikna-News' program on the STB TV channel have been continuously broadcasting "United News" marathon for more than five months. Even when TV towers and channel's offices were under rocket fire, they did not interrupt their broadcast. From the hottest spots, with the sounds of the air alarms, from the bomb shelters, journalists from Starlight Media and other media groups of the marathon remained with Ukrainian non-stop. There have been no breaks in the news

marathon from the first day, and no advertisement. Channels participating in the marathon gave up their primary source of income (television advertising) for the sake of continuously informing the public about the war and delivering relevant and verified information, which during this horrible time can save people's lives and the integrity of the country.

The partnership is the fundamental principle, thanks to which Starlight Media and other media participants of the marathon make a large contribution to Ukraine's information security, and Ukraine's victory. A private coalition of the largest broadcasters have united with each other, leaving the competition behind. Partnership with the audience and collaboration with the state and armed forces of Ukraine are being the main allies and leaders in the current fight - withstanding Russian power.

Starlight Media created the first counter-propaganda programs on Ukrainian television in 2014, immediately after the annexation of Crimea. Thanks to many years of hard work on countering disinformation and Russian fake news, the "Anti-Zombie" and "Civil Defence" programs can now quickly and efficiently protect viewers in Ukraine and the countries that suffer from the influence of Russian propaganda. These programs collect more

than 100 million views monthly, if only looking at the numbers provided by YouTube.

Starlight Media has also introduced humanitarian broadcasting on its TV channels, which are not part of the "United News" marathon. These channels now focus on creating and showing programs that help maintain mental health, ensure life in the rear, distract and support children with their families by broadcasting cartoons and films. Moreover, during the war, Starlight Media's marketing team have created more than 250 social videos which aimed to support and inspire Ukrainians.

Despite current wartime, Starlight Media systematically continues to take care of its obligations as a member of the UN Global Compact network - continuing and strengthening corporate and media projects to protect human rights and environmental responsibility. Thus, the group currently supports an advocacy campaign to ensure the rights of LGBT+ people and the legalization of civil partnerships in Ukraine, continues to work on the topics of gender equality, combating violence, highlighting women's role during the war, and developing a network of partnerships with public and charitable organizations

TECHIIA

TECHIA

TECHIA: Housing for IDPs, hospital equipment for and improved access to humanitarian aid

TECHIIA is an international holding that invests in and manages companies in various industries such as IT products, Software-as-a-Service, Esports, construction technologies, Drone-as-a-Service, light industry, car sharing, and other technological areas. Most of the holding assets were created by Ukrainians, and with the help of the holding, they turned into successful global projects that adhere to sustainable development principles.

A significant part of the TECHIIA holding team operates in Ukraine, so immediately after the invasion of Russian troops into Ukraine, the holding mobilized all resources to fight for the country's freedom and help the victims of the war. The companies of the holding have transformed their activities in order to implement projects that will help Ukrainians to return to a peaceful life in a free country as soon as possible.

Aid fund worth tens of millions of dollars. On the initiative of the managing partners of TECHIIA, Oleg Krot, and Yuriy Lazebnikov, the NGO Techiiia Foundation focused on a new initiative, "Supporting the freedom of Ukraine". As part of it, the company purchased humanitarian aid for the defenders of Ukraine and war victims for more than USD 21 million. In particular, Techiiia Foundation sponsored the shelter in the city of Chernivtsi. The Foundation financed three months of the

shelter's activities providing funds for the maintenance of the facility and for helping its residents. Since the beginning of the invasion, more than 3,000 displaced persons from Kharkiv, Mariupol', Kramatorsk, and other hot spots of the country have been temporarily housed here. Now more than 120 people live in the shelter, and over 30 of them are children.

Techiiia Foundation also funded hot meals for IDPs from the Kyiv region. During the temporary occupation of the Kyiv region, the Techiiia Foundation financed hot meals for the IDPs from the temporarily occupied Irpin', Bucha, and Hostomel', as well as for the rescuers and patients of the capital's hospitals. In cooperation with a catering company, it became possible to provide 1,300 portions of meals every day.

It also provided modern equipment for neurosurgery. The hospital in the city of Cherkasy in the central part of Ukraine, which can simultaneously help up to 1,000 patients, received two electrosurgical devices and six inspection lights for dressings provided by the Techiiia Foundation. This upgrade helps perform both brain and spinal cord surgeries faster and with minimal post-surgical complications. In addition to that, within the "Get well soon" project, the NGO Techiiia Foundation has been upgrading the equipment in hospitals in 10 cities

of Ukraine for four years now. During this time, it helped save hundreds of children's and adults' lives, and today it helps save the wounded.

An app to improve humanitarian aid. JMIND, a software developer, with the support of an international team of volunteers, has developed a free mobile application Blend Social, that streamlines the process of giving or receiving aid. Blend Social users can help Ukrainians with food, shelter, clothing, transportation, housing, and more. You can also leave a request for help in the application and receive it from people from any country in the world. The Blend Social community already has over 6,600 users and over 3,000 people have received the aid they needed.

INTERNATIONAL COMPANIES' OPERATING IN POLAND



3M

3M and its employees for Ukraine in need

For years, 3M has been actively involved in helping various groups in need. Russia's invasion of Ukraine, on February 24, 2022, provided the impetus for extensive efforts to help Ukrainians. The company and its employees were in no doubt about the need for large-scale support. At 3M, teams (global and local) were very quickly organized to analyze the situation and coordinate efforts to support Ukraine. Decisions were made to support specific organizations in Ukraine and to cooperate with local entities involved in refugee relief efforts. The company enabled employees to collect - in cash and in-kind. One of the most important issues was the direct assistance provided to 3M employees from Ukraine and their relatives, who found themselves on the territory of Poland, or countries neighboring Ukraine, after the outbreak of war. Employees from the 3M East Europe Region neighboring Ukraine were heavily involved in the activities.

Standing together

A key motivation was to secure the enormous needs of those in war-torn areas, and those who chose to migrate. Standing together with numerous entities ready to bring aid 24/7 made it possible to deliver the support of great strength and value. It was also an expression of solidarity with a nation that was attacked. 3M decided to provide both financial assistance; and in-kind assistance - as a global company that produces many products that are essential in life.

A wide range of assistance to those in need

3M has been involved in relief initiatives, donating, among other things, \$2 million to humanitarian and medical aid. Combined donations from employees alone and the 3M Foundation were worth more than \$900,000. 3M donated - through humanitarian organizations - wound care supplies and other medical materials to doctors and medical workers at hospitals in Ukraine (including Kharkiv, Lviv, Mykolayiv, Vinnytsia, Khmelnytskyi, and others). The company also donated \$150,000 for Polish language instruction for Ukrainians.

3M volunteers organized fundraisers to cover the daily expenses and accommodation costs of refugees. Collections of food, personal hygiene items, and necessities were actively carried out. Since the beginning of the war, 3M employees in Poland, the Czech Republic, Slovakia, and Hungary were directly involved in relief efforts on a volunteer basis. The Local Crisis Team provided ongoing assistance to 3M employees from Ukraine and their families. A total of 48 3M employees and their families ended up under the roof of 3M workers in the East Europe region and were supported in the adaptation process.

A Ukrainian junior soccer team that was in Poland when the war broke out also received assistance from 3M.

Employees also prepared a special brochure for refugees explaining the issue of documents, refugee status, medical care, material support, etc.

Cooperation boosts aid

The company worked closely not only with NGOs but also with municipal companies or institutions. Globally, the company has supported more than 65

non-profits. Among the largest partners in Poland were: Wroclaw Agglomeration Development Agency, Polish Humanitarian Action, Polish Medical Mission, UNGC Poland, and Polish Centre for International Aid Foundation.

The strong commitment of both the company's management and employees made it possible to provide assistance of very high value. Financial, in-kind (including very important medical), and personal support was an essential element of solidarity with Ukrainians. Both the company and its employees faced a major challenge. Words of gratitude and thanks from the Ukrainians confirmed that the right direction was taken in action.



ACCENTURE

Accenture rapid response teams around the world join forces to coordinate action amidst war

Within hours of Russia invading Ukraine, Accenture had assembled a task force to respond to the war and to help our people and clients. When the rapid response team in one time zone went to bed, another awoke and took the baton in an around-the-world relay that demonstrated the company's full resources. The work of this group guided the company's response, including CEO Julie Sweet's decision to end operations in Russia, making Accenture one of the first major global corporations to take this extraordinary step.

Accenture's immediate focus was on assisting our Ukrainian employees, their families, and other refugees and also helping to prepare Ukrainian refugees for employment.

From the start, Accenture and our people responded with donations. The Company has given \$5 million to relief efforts, supporting refugees in Ukraine and neighboring countries—through non-profit organizations from the Red Cross to Polish Humanitarian Action. Accenture employees also donated \$1.75 million, which the company matched 100%.

While Accenture does not have offices in Ukraine, the Company employs 350 Ukrainians in neighboring Poland, the primary destination for millions of Ukrainian refugees. Accenture Poland leadership

reached out individually to these colleagues and checked on the welfare of the 100 colleagues from Belarus and 20 from Russia, many of whom were targets of hate speech outside of their work because of their nationality.

Accenture's entire Poland team took part in a massive effort to shepherd family members of the 350 Ukrainian Accenture people to safety. People channelled specific skill sets, for example, one person launched a Yammer group that connected refugees and rescuers from the office. Many took one, two, or sometimes more refugees into their own homes.

In Slovakia, an Accenture team developed a mobile app to facilitate the distribution of insulin and other essential supplies to Ukrainian children with diabetes. The app coordinates requests with security in mind, to avoid potential unauthorized access or misuse of highly sensitive data. Another team in Slovakia created a "Map of Help" that identifies important location points and resources available for refugees in the country, and also directed Slovaks who wanted to help to places in need of support.

In Finland, Accenture collaborated with the Red Cross Finland to report information on refugee support offers for authorities and humanitarian relief organisations.

And in the UK, we partnered with the Confederation of British Industry to organize essential humanitarian food boxes for delivery to Ukraine. Each food box contained 14 items and was designed to feed a person for a week.

There are other, longer-term initiatives: Accenture is an anchor company in the Sunflower Project—a Tent Partnership for Refugees initiative to accelerate economic inclusion of Ukrainian refugee women in Europe—through direct hiring; training and upskilling programs; mentoring, and other support.

In Poland, our people rapidly transformed the Carrots Academy for Women into an upskilling program to provide cybersecurity training to Ukrainian women refugees. On completion, participants may receive job offers from Accenture or another employer in Poland.

We partnered with jobs platform provider the Adecco Group to support Ukrainian refugees looking to start a new career and open a channel to recruit new talent. We adapted our Skills to Succeed Academy to provide basic employment and digital skills to all refugees, and we also adapted our standard recruiting process with a special high touch to recruit Ukrainians.

With non-profit partner Junior Achievement Europe, Accenture people volunteered across Greece, South Africa, the UK, and the US to translate and digitize content for Ukrainian youth refugees. The Company also made foreign language online courses available with partner Rosetta Stone for our people, their friends and families.

As the war grinds on, Accenture and our people will continue to support refugees and others whose lives have been directly affected by it.



ALLEGRO

Together we can do more: Allegro supports the victims of war in Ukraine

In an act of solidarity with Ukraine, the Allegro Group joined the relief effort and undertook a number of initiatives supporting the country. The company offered both in-kind and intangible contribution, and provided financial assistance. In total, Allegro donated nearly PLN 3 million to non-governmental organizations that offer legal, psychological and social support.

Allegro also engaged its customers in helping people from Ukraine. This was possible thanks to **Allegro Charytatywni platform** set up with the purpose of supporting non-governmental organizations in achieving their social goals.

The company launched, in the very first days of the Russian aggression, a campaign known as **“Cegiełka dla Ukrainy” (Donations for Ukraine)**. Charitable donations in the amount of PLN 10, 20, 30 and 50 could be made by visiting Allegro.pl or by adding them to the shopping cart while making purchases on the platform. All collected funds supported The Polish Center for International Aid (PCPM) and The Saint Nicholas Foundation and were earmarked for humanitarian aid, evacuation of the Ukrainian people and organizing psychological support for children.

The “Donations for Ukraine” campaign was not the only form of assistance the platform provided.

Allegro customers may still support Ukrainians by visiting the charytatywni.allegro.pl site and joining fund-raisers organized by duly verified NGOs. Everyone is free to auction, bid for and buy items to raise money for charities, and Allegro does not charge any fees or commission on such transactions. All revenues from such charity-related sales are transferred directly to those organizations that are in charge of a given campaign.

Since the outbreak of the war in Ukraine, **over PLN 11.5 million has been collected with the support of the Allegro Group, and the counter is still ticking!** Allegro's customers have already financed more than 330,000 donations for Ukraine, and more than 40 NGOs have set up their fund-raisers on the Allegro Charytatywni platform.





AMAZON

Amazon's technology and resources help Ukraine

Like many across the world, we at Amazon watched with horror and concern what was unraveling in Ukraine at dawn of 24 February. Since the very beginning, we've been working together to determine how our existing know-how, work force, infrastructure and assets may be best used to help people subjected to violence and aggression. An additionally challenging call for Amazon, a company without ground presence in the county.

Here we share three very distinctive areas where Amazon managed to answer that call.

Safeguarding Ukrainian institutions' continuity of operations

On the day of the invasion, the AWS (Amazon Web Services) public sector team met with the Ukrainian government to discuss the delivery of Snowball devices—ruggedized compute and storage hardware—into Ukraine to help secure, store, and transfer data to the cloud.

The meeting wouldn't have taken place without new legislation on migration of data to the cloud. A week before the Russian military invaded the Ukrainian parliament granted its approval for government and private sector data to be moved to the cloud. In the past, Ukrainian law required certain government data and select private sector data

to be stored in servers physically located in Ukraine.

AWS's previous experience in disaster response and activities helping Ukrainian organizations let AWS technical experts quickly establish secure communications with officials in government ministries in Kyiv and with Ukrainian representatives across Europe. By late night of February 26, the first set of Snowballs arrived at their destinations in Ukraine. These devices would become the foundation for the effort to preserve Ukraine's data. Working across time zones and language barriers, AWS solutions architects partnered with their technical counterparts in Ukraine to quickly begin the process of securely moving huge swaths of critical Ukrainian institutional data from local servers to the cloud.

As the conflict continues in its sixth month, AWS continues to add millions of gigabytes of essential data, securing vital information for the Ukrainian government, education, and banking institutions to be able to continue to serve the Ukrainian people. AWS has already migrated the data of 27 Ukrainian ministries, 18 Ukrainian universities, the largest remote learning K-12 school (serving hundreds of thousands of displaced children), largest Ukrainian private bank, alongside dozens of other private sector companies and non-governmental organizations.

Material aid

For the general public, Amazon is mostly associated with moving goods. This business line also has the largest workforce and infrastructure footprint in Central and Eastern Europe. Amazon decided to share the space and manpower of its fulfillment centers across the region to create humanitarian hubs for processing in-kind donations, in Poland and in Slovakia.

For those ready to help, Amazon has compiled lists of essential goods which might be easily donated from Amazon's marketplace inventory. After the donation, the items are shipped to the nearest hub which works in concert with the company's broader infrastructure, innovative technologies and global logistics network to provide critical supplies to front-line organizations as quickly and efficiently as possible. After the dispatch from the hub, a network of Amazon fulfillment centers across Europe prepares and distributes the goods throughout Poland, Hungary, Slovakia, Romania, Moldova, and Czechia to quickly help Ukrainian children and families in need. The final delivery is carried out through charitable organizations Save The Children, the International Federation of Red Cross, and Red Crescent Societies.

Financial aid

The last area which cannot be overlooked is financial donations. Logistically the least challenging, these can be provided in the fastest way. Since February, Amazon has donated over USD 35 million, including financial support, products and cloud computing credits. The donations include over USD 10 million to more than 150 charity organizations that are providing critical support on the ground, including UNICEF, UNHCR, World Food Program, Red Cross, Polish Humanitarian Action, and Save the Children.

We'll continue working with charity organizations, our employees and our partners to help those impacted by the aggression. We know that the recovery from the war will take many years and we will continue to stand with and support the people of Ukraine, using our assets, infrastructure and technology.



AGENCJA ROZWOJU PRZEMYSŁU

ARP: Industry for Solidarity

The Industrial Development Agency (IDA) is a joint stock company supervised by the Prime Minister with a 100% share of the State Treasury. By law, IDA is defined as a company of significant importance to the state economy, performing a public mission. The purpose of IDA is to support the development of the Polish industry through restructuring programs, ownership supervision, management of special economic zones and industrial parks, as well as by providing tailor-made financing. In line with its statutory activities, IDA has been a first contact point for Ukrainian entrepreneurs considering the move of their business to Poland.

Nevertheless, IDA could not turn a blind eye to the suffering of thousands of innocent citizens of Ukraine who face violent actions by Russia. Therefore, IDA has actively engaged in activities to provide all necessary items and, above all, the safety of Ukrainian refugees. Humanitarian aid to refugees was provided equally through the Industrial Development Agency Foundation as well as the companies in IDA's holding.

As a first response, POLREGIO SA – an essential regional passenger railway transport company, where IDA is the main stakeholder, in cooperation with IDA Foundation, launched train connections that transported Ukrainian refugees from the bor-

der area throughout Poland. The help provided by companies under IDA's supervision did not end here. Polanex, a clothing industry company operating in Greater Poland, provided support in the form of legal aid, job opportunities, and housing. Similar support was also offered by Chemar S.A., a cast steel foundry in Kielce. Operator ARP, a real estate company, provided free accommodation to several families. Fabryka Pojazdów Szynowych H. Cegielski (FPS), a company producing passenger rollingstock based in Poznań, allocated PLN 58,000 for housing assistance for Ukrainian refugees. In addition to providing the necessary items, FPS engaged in transporting people and animals as well as medical and psychological assistance to refugees. Moreover, employees of these companies and others in IDA's portfolio, such as Prema or WSK Poznań, organized spontaneous collections of the most essential goods and items (food, hygiene products, clothing) that were later delivered to Ukrainian refugees.

The help provided by IDA and its daughter companies was not limited to the territory of Poland. Energop, a company focusing on prefabrication and welding of pipelines and steel constructions, organized numerous deliveries of food, power generators, hygiene products, flashlights, diapers, and all other items reported as needed by people who remained in Ukraine. Świętokrzyskie Kopalnie

Surowców Mineralnych, through their Kaganek Foundation, put in place a “Solidarity with Ukraine Programme” which aims to provide humanitarian assistance directly on the Ukrainian territory. Among others, IDA Foundation contributed to this Programme with a non-cash donation in the form of food and other necessary items. Another in-kind donation by IDA Foundation in the form of canned food, in cooperation with the Office of the General Prosecutor’s Office of the Republic of Poland and the State Higher Vocational School in Chełm, went to the Lviv University of Technology, and then to all those in need.

The IDA Foundation provided significant financial support to various entities that joined in helping refugees from Ukraine. The Foundation co-financed material (e.g. hygiene articles, layettes for new-borns) and psychological assistance for refugees hospitalized at the Institute of Mother and Child in Warsaw; subsidized the activation and integration center for refugees from Ukraine, which is being established in Wrocław; financed the purchase of thermal blankets for the so-called survival packages delivered to the border crossing; co-financed the organization of the charity concert “Tarnobrzeg for Ukraine” as well as Polish language courses.

Building on the potential laying in the special economic zones managed by IDA, in cooperation with IDA Foundation, a fund collection was organized within the zones. In three days, between February 28 and March 2, 2022, a total amount of PLN 2,175,000.00 in donations was collected from companies operating in the SEZ. The collected funds were transferred to the Governmental Agency for Strategic Reserves for humanitarian aid to the victims of the war, including the purchase of food and medical products.

The prolonged duration of armed conflict causes a gradual decline in the interest of the media, and thus of the broadly understood community. The ongoing conflict begins to be regarded as part of “normal” reality. The Industrial Development Agency is aware of this problem, not only increasing the scale of our activities but also introducing further aid measures. Help is also a responsibility! We help refugees from Ukraine find shelter daily, and we try to support these people even after finding shelter. We raise funds for food and necessities so that they can survive this difficult period with dignity. We help and we need help to be able to help. Thanks to establishing cooperation with our companies, we were able to provide those in need with all means of living and basic goods.



BASF POLSKA

BASF Polska supporting refugees from Ukraine

24 February 2022 will be always remembered by us, by all BASF Polska employees. With the morning shocking news from Ukraine, we all felt that we simply had to do something. We felt an internal obligation to join the rapidly developing humanitarian aid. Already on this first day of Russian invasion, we set up a crisis management team which started an intensive dialogue with our BASF colleagues from Ukraine but also from other neighboring countries. We asked our employees in Poland for any kind of accommodation or transport for refugees and.... totally spontaneously in just 2 days we managed to get 100 places in 25 different locations in Poland (mainly around Warsaw). Additionally, our sales representatives located in the eastern regions of Poland became highly involved in refugee transfers from the border to main Polish cities. All those actions were supported by BASF management who issued regular crisis messages, special newsletters, and even dedicated leaflets for Ukrainians. In that first phase of spontaneous support, we managed to help dozens of BASF Ukraine colleagues but also their relatives, friends and neighbors.

Just after a week of such great ad hoc actions, we organized first formal collections of food, clothes, sanitary products, and any other equipment needed by the refugees at that time. What was double-motivating for all of us was the fact that BASF

office was located exactly on the West Railway Station in Warsaw, which was initially the main hub for all refugees escaping by cars, buses and trains from Ukraine. We witnessed dramatic scenes just a few steps from our doors... and we simply could not stay away. Our employees even pushed us to join any kind of local support initiative and we just did it. BASF Polska reception in Warsaw and the warehouse in BASF factory in Środa Śląska (southern Poland) were for several days changed into a humanitarian aid site where our colleagues were bringing goods, from baby nappies to refrigerators and washing machines!

But the equipment and employee support were not all. As soon as the main charity institutions organized official support programs, we joined immediately. BASF Polska, just in the first 2 months of the war, donated PLN 150 000 (roughly EUR 35 000) to several organizations. The actions we supported included: Polish Red Cross campaign, UNGC Poland "United Business for Ukraine" campaign, and local campaigns led by the local authority in the area of our factory in Środa Śląska. We also asked our colleagues to join the BASF SE global action of Ukraine support. That first-ever all-BASF global charity action ended up with a total financial support of EUR 5.2 million which was donated for Ukrainians via charity organizations.

We could not omit to mention some smaller but also very significant campaigns organized by our largest location in Poland – the production site near Wrocław. Colleagues working there supported directly more than 100 Ukrainians founding a hotel for 30+ families and organizing some activities to provide mental health support and inject some optimism into the lives of children from Ukraine (visits to the ZOO, educational activities, school equipment support, and other).

All the actions, campaigns and local programs had one thing in common. Nobody was pushed, nobody complained or stood aside. We could not even believe how many of us were joining the support initiatives and with what intensity. And BASF Polska as an employer was just coordinating and managing the whole “boom”. Such situations (looking also at all-Poland support for Ukrainians) again confirmed that we want to be engaged and involved in charity, especially that the war situation is a completely unknown chapter for all of us. We believe now that we could also be highly involved in more future-oriented campaigns which will support the rebuilding of Ukraine. Hopefully after this devastating war has come to an end.



BAYER

Bayer Poland: Together for Ukraine

Immediate aid:

- In the very first days of the Russian aggression on Ukraine, Bayer leaders of all neighboring countries set up one crisis team to discuss support, transport from the borders and other critical topics. We set up a unique initiative to organize shelter and support for our Ukrainian colleagues and their families – an exceptional example of solidarity and collective commitment from the Bayer Polska team. We arranged **shelters, transportation, daily-life support, as well as psychological and legal advice.**

Special task teams:

- We have formed a **fast-response team** in the city of Gdańsk, where Bayer operates a large Service Center. The team, which included Ukrainian-speaking staff, was operational in less than two days and took on coordination of operational support and other services. At the beginning of March, a **hotline for Ukrainian colleagues** worked 7 days a week, day and night.
- Our team initiated the “**Border Angels**” unit: 120 volunteers from Bayer picked up Ukrainian refugees at the borders and transported them safely into the shelters in Poland, Moldova, Romania, Hungary, and Slovakia.

- **Safe shelter** or support was provided to over 300 families of our colleagues from Ukraine. With all our abilities we tried to provide the refugees with the resources they needed – e.g. when a family of eight members did not want to be separated, but we had nobody to accommodate such a large group – we rented an apartment for them. When it turned out that one of the children misses his piano left in Ukraine, our colleague provided a keyboard.

Co-operation with NGOs:

We also co-operate with NGOs and external partners:

- Just in the second week from the beginning of the invasion, Bayer Polska donated funds to **Polish Red Cross** for an immediate humanitarian aid.
- We also donated funds to **SalamLab Cracow** to provide shelter for Ukrainians.
- We donated our OTC medications to **Caritas Polska** for Ukrainian refugees.
- Now, we **continue to cooperate with Polish Red Cross** on a new initiative, financing the construction of a mobile medical aid center and



special medical equipment: to extend the medical care for Ukrainian refugees residing in the territory of Poland - for example in places where the health care infrastructure is inadequate, or the system is simply overloaded.

From February 2022, millions of refugees from Ukraine – mostly women and children – crossed the Polish border. At Bayer, we continue our efforts every day to offer relief to people in need. We are convinced that we are doing the right things.



BIEDRONKA

Support for Ukraine

The Biedronka chain, as the largest private employer in Poland and the second largest Polish company, could not remain indifferent to the war in Ukraine. The first days of the war showed that its effects would not last for days, but months and years. We knew that our help cannot be one-off, but must be comprehensive and long-term. That is why we created "Support for Ukraine" programme that includes several diverse projects.

We immediately started working to help our Ukrainian workers first, then their families and all those in need. In the first moments of the war, we wanted to take care of our Ukrainian employees in order to support them in this stressful time. They could count on a non-returnable allowance in the amount of PLN 1,000 and psychological assistance in Ukrainian. Being a socially responsible company with over 3,200 stores, we decided that we wanted to give our clients an easy opportunity to help. In the organizational chaos, Poles needed a place where they could help the Ukrainian population and be sure that this help would reach those in need. Taking this into account, we created the "Support for Ukraine" programme, under which we launched product and cash collections. The fund raised as part of fundraising is over PLN 7.8 million, of which PLN 1 million was raised on the first day of the fundraiser (03/03/2022). Initially, it was to be donated to 5 aid organizations

- Caritas Polska, Polish Red Cross, Polish Medical Mission, Polish Humanitarian Action and SOS Children's Villages, to which we already donated PLN 5 million, but when after a month the collection continued and the customers were still willing to help, we decided to join 3 organizations - the Great Orchestra of Christmas Charity Foundation, the Spring Association and the Red Noses Foundation, who have already received PLN 700,000 each. The remaining amount, which continues to grow, will be divided among the 8 organizations equally.

At the same time we gave our clients an opportunity to donate food and hygiene products that through Polish Food Banks and Caritas Polska would reach Ukrainian refugees in Poland. Collection baskets were placed in almost all Biedronka stores. Due to the generosity of our clients during five months we collected over 650 tons of food and hygiene products, such as rice, pasta, toothpaste, or diapers.

The "Support for Ukraine" programme also includes in-kind donations transferred directly from the Biedronka chain to smaller and larger aid organizations and local governments. The value of the aid is nearly PLN 5 million in around 200 donations. We reached various organizations, including Caritas Polska or the Polish Red Cross, as well as the Polish Scouting Association or smaller local

groups created for the needs of the moment. Our employees in distribution centers from the first day of the war have been ready to pick and send donations.

At the same time our main shareholder, the Jerónimo Martins Group, made a donation of Euro 5 million to help Ukrainian refugees, which was distributed equally among 5 initial aid organizations. The allocated means were dedicated to fund such initiatives as: 20,000 E-codes for Ukrainian refugees all over Poland and parcels with basic food and hygiene products transported to Ukraine (Caritas), 38,000 school starter kits for Polish and Ukrainian children and humanitarian convoy to Ukraine (Polish Red Cross), Global Education programme in the context of war in Ukraine and its impact on Polish society and temporary emergency relief for Ukraine conflict affected people in Poland through multipurpose cash assistance (Polish Humanitarian Action), improving neonatal and obstetric healthcare in the war affected regions of Ukraine - 10 hospitals (Polish Medical Mission) and Patronage over specialized therapeutic center in Siedlce for Polish and Ukrainian children with trauma (SOS Children's Villages).

The Biedronka Foundation also supported the Ukrainian population, and the scale of their assistance is estimated at nearly PLN 30 million. The

corporate foundation of the Biedronka chain provides help under 3 programmes. The first one is the "Welcome and help - shopping" programme, under which refugees in need receive prepaid cards and vouchers to use in Biedronka stores. The value of this project is nearly PLN 12 million. The second programme, for which the Biedronka Foundation allocated PLN 12 million, is the accommodation of refugees in Poland. The third programme, worth PLN 5 million, helps people in need by distributing parcels.

In a joint effort involving the Jeronimo Martins Group, the Biedronka chain and the Biedronka Foundation, over PLN 65 million has been allocated to help the Ukrainian population.



BNP PARIBAS

BNP PARIBAS

Acting together. How BNP Paribas Bank & BNP Paribas Foundation Poland support Ukraine

Although the war in Ukraine has been on-going since 2014, Russian troops began a full-scale invasion of Ukrainian territory on 24 February this year. In effect, the civilian population, mainly women and children, had to leave their homes and seek refuge in other countries. The largest group of refugees ended up in our country. Poles opened not only their hearts, but also their homes and apartments by taking in hundreds of thousands of those in need. The scale of grassroots aid was enormous and the business sector became involved in the relief effort as well.

Bank BNP Paribas was very quick to launch a wide-ranging aid effort, starting with the introduction of a procedure whereby Ukrainian citizens can open an Account for Now at the bank's branches in a much easier way. All they need to do is show proof of identity, have a NIP (Tax Identification Number) and a Polish telephone number. The bank is also providing free cash withdrawals from all ATMs in the country and free deposits and withdrawals at its branches. Furthermore, the bank is making it easier to support relatives from Ukraine by waiving fees for transfers to Ukrainian accounts. A dedicated helpline in Ukrainian has also been launched, and customers can make an appointment at a branch with a Ukrainian-speaking advisor.

In order to support UKRSIBBANK refugees and Bank BNP Paribas employees coming from Ukraine, the bank's centre in Leszno and 10 other facilities in Poland were converted into housing premises. The first refugees arrived as early as in February – more than 1000 people have been given shelter so far. The bank also set up a 24-hour helpline for Ukrainian employees. The helpline was staffed mainly by Ukrainian volunteers from the bank. Each caller received information about transport options from the Polish-Ukrainian border and the availability of accommodation. All Bank BNP Paribas employees from Ukraine received an additional 3-day leave and financial support to help their relatives who remained in the war-torn country.

Bank BNP Paribas is also committed to helping those in need directly. As the only financial institution to do so, it joined the Business Advisory Centre Diia.Business for Ukrainians, which was launched in Warsaw in May by Ukraine's Ministry of Digital Transformation, the Polish Ministry of Development and Technology, the Polish Investment and Trade Agency and the Office of the Government Plenipotentiary for Cyber Security in cooperation with Mastercard. Diia.Business is a state-run project promoting entrepreneurship and exports, initiated by the Ministry of Digital Transformation of Ukraine. With Mastercard's support, a website was created in February 2020 and

11 offline centres were also launched in various Ukrainian cities, before the outbreak of war, to support local entrepreneurship. The Warsaw centre is a place where any Ukrainian citizen residing in Poland can receive free professional consultations on doing business, living, accommodation and employment in our country. As part of our relationship with the Centre, Bank BNP Paribas offers support of multilingual experts in business-related matters, as well as in retail banking services, insurance and the financial market in Poland.

The BNP Paribas Foundation operating in Poland has also become involved in relief efforts, providing financial support (close to PLN 2 million) to the Ocalenie Foundation and the Polish Migration Forum Foundation, and setting up a special solidarity fund for refugees from Ukraine, which raised PLN 500 000. Thanks to the support of BNP Paribas Group, this amount was doubled – PLN 1 million was donated to the following social organisations: Homo Faber Association, Saint Nicholas Foundation, ANG Nienieodpowiedzialni Foundation, Polish Centre for International Aid and the Splot Społeczny Foundation running the Terminal Kultury Gocław Integration Centre. All of these organisations have been involved in relief efforts since the first days of the war, providing smart and long-term assistance. The bank makes it easier for its clients to support refugees thanks to quick transfers (from an account at Bank BNP Paribas or using Blik – a Polish online payment solution) to the solidarity fund and by offering the ability to easily transfer money from the Mam Bonus loyalty program. The bank was also a partner of the UA SOS app which connects people in need of support with those offering help.

In addition, the bank's employees engaged in a number of grassroots initiatives, earmarking 16 hours of volunteering time that every employee is entitled to each year for that specific purpose. Between March and July 2022, the bank's employ-

ees spent more than 2700 hours volunteering for Ukraine. Volunteers also took part in the #RazemdlaUkrainy initiative coordinated by the BNP Paribas Foundation in Poland. 37 aid projects received up to PLN 4,000 in funding offered by the Foundation. Bank volunteers also joined the Solidarity Gift (a special edition of the Noble Gift). The initiative involved 31 leaders with teams from various areas of the bank and BNP Paribas Group companies in Poland, as well as volunteers from the Alumni Association (a scholarship and development program of the BNP Paribas Foundation in Poland), preparing more than 30 parcels for families in need.

In the face of this tragedy, it is encouraging to see that we are capable of acting united, as people and as a business organization, and of joining forces for the benefit of others.



BOSCH GROUP

Value-based actions: Bosch in Poland helps Ukraine

Bosch Group companies in Poland and their associates have been engaged in help and relief measures for Ukrainian refugees in Poland from the first hours of the war.

Direct help for Bosch associates and their families fleeing Ukraine

Our main priority in the first days and weeks was to provide direct assistance to Ukrainian Bosch associates and/or their families who had to flee their country. Bosch in Poland quickly introduced processes that allowed effective support: we established a 24/7 contact number, provided transportation and housing for refugees, and recruited a group of volunteers who helped Ukrainian colleagues settle down in Poland. We assisted many families in finding temporary homes in our country or going further west. Bosch offered them legal, medical, psychological and financial aid. The company also organized Polish language lessons, and Bosch volunteers provided activities for children of different ages, for example workshops and language lessons.

Support for NGOs and institutions

The second pillar of our engagement was donations. We supported the Polish Humanitarian Action (PAH), the Polish Migration Forum (PFM) and UN Global Compact Network Poland with financial donations for their programs for refugees from Ukraine. In addition to financial support, the

BSH company in Poland, which is part of the Bosch Group, has donated over 1500 home appliances to selected institutions that have established refugee centers in Poland.

Smaller initiatives with a big impact & volunteer day

Support was also granted to smaller, local initiatives connected with education – we offered Bosch power tools to a foundation that transformed an office into an elementary school for Ukrainian children. We supported a school in Warsaw that organized a school trip for a group of pupils from Ukraine, and granted financial aid for school equipment.

In addition to this, associates of the Robert Bosch company in Poland could take a paid day off to volunteer and help Ukrainian refugees. Bosch also introduced an internal online platform where volunteers and refugees could seek help in different areas (housing, transportation, etc.) The engagement of the Bosch associates in Poland in the last months was enormous – their dedication and empathy were the best examples of how to truly live Bosch values.

Unfortunately, some of the activities need to be continued – still many Ukrainians are not able to return home and feel safe. It is not a sprint, it's a marathon.





CARLSBERG POLSKA

Carlsberg Polska – case study

Background

Carlsberg Group operates three breweries in Ukraine that employ 1,300 people. On February, 28 Carlsberg Poland mobilized its resources and organized comprehensive support for the colleagues from Carlsberg Ukraine and their families impacted by the war.

Performed actions

Immediately after the outbreak of the war, a Committee was set up at Carlsberg Poland to support the employees of Carlsberg Ukraine and their families with the assistance where it was needed and in the form that was most appropriate. The Committee (now on stand-by and reacting when needed) includes representatives of various departments of Carlsberg Polska and Carlsberg Shared Services. These employees worked and continue to work on a volunteer basis taking on additional responsibilities arising from the Committee's work.

The Committee established contact with Carlsberg Ukraine staff, regularly collected information on current needs and coordinated cooperation between those in need and those helping. Legal dept. was also involved and provided consultations on various topics.

Communication between all concerned was run on Intranet and Teams group linked to Sharepoint to exchange information on what was needed and who could satisfy the need, offer housing, transportation, and in-kind assistance. This communication platforms were also providing information on e.g. the current situation at the Polish-Ukrainian border. A special Q&A was prepared and updated regularly for Ukrainian colleagues. A hotline was also launched, staffed by a group of volunteer employees with knowledge of Ukrainian or Russian, to be the first contact for Carlsberg Ukraine employees who wanted to emigrate to Poland.

For each Ukrainian family or employee who decided to leave Ukraine, the Committee organized support executed by Carlsberg Polska volunteers incl. transportation from the border to the flat/house, material and psychological assistance, information, and legal support. A few employees volunteered to host the family or a person in their homes. Company rented three additional apartments and at one point converted part of the office into a flat. The volunteers-hosts were taking care of all family members during their stay in Poland. The assistance included a variety of tasks, such as helping to enroll a child in a school or assisting with PESEL (identity number in Poland) registration. A few of the families still live in the

Polish employees' homes however as time goes by they organize their life in Poland on their own – find a flat, work, etc.

A total of 97 families of Carlsberg Ukraine employees and their families (260 people) left Ukraine. Forty-six families (124 people) are still in Poland.

To keep all employees of Carlsberg Polska informed a regular Teams Town Halls were conducted and section on Intranet was updated.

On-site support for Ukraine

In July Carlsberg Ukraine breweries started to operate yet not fully.

At the outbreak of the war they provided security and support to local communities.

The brewery in Kiev donated an electricity generator to a children's hospital, distributed drinking water and grain used to bake bread. Special centers were set up in the Zaporozhye and Lviv breweries, allowing overnight stays / shelter for employees and their families. Camp Lviv was the largest, accommodating at the beginning of the war up to 240 people.

Carlsberg Poland played an important role in setting up the Camp Lviv. In two transports (lorries) from Poland all the necessary materials were delivered to convert the brewery space into a shelter. The first lorry was organized within 2 days after receiving a list of needed items, it left Poland already in the first week of the war.

We are in constant contact with Carlsberg Ukraine and on full alert to respond to current needs as best we can.

Carlsberg Group donations

Carlsberg Foundation, the Tuborg Foundation, and the Carlsberg Group contributed with a donation of ca. 10 million Euro to the relief efforts in Ukraine. The donations were made to the Danish Red Cross, the Danish Refugee Council, the UNHCR, and to local Ukrainian and Polish NGOs.

Carlsberg Group employees from around the world donated additionally 100,000 Euro that was matched by the Carlsberg Group. This donation was used to support those Carlsberg Ukraine employees whose properties are beyond repair or have significant damages.



CD PROJEKT

Actions of CD PROJEKT in the face of the war in Ukraine

One day after the Russian invasion of Ukraine started, i.e. on 25 February of this year, acting in the spirit of solidarity with the victims of this aggression, we donated PLN 1 million to the Polish Humanitarian Action designated for helping refugees and victims of the ongoing armed conflict in Ukraine. Considering the need to coordinate the aid efforts being undertaken, CD PROJEKT set up an inter-departmental team composed of representatives of the International Communication, Administrative, HR and Payroll and Legal Departments. Its task is to monitor the situation on an ongoing basis and direct aid to where it is most needed.

As CD PROJEKT we also offered to help the Ukrainian members of our teams and their loved ones. We provided psychological support and legal assistance and we organized their stay in Poland. So far, 2 families have taken advantage of our offer of lodging. From the early days of the war we have also stayed in regular contact with all of the members of our team. We inform them of the company's decisions, the possible forms of volunteering and changes to government regulations.

We organized a collection of basic personal hygiene products and IT equipment in collaboration with non-governmental organizations: SOS Wioski Dziecięce and the Ocalenie Foundation. We jointly prepared meals in the canteen in our office for refugees residing at reception points. We organized

a special stream on 14 March 2022 on the CD PROJEKT channel on the Twitch platform during which representatives of CD PROJEKT played the studio's games. We donated PLN 15 thousand during this event for the Siepomaga.pl Foundation.

Faced with the ongoing war-time activities on 3 March 2022 the CD PROJEKT Management Board decided to refrain from selling the CD PROJEKT Group's products and games available on the GOG.COM platform in Russia and Belarus.

On top of the initiatives organized as part of the CD PROJEKT Group, our team members actively supported a number of grassroots initiatives to help refugees from Ukraine. All of the volunteers directly involved in helping refugees received 3 additional days of paid leave to use until the end of March 2022 to support them in their efforts.

In response to a number of spontaneous applications, we've recently announced a new initiative to support Ukrainians - an internship program addressed to young people from Ukraine who had to relocate to Poland after the invasion started. As part of the program we've offered eight internship positions, four of which are dev-related. The internships last 3 months and are paid; we also provide accommodation (when needed), free lunches at the canteen and free Polish classes. We've received over 1300 applications.





COCA-COLA

The Coca-Cola System Humanitarian Aid to Ukraine

- At Coca-Cola, our hearts remain with the people who continue to suffer atrocities in Ukraine, as well as the refugees who have been forced to flee their homes.
- Since the beginning of the conflict, the safety of our people and their families has been our priority, and we are doing everything we can to support them.
- **To date, The Coca-Cola Company, its global bottling partners, and The Coca-Cola Foundation have committed to contributions totalling more than €18.5 million to support employee and humanitarian relief efforts.**
- When the conflict began, we worked on a strategic package of emergency support for our employees. This included immediate relief payments to all employees of The Coca-Cola Company and Coca-Cola HBC in Ukraine.
- Together, The Coca-Cola Company and Coca-Cola HBC supported the brave efforts of the Red Cross movement operating in Ukraine and neighbouring countries, including a donation of approx. €1m to the International Committee of the Red Cross.
- The system also provided a total of €570K to local red cross societies in Poland, Romania, Slovakia and Hungary.
- More than 1.8 million liters of drinks, worth more than €1m, have also been donated in Ukraine and in neighbouring countries supporting refugees.

Volunteering & Supporting Refugees

- In countries receiving refugees, we worked with Red Cross partners to set up reception centres and provide essential food and blankets to those crossing the border.
- Reflecting the huge number of refugees moving into the country, the Coca-Cola business unit at the forefront of local relief efforts, was Poland. Every member of our team there was involved in some way to help those fleeing Ukraine; with transport from the border, accommodation, hosting refugees in their homes and providing essentials such as food, drinks, clothes, and mobile phones. The total value of our support in Poland has reached 5 million zlotys. Of this, €250K was donated directly to the Polish Red Cross (used to set up mobile reception points for refugees in Krakow, Gdansk, Poznan and Lodz), while more than 250,000 litres of drinks

worth over €205K were provided to refugees through the Food Banks and the Employee Volunteer Institute Foundation.

- Volunteering has been happening in many other neighbouring countries too, including Romania, Slovakia, Czech Republic and Hungary. We have so many examples of our employees from these countries who drove hundreds of kilometres to the Ukraine border to meet and assist Ukrainian colleagues and their families, bringing them for medical treatment and arranging accommodation for them – often in their own homes.
- And of course, our colleagues in Ukraine have truly been at the heart of the volunteering drive. Our team there coordinated a huge volunteering effort, focussed on getting food, clothing and medical supplies to those who need it most, as well as providing blood donations. One story from our team illustrates the spirit of these efforts, “We volunteered to collect medicines from the West of Ukraine and deliver them directly to Kyiv. As we were returning, we picked up refugees to bring them to the western border. On our trip, we also encountered a wounded Ukrainian soldier in Irpen. We saw that he would not receive the care he needed there, so we brought him to Lviv for treatment.”
- Our business in Ukraine also set up 10 care centres at our offices and depots to provide accommodation and shelter for displaced colleagues at the beginning of the conflict.

Our Focus Going forward

- Our focus now is to support the distribution of vital food and water supplies in Ukraine to those most in need, particularly as we enter the winter months. This will involve partnering

with our customers, like SPAR International, to get water to those who need it most, and the Red Cross to provide essential food and drink parcels to those in conflict zones. We are also looking at what more we can do to provide economic and psychosocial support to those internally displaced, as well as refugees in Poland.

- We also want to help the local community where we operate in Ukraine to rebuild their lives. At the start of the war, we closed our bottling plant near Kyiv for safety reasons. The towns close by were badly bombed in the first phase of the war. Thankfully, these areas are no longer under heavy attack, and we were able to reopen our bottling plant. But local community infrastructure was badly damaged, including a nursery that provided care for 500 children. Coca-Cola HBC and Coca-Cola Europe have committed to invest over €1m for the rebuilding and expansion of the nursery, which was completely destroyed, and to donate it to the local municipality.
- We have been inspired by the actions of our teams and would like to thank those who have donated, volunteered their time and even opened up their homes to support those seeking sanctuary.
- Our thoughts are with the millions of people affected by this conflict. Our overriding hope is for peace in the region.



COLUMBUS ENERGY

Columbus for Ukraine

Columbus Energy has become actively involved in helping people affected by the armed conflict in Ukraine. At every level of the organisation - from the company's CEO, to teams of employees, to grassroots efforts undertaken by individuals - the Columbus community has taken a number of steps to support the people of Ukraine.

Dawid Zieliński, President of Columbus Energy, has made two pecuniary donations to help those affected by the conflict. They were transferred to the accounts of the following organisations: United Nations Global Compact (PLN 50,000) and Corporate Connections (PLN 50,000). Dawid Zieliński has also taken up an active role in the 'Help for Ukraine' initiative (coordinated by a number of entrepreneurs), which has donated material and monetary resources worth in excess of PLN 200 million to support refugees and the Ukrainian state.

In order to reinforce the message and increase the reach of the campaign among Columbus employees, Mr Zieliński personally promoted the aid initiatives within the organisation, e.g. by e-mail.

The organisation provided its employees with the right conditions to organise support-oriented activities. Most notably, special vans were made available to Ukrainian workers, so that they

could safely transport their families to Poland. The opportunity was taken to transport other Ukrainian citizens in need of assistance as well. Moreover, communication tools were made available to all those willing to use them and office space was dedicated to the storage of donated goods.

Columbus employees were involved in helping our neighbours in a number of ways, participating in both in-house and external initiatives. Transport of refugees from the border areas to various regions of Poland was organised on several occasions. Alongside the transport, which was carried out by employees with the use of both company and private cars, efforts were made to receive Ukrainian families in private flats and houses. This involved finding people willing to take in refugees (such a request was put forward to employees, their families and friends) and then getting them in touch with those in need.

Collections of first-need goods, communicated by the employees, turned out to be a great success. Numerous parcels (with clothing, footwear, personal hygiene products, toys, specialised food products) were donated by Columbus employees to, among others, the Ossa Hotel (where more than 1,600 orphans from Ukraine are staying) and to schools in the city of Kraków. The employees

donated gifts originating not only from themselves, but also from their loved ones. Food, personal hygiene products and medicine collections were also organised for Caritas-Spes centres in Lutsk and Zhytomyr. Volunteers participated in fund-raising events as well, earmarking the donations for the purchase of equipment for soldiers. Some amounts were spent to buy fencing for a Ukrainian stud farm which took in animals from the war-ravaged areas. These campaigns were highly motivating and inclusive.

The employees joined also direct and emergency aid campaigns. Endless hours were spent sewing camouflage nets for Ukrainian soldiers, in collaboration with the Carbon Footprint Foundation. After work, even during night-time hours, volunteers supported those in need at Krakow Central Station, preparing and distributing food and drinks as well as offering all useful information. Using their private and business contacts, the employees convinced fuel suppliers to provide diesel for trucks delivering humanitarian aid.

The stress caused by the situation was evident throughout the organisation, which is why Columbus decided to hire a psychologist the employees in need of mental support could call from the very beginning of the armed conflict. Those wishing to do so could take advantage of as many

psychological consultations as they wished, doing so at a time of their choosing. The consultations took place both remotely and on the premises, at the office. They provided the employees with much-needed support related to numerous difficult topics, such as the sense of insecurity and anxiety.



DB SCHENKER

We can win only together

February 24, 2022: the day of Russian invasion on Ukraine. With dismay we are watching the appalling war scenes shown in the media. We attentively listen to first-hand reports from our colleagues from DB Schenker Ukraine. Is this going to be the end of the world as we know it?

My message to the North&East Europe Cluster: *“Sovereignty, freedom and peace are invaluable to every country and every citizen. Questioning these values undermines the international order, violates human rights and deserves to be condemned. We stand in solidarity with the Ukrainian people in their quest for democracy and freedom. Our colleagues from DB Schenker Ukraine can count on our assistance”* – read the employees in Poland, Ukraine, Lithuania, Latvia, Estonia and Belarus.

Safety of DB Schenker employees in Ukraine is our absolute priority. Therefore, we are suspending our logistics operations for a few weeks.

To stay in a war-torn country or to flee? – confronted with this dilemma, everyone must decide for themselves. For those employees and their families who decide to seek refuge in Poland, we offer assistance in arranging transportation, pick-up from the border or from a designated location, and support in finding accommodation during their first days in Poland. Our HR department closely

monitors the situation and plans of each individual to tailor its further support accordingly.

Information leaflets are printed, explaining how to obtain a social security number, how to access free medical care, social benefits, kindergartens and schools for children and youths, how to set up a bank account, etc.

We assist employees and their families in legalizing their stay and in finding jobs. We finance their first months in Poland. We offer a housing allowance and a food allowance for 3 months. The housing allowance can be extended to 6 months, depending on the situation of each specific employee.

We are following the hostilities across our eastern border with undiminished concern. We are in constant contact with DB Schenker employees in Ukraine. Initially held twice a day, regular briefings are now organized once each day. We discuss the situation at hand and we talk about our business. But the most important and most anxiously awaited piece of information to be obtained every day is whether all our employees are still alive. Fortunately, so far, we haven't heard any bad news.

However, new needs are identified: repairing houses destroyed during the war. Someone needs to put in new windows, someone else needs to repair

a bomb-damaged roof. We donated the funds raised by DB Schenker employees in Europe for this purpose.

In March 2022, DB Schenker Poland employees came up with an initiative to have our periodic volunteer program organized earlier in 2022. We decided to devote this year's edition entirely to helping Ukraine. I supported the idea and gave the volunteers the green light.

More than 600 employees joined the effort. Customers and suppliers also participated in the "Time for Aid to Ukraine" campaign - a total of 130 companies.

How did we help? We organized collections of products the refugees need the most: food, hygiene items, blankets, clothes and toys. We prepared sandwiches for the displaced persons. We helped refugees at train stations. We organized integration meetings and stress-relieving workshops for children. We also renovated an apartment for refugees.

In total, over the period of 3 months (April-June 2022), DB Schenker Poland volunteers completed 45 different aid projects. We provided assistance to more than 3,200 people.

The company's financial support benefiting all the activities undertaken has exceeded, as at today, \$65,000.

I am also proud of the aid-oriented activities initiated by our specific employees. Bartek Swierz spent 2 weeks of his holiday leave on the Polish-Ukrainian border preparing thousands of hot meals that refugees enjoyed each day. Also on her holiday leave, our colleague Aneta Róg was helping refugees at the border. Both volunteers not only did some hard, physical work, but also struggled with a heavy mental load. The number of such unsung heroes is much higher. Some of them welcomed refugees into their homes, others transported them to specific locations, some organized relief transports, and someone else sacrificed his or her holiday to coordinate the relief efforts. It is impossible to mention everyone. But I wish to thank everyone so much. They demonstrated how big-hearted they are by showing real human solidarity.



DEUTSCHE BANK POLSKA S.A.

Together for Ukraine

The war that erupted in Ukraine in March 2022 posed fundamental challenge, not only in the military sense, but also from economic and social perspective. As is the case with conflicts of this sort, it is always unexpected, and the offensive actions of the aggressor aimed to destabilize society and economy of Ukraine to greatest possible extent. Therefore, assistance and aid actions undertaken by the private sector and NGOs, as well as massive help by individual Polish citizens, were aiming to address both livelihood and infrastructural needs in Ukraine and at exile, in Poland.

Financial sector, especially banking, play pivotal role in the Economy. Their competences and infrastructure allow access to financial and monetary instruments that form the basis of the economic turnover inside the country and in the international relations. Many of the trade financial instruments offered by international banks, allow for conducting the transactions also in the extreme geopolitical conditions. It is a bank, based on wide range of guarantee instruments, that is securing the correctness of the transaction and ensuring stability. It is banking IT systems that allow for financial settlement also in the highly volatile currency markets around currencies such as UAH or local currencies of the Central and Eastern Europe region.

From the organizational perspective for Deutsche Bank Polska S.A. it was decided that the key priority was to ensure safe movement of the Deutsche Bank Ukraine employees and their families to Poland, followed by providing an access to the infrastructure allowing effective operations of the Bank using an agile approach. Both entities aimed to secure continuity of business for the Ukrainian financial markets, using a formula of remote access to the critical infrastructure, while at the same time ensuring full compliance with regulatory requirements of Polish and Ukrainian Financial Authorities meaning EU and non-EU regimes. Being a highly regulated sector and regularly testing continuity of business frameworks in practice - both banks possessed sufficient competences to effectively implement relevant solutions in a manner securing continuity of business also for our clients. Counterintuitively, Covid-19 pandemic that affected global space turned out to be an unexpected ally as it allowed entire organisations to function on a remote basis for an extended period of time, at little or no notice.

Human-related matters turned out to be more challenging in practical sense: from logistics and transportation of staff and their families, via livelihood and health-related issues, care and education for the kids to psychological support. Some

of the largest challenges turned out to be language and cultural barriers combined with the scale of migration at a very limited timeline, which has exceeded existing social reserves of the country. From the perspective of Deutsche Bank Polska an underappreciated asset of cultural and age diversity of our staff turned out to be key success factor. Management Board members got personally involved in variety of tangible actions including organizational set up of processes and micro tasks such as facilitating communication leveraging their personal knowledge of Ukrainian language whenever this aspect was an issue. Silver haired employees applied their primary school Russian language skills, while gen Z used their social media fluency to plan logistics and accommodation. Each of the Ukrainian families hosted by the bank was assigned a dedicated „buddy” recruited among the plentiful of volunteers, who devoted their spare time to fully satisfy all needs of our guests. As it happens in life, specific needs varied but most often included accommodations, health-care services, legal support, tuition at relevant education institutions or growing an expat community providing a dose of much needed normality.

From the business perspective reaching full business continuity was completed fully, in line with the work outcome standards applied at Deutsche Bank Polska S.A., hopefully adding to a much

needed continuity of business for our clients operating in/with Ukraine.

From human perspective deep personal involvement of our staff and synergy of their actions that lead our Guests to settling in is highly appreciated by the Senior Management of the Bank. We consider it a proof of their professional excellence but also, what is most important, as a sign that they are exceptional human beings we are proud to be working with.



EY POLAND

Help for the needed, sense of purpose for the employees

The Russian aggression on Ukraine was a shock to EY employees and management in Poland no less than to the rest of the Western world. EY Polska has reacted to this crisis with an unprecedented pace and scale. The company on a global level quickly decided to withdraw its operations from Russia. Parallely, EY Polska has donated PLN 1 million (USD 200,000) to aid the ones in need, and its employees engaged extensively in humanitarian aid.

People first

EY Poland, a member of the Big Four, first aimed at providing safe shelter to employees of EY Ukraine and their families. A support team from Poland helped to transport and accommodate Ukrainian employees and their families, provided them with food, and financial support, and helped its Ukrainian colleagues continue their work. EY Poland has helped over 120 Ukrainian families move to Poland and, in total, EY Poland has provided help to over 240 people so far.

Employees from EY Poland, with the support of the management, have rushed to help Ukrainian refugees in a nationwide bottom-up movement. They have volunteered in several distribution centers and have offered their homes to the refugees. EY Poland facilitates such actions by allowing its

employees to take a fully paid day off for volunteering. The help has been much needed as Poland has been the major destination for Ukrainians fleeing their country. Since February 24, when Russia invaded Ukraine, over 5.93 million people have crossed the Polish-Ukrainian border into Poland.

Children and technology

The management of EY Poland has decided to channel volunteering work in areas where we're the best. Charity work has been channelled through the support to the EY Foundation, which helps foster families and their children. EY Poland's extensive experts' know-how has been used in several technology projects.

The EY Foundation, which helps children and foster families on a daily basis, has extended its activities to help centres that have been accepting Ukrainian kids. The EY Foundation has provided them with over 200 packages with food, clothing, and hygiene products as well as school supplies. Foundation volunteers have renovated the buildings and provided necessary equipment. Now it supports centres that take care of over 600 kids together with their guardians.

Technology in aid of those in need

EY Poland is also a part of Tech To The Rescue, an initiative of tech companies in Poland, to help NGOs implement digital solutions to improve their efficiency. The goal is to create a wider platform with data that will connect those in need with those offering help.

To allow coordination of activities, EY Poland has invited NGOs to create an online platform that streamlines the distribution of goods among the refugees. Emergency Response Application (ERA) collects data on distribution centres in 18 Polish cities and is developing its reach in Poland as well as in other countries.

EY Polska and its employees have spent a lot of time and money on helping the Ukrainians in need and – given the company size and position – have been a vital part of the extensive philanthropic aid that Poland has provided to the country that has been attacked by the Russians. Activities that have been supported by EY do not include numerous other initiatives and contributions by EY people on their own. All these actions not only provided immense help to the people in need but have also united the EY teams and given them a sense of purpose.



HENKEL POLAND

Helping is about cooperation

On 24 February 2022, Russia attacked Ukraine. It was an unprecedented act of aggression that was last observed in the territory of Europe during the Second World War. It shattered, once and for good, the fragile belief that the atrocities of the 20th century war would never be experienced again. Ukrainian citizens were forced to seek refuge in the neighboring countries. Among them were employees of Henkel Ukraine. A relief campaign that was to continue for a number of months was triggered by an email from the head of the detergent sales department in Ukraine, to his counterpart in Poland, with a dramatic request for help for colleagues who were already on their way to the Ukrainian-Polish border.

The response to this appeal exceeded our expectations. We wanted to help, to make a real difference to the tragic fate of people whose world had collapsed in the blink of an eye. The need voiced by our Ukrainian colleagues was followed by Henkel Poland team's massive grassroots desire to help. The idea was backed by the management, offering their full support to the relief efforts organized by the employees, both by agreeing to their voluntary commitment during the working hours and by allocating specific funds. The management of Henkel Poland also acted as a spokesperson for this aid campaign organized in Poland and the neighboring countries, in its dealings with the company's

headquarters in Germany. We became engaged in the initiative out of a sense of community – community of human fate, threat and solidarity resulting from the relatively recent traumas of the last war. And globally – out of the company's sense of responsibility for a group of employees who were in great danger.

The spontaneous aid campaign began on 25 February, when the head of the detergent sales department in Poland and his deputy received e-mails asking if they were able to help Henkel Ukraine employees who would be seeking refuge in Poland. As a result of the rapid mobilization, employees of this department organized, the very next day, transports of Ukrainian colleagues and their families from the border, as well as provided them with accommodation in a hotel in Lublin that the company paid for. The refugees had to be provided with food and everything they needed, as fleeing the war, they had abandoned all their belongings. As early as on Monday, 28 February, a helpline was set up, and was operated, 24/7, by three Henkel Poland employees from Ukraine for more than two weeks. This was just the beginning of a huge wave of selfless help provided, over the period of many months, by employees of our company to their colleagues from Henkel and to other refugees from Ukraine.

It quickly became clear that the most important thing was to organize broadly-understood assistance in order to maximize the potential of the many colleagues willing to help. So, we set up a system of specialized teams working together: a first-line helpline providing key information, a team picking up refugees from the border and taking them to their temporary accommodations, a team of experts, lawyers and HR professionals who provided refugees with up-to-date information on aid solutions offered by the Polish authorities, a team of people looking for longer-term accommodation for them, and a team of the so-called 'guardian angels' who helped with the problems they faced on a daily basis. Here, they even had to deal with such challenges as organizing essential medical assistance (dialysis, maternity care, childbirth). In addition, we helped the refugees establish their own support group and provided them with opportunities to share their experiences - we managed to do this on the Viber messaging app by organizing meetings at Henkel's Polish office.

Furthermore, many of our employees received fellow Ukrainians at own flats and homes. Others provided day-to-day assistance to refugees who were not Henkel employees - the scale of private engagement cannot be estimated, but it was enormous. In addition, we organized a campaign in which every employee could donate a parcel containing detergents and cosmetics to a family or a foundation in need - more than such 600 packages were distributed.

All in all, more than 150 Henkel Poland employees from all divisions were involved in the campaign helping Henkel Ukraine employees and their families. We assisted more than 60 families (more than 300 people) in finding their way in the new reality. So far, the company has spent 177,000 euros (PLN 810,660) for this purpose, with the majority of that amount earmarked for covering accommodation

costs. In addition, as part of systemic assistance, at the end of February, Henkel Ukraine employees were paid three salaries in advance and an additional allowance of EUR 1,000 per person. Henkel Poland has also donated various products to organizations helping Ukraine, such as Caritas and PCK. The market value of such donations reached PLN 1,230,000.

During the summer, we organized a meeting for all the volunteers participating in this relief effort. To thank them for their support and the compassion they have shown, we prepared special statues bearing a quote by F.D. Roosevelt, "People acting together as a group can accomplish things which no individual acting alone could ever hope to bring about". Our guests offered highly emotional thanks to the volunteers as well.

Providing concrete assistance to those who were deprived of their sense of security and of a place to live in gave us a sense of empowerment and allowed us to fight the helplessness we felt, thus dealing with our own fear and other difficult emotions. The fact that the management offered such a wide-reaching support to volunteers proved that the company and its employees share the same values. We also managed to build a sense of community reaching beyond the usual corporate divisions. We have managed to prove, once again, that our willingness to support the social commitment of our employees is not just an empty declaration. By taking specific decisions, we enabled them to act and create a better future.

As part as its global commitment to help Ukraine, Henkel earmarked €5 million for cooperation with the International Red Cross and Habitat for Humanity, as well as for product donations.



IKEA

IKEA Retail Polska's social engagement benefiting refugees. Supporting those in a refugee crisis – IKEA

Russia's military offensive against Ukraine that began on 24 February 2022, has led to one of the largest refugee crises in the history of Europe – a development that has not been experienced since World War II. The sense of togetherness and care for people have always been at the very heart of the IKEA culture. That is why the Ingka Group, including IKEA Poland, immediately became involved in the relief efforts, both on national and local levels, aiming to assist those who suffer from the outcomes of the war. IKEA was also actively supporting its Ukrainian employees.

The Ingka Group had been working for the benefit of refugees for some time now, and supporting them has been one of its priorities for a number of years. IKEA was the first company in Poland to adopt a structured approach to assisting those with any refugee-related experiences on the labor market. It joined forces with the "Rescue" Foundation to offer an internship program known as "Boosting professional skills of those with refugee-related experiences". The program took several months to prepare, and the internship scheme was launched in March 2022.

One year earlier, in 2021, IKEA launched the "Caring for Home" program, working in cooperation with the "Giving Children the Strength" Foundation. The aim of the program is to create

better and safer homes for those who have been deprived, due to various reasons, of their homes or were forced to leave them.

When the war broke out, it was natural for us to join the relief effort, as such an approach matches the values we believe in and complies with our social responsibility strategy. We aimed to help all refugees as well as those threatened by poverty and social exclusion, regardless of who they are or where they come from.

It was our intention to make sure that we are able, together with our partners (inter alia UNHCR, UNICEF, "Rescue" Foundation and the Polish Red Cross), to thoroughly identify and understand the needs of those people and to provide those who are most vulnerable with the type of help they need the most. Great majority of those who are fleeing the brutal war in Ukraine are women and children, the elderly and the disabled. The problems we have identified related primarily to the lack of accommodation, housing, access to education and safe space for children. Challenges related to integration with the society were commonplace as well.

The activities we undertook included ad-hoc assistance – we were supplying our partners with specific products that allowed them to satisfy their

most urgent needs. We also planned a number of medium- and long-term initiatives to improve the quality of life of refugees and to promote knowledge about the refugee crisis in Poland. We knew, from the very beginning, that we were in for a marathon, not a sprint. Therefore, we made sure that our support was organized as precisely as possible. We fully trusted the knowledge and the experience of the third sector, cooperating with it and contributing the best that IKEA had to offer. Such an approach allowed us to successfully complete a multitude of projects. Their non-exhaustive list includes the following:

Acting in cooperation with UNHCR (UN Refugee Agency) and UNICEF (UN International Children's Emergency Fund) we have designed and fully equipped the Blue Dots. These are refugee support points located next to Poland's major border crossings and along the transit routes, offering protection to those fleeing the war and providing them with access to essential information. Assistance offered at those locations is targeted, in particular, at the most vulnerable persons. Cooperation with UN organizations has allowed us to open the Blue Dots in Rzeszów, Przemyśl, Medyka, Warsaw, Poznań, Wrocław, Gdynia, Kraków and Nadarzyn.

Working together with the "Rescue" Foundation, we created children-friendly spaces at the refugee reception points. The project aimed at providing children arriving from Ukraine with a secure location at which they may carelessly revert, at least for a few moments, to children's plays, while they parents take care of the formalities related to their stay in Poland, to their further travels, or simply use that time to relax.

The great involvement of IKEA Retail employees and great cooperation with our partners has allowed us to complete over 250 projects and activities. We have successfully taken advantage of numerous opportunities to join the efforts of various sectors. We have learned that our help is most efficient when we are responding to precisely defined needs. In an answer to those needs, we donated 683,500 various products that reached over 315,000 people. We are proud of our female and male associates and would like to thank them for their great hearts and the relentless efforts in support of our neighbors from Ukraine.

The new experiences have taught us that helping brings people together. We have learned that despite the difficult and tragic events, we are still surrounded by enormous amounts of good, and that gives us great hope for a swift end to the war in Ukraine.



ING BANK ŚLĄSKI

ING Bank Śląski stands with the people of Ukraine

At ING Bank Śląski, we strongly condemn Russia's invasion of Ukraine. We stand in solidarity with the Ukrainians. In light of the current emergency and the paramount humanitarian crisis, our first and foremost priority has been to assume our social responsibility by providing fast and targeted help to the people of Ukraine who are suffering and fearing for their lives and livelihood.

February 24, 2022 – it was supposed to be an ordinary Thursday. However, the utterly heart-breaking events in Ukraine made us realize that we cannot remain indifferent to the drama of our neighbors, and especially our Ukrainian colleagues and their families. We have always cared about people. A sense of community remains at the heart of our culture. That is why we knew we had to act. Since the outbreak of the war in Ukraine, we have been involved in various aid activities supporting charitable organisations, refugees in Poland and making it easier for our employees to provide help.

Stronger together

During the early days of the war, ING Bank Śląski S.A. donated PLN 1 million to organisations that provide support and care to refugees in Poland.

Four organisations received our donations: the Institute of Mother and Child Foundation, the Polish Medical Mission, SOS Children's Villages, and the Association of Ukrainians in Poland. Furthermore, we donated PLN 500,000 towards structural solutions to support the first wave of refugees; that money was used to purchase the most essential items that were sent to the reception points. We believe that financial support originating from credible fundraisers and campaigns is the most effective way of helping Ukraine – hence the decision to support the above-mentioned aid organisations.

In addition, starting as early as on 28 February, we teamed up with the ING for Children Foundation and started a fund raiser to help people affected by the war in Ukraine. We pledged to double the amount raised. As at 30 June, PLN 5,383,448.65 were received in donations; after doubling the amount, the total equaled PLN 10,766,897.30.

The funds from the fundraiser were distributed among 16 organisations that help refugees, and particularly children, including UNICEF Poland and the Polish Humanitarian Action. We supported humanitarian campaigns, efforts aimed at integration of refugees, as well as Ukrainian and Polish hospitals. We financed the purchase of medicines and ambulances.

We would like to thank everyone for offering their huge support and for uniting in pursuit of a common goal - customers, employees, individuals and companies. The scale of your engagement has by far exceeded our expectations. Such a large amount of money collected proves that good is multiplied when we share it, and that when acting together, we can do more – said Brunon Bartkiewicz, CEO, ING Bank Śląski.

Helping the youngest and most vulnerable victims of the war

Most of the Ukrainian refugees are women with children. For the majority of them, the war has ended the childhood they had known. Therefore, one of our first priorities was to create a safe space for the youngest refugees, where they could forget about the traumatic experiences and simply continue to be children. On 6 March, the ING for Children Foundation received, at its centre in Wisła, 23 children aged 4 to 16 and two care-takers from the children's home in Zaporizhia. The Foundation provided comprehensive help and care to the young refugees.

In addition, the ING for Children Foundation issued a Ukrainian edition of the biblio-therapeutic book entitled “Lucjan, the Lion One of Its Kind”. The book, helping face fears and build trust, is distributed, free of charge, to organisations that take care of children from Ukraine.

Supporting our employees

At ING Bank Śląski, the safety and wellbeing of our Ukrainian colleagues and their families remains our biggest concern. We provided a special aid package to ING employees who are of Ukrainian origin. We offered them a financial benefit of PLN 1,000 per person to bring their families from the war-affected areas and to finance the purchase of essential items. We helped in transporting their

family members from the reception points to the place of their stay in Poland and provided support to persons looking for and renting flats, as well as requiring medical and legal assistance.

ING's employees who welcomed refugees to their homes received, inter alia, the following benefits: gift vouchers of PLN 300 per person they welcomed and PLN 500 per each school-age child, psychological help, extra days off to take care of the formalities for their guests.

To help in a better and more effective manner, the employees created a social media group, called “I support guests from Ukraine”, to share information, tips and best practices in solving any potential issues; they also created a help platform – purchases for Ukraine.

Special offer and banking services for Ukrainians
At ING Bank Śląski, we have also launched special products and services intended for refugees from Ukraine, and we have complied with the economic sanctions imposed on Russia.

In response to the situation caused by the war in Ukraine, we have added an assistance account to our offer, called the “Account for Refugees at ING”, giving access to basic payment services. Clients from Ukraine may seek assistance from our help-line in Ukrainian, both at the meeting places and at ING Express facilities. We have launched additional sales points at locations that are of strategic importance. We have also prepared comprehensive materials in Ukrainian which are posted on the website, and have introduced simplified account opening procedures.

We continue to help, doing our best!



INPOST

InPost for Ukraine

We strive to create simple, yet comprehensive solutions in every area of our daily business. More than anything else, people constitute our main guiding principle at InPost; their needs and problems, and the search for answers. We know that only a holistic approach can bring effective action, whether in business or charity. We are aware that fast action is inherently required to achieve this goal.

As soon as we learned of the Russian invasion of Ukraine, we knew we had to support our neighbours at this difficult time. It was our duty, not only as a leader but as a responsible employer, as a part of our workforce in Ukraine just had to flee their homes and leave their families.

The natural course of action was to make available our logistics facilities and personnel. Using thousands of workers and hundreds of trucks, we transported over 8,000 tons of humanitarian aid. We performed this independently as well as in cooperation with many cities and foundations. Thousands of semi-trailers, pallets, and trucks with food and humanitarian aid arrived in Ukraine. We joined forces with many specialized organizations whose main focus is a charity so that our aid would go where it was most needed. Organizations we supported include Caritas, the Polish Red Cross, and the Polish Government Agency for Strategic Reserves. We transported items that were needed

the most, including dry food with a long shelf life, mineral water and beverages, hygiene products, children's products, and specialized equipment such as tent heaters, power generators, and blood centrifuges for hospitals.

Another element of our assistance plan was addressed directly to our Ukrainian employees and their families in Poland. We realized that the first missiles annihilating Ukrainian cities also destroyed the world our Ukrainian colleagues and their families had known. Uncertainty about tomorrow and fear for the safety of loved ones make for tremendous burdens on the human psyche. Our colleagues from Ukraine could count on the free-of-charge support of a psychologist and the opportunity to consult a legal advisor. The next step, intended to help rebuild their sense of stability, was an opportunity for Ukrainian families to stay at a spa in Ustron. One of the factors that are conducive to rebuilding the sense of this security is the possibility of building social relations in a new place. To facilitate this, we offered these employees Polish and English language courses. In addition, we support many forms of volunteering that meet current needs.

We have continuously monitored and continue to monitor the spaces where, as InPost, we can help. In recent months, we have been involved in

many ad hoc projects organized by foundations and associations. Here, we might mention activities as part of the UA SOS campaign, or various types of charity collections on the Zrzutka.pl special platform.

The next step in supporting the Ukrainians was to create a space (jointly with Melissa) for our clients, who also felt the need to join the help. In our InPost Fresh application, we prepared four dedicated assistance packages (worth 50, 100, 150, and 200 PLN) containing products most needed by people in occupied Ukraine. During the first month of the campaign, Poles bought aid packages with a total value of over PLN 83,000.

We also did not forget about those people who managed to get out of war-torn Ukraine safely. We joined the WoshWosh campaign "Open Hearts – Open Wardrobes", which managed to collect almost 130,000 pairs of shoes and clothes for refugees from Ukraine (38,103 pairs of shoes and 90,676 pieces of clothing). Another action supporting the Ukrainian population during the war was carried out together with the "Wrażlive" publishing house, which publishes fairy-tale therapy books. Several editions containing sets of exercises for the youngest were translated into Ukrainian. As part of our cooperation with the publishing house, we sponsored certain print runs and helped to distribute them to libraries and educational institutions in Poland.

Another initiative was cooperation in the distribution of the book "Heroes". It is a series of short therapeutic books that address children's difficult emotions related to war and escape to another country. The stories are in the form of colouring books and are available free of charge in 20 languages. As a partner of this initiative, we decided to donate 1,000 folio packs and 1,000 free codes for sending packages with books in Paczkomat@InPost machines. All this in order to collect as ma-

ny packages as possible for children from Ukraine and to streamline the process of sending them.

When fleeing, many Ukrainians left almost all their property in their war-torn homeland. Starting from scratch in a new place also means the need to purchase items necessary for daily life. The language difference makes it much easier for Ukrainians who find themselves in the new space to order many of the necessary products online. Finding a new place to live means a change of location. In both cases, courier services are useful. In order for Ukrainians to be able to comfortably send and receive parcels, InPost launched the Ukrainian language version of its application, as well as prepared the Ukrainian language versions of the SzybkieNadania.pl and SzybkieZwroty.pl websites.

At InPost, we know one thing: aid for Ukraine cannot have merely a material dimension. The financial sphere must only be part of a comprehensive effort. We must be aware that these actions cannot stop as soon as the war ends. They must continue until the Ukrainian people feel safe again. It is not only about military security, but also about economic and social security.

Convoys of Polish Hearts

The founder and creator of InPost – Rafał Brzoska, privately together with his wife Omenaa Mensah, also decided to help. They are a couple both in life and in business. Together they find fulfillment in many fields, but what unites them the most is a shared passion to help. InPost, business ventures, and the two foundations they form together (the "Omenaa Foundation" and the "Rafał Brzoska Foundation") operate in innovative, uncompromising ways in accordance with principles the couple strongly believes in. It is safe to say that charity is the solid foundation of all their efforts. Therefore, since the beginning of the war, they have been

actively involved in helping Ukraine after it was attacked by Russia. They support the needy not only as representatives of business and charitable foundations but also act in person, showing that - apart from donations - it is possible to offer people in crisis specific and very effective aid.

Poles immediately endeavoured to help refugees. Rafał Brzoska and Omenaa Mensah as representatives of business, did as well. There was no discussion about it, it was obvious. A plan of help, networking, ideas, and fundraising was created on the very first day. They felt that they had to do something more, get directly through to Rivne and Kharkiv and the civilian population.

And so, the concept of a huge logistics venture was created - the Convoy of Polish Hearts - which went beyond Poland's eastern border to bring help to the neediest. The first convoy reached the Children's District Hospital in Rivne, which had signalled that it needed just about everything.

That is why efforts immediately began to organize a humanitarian aid convoy. Ultimately, it consisted of five trailer trucks filled with articles weighing 100 tons. In addition to basic necessities such as food, baby cosmetics, diapers, sanitary products, and medicines, they also packed gifts for children at the hospital. Foundation partners provided, among other items, cooing teddy bears for the youngest patients, rattles, teethingers, pacifiers, bottles, sensory toys for babies, thousands of Bambino crayons, Lego blocks, and Barbie dolls.

But the transport included more items, including a fully equipped ambulance, which is now used every day by the Children's Hospital.

The effort gave the couple great satisfaction and confidence to take further action. They decided very quickly to organize another convoy, this time on a larger scale. The convoy of Polish Hearts turned out to be the largest private transport of humanitarian aid from Poland to the civilian population. This was a train of 34 railcars that travelled

farther east, to Kharkiv. For security reasons, it was kept strictly confidential. It contained nearly 1,000 pallets weighing 500 tons. Thanks to the involvement of Polish businesses, whom Rafał and Omenaa turned to for support, many products were purchased with discounts or at the cost of production. Notably, some companies even donated their goods to the convoy. The train, which departed from Silesia, went directly to Kharkiv authorities, who distributed the goods to the neediest people. The convoy, organized logistically in cooperation with the Government Agency for Strategic Reserves, included food - mainly canned food, flour, rice, groats, oil, sugar, pasta, water, toasted bread, milk, bars, and energy drinks, and also included medicine and bandages, as well as sleeping bags, bedding, and blankets.

The organization of the Convoy of Polish Hearts was a huge undertaking and a challenge in which a lot of people with big hearts got personally involved. Rafał and Omenaa wanted to make sure everything was perfect to offer actual support to those in need as soon as possible.

"The entire project required a lot of work, effort, and emotion, but it was worth it! It is one of the most important achievements in our lives. We are glad we could help and appreciate the sincere words of gratitude that came in return. We received thank-you videos, phone calls, text messages, and e-mails straight from Rivne and Kharkiv. We got a touching distinction, a medal, from the Ambassador of Ukraine, Andrii Deshchytsia, as well as expressions of appreciation from the representatives of the business world, heard during the EY Entrepreneur of the Year event we attended. All this has confirmed their conviction that what we are doing makes deep sense," claim Omenaa Mensah and Rafał Brzoska. "Helping is a great joy for us, which gives us wings and offers meaning. We are convinced that our mission is to bring help and we certainly have not said our final word on this matter. In fact, we are just getting started!"





KGHM POLSKA MIEDŹ

KGHM Polska Miedź in solidarity with Ukraine

KGHM Polska Miedź, one of Poland's largest companies, has a tangible impact on the economy of the entire country and the condition of Polish society. We are committed to helping those in need by reconciling our business mission with a sense of social responsibility, and in times of unexpected crises, we act decisively and effectively. We have done that since the first moments of Russian aggression against Ukraine. Witnessing daily the atrocities against the people of Ukraine and the great wave of refugees seeking refuge in Poland, we decided to make every effort to provide them with shelter and basic living conditions in this tough situation.

Our aid quickly reached those who had to stay in the war zones and heroically defend their homeland. KGHM Polska Miedź organised the transportation of life-saving medical supplies to Ukrainian hospitals. Several tons of medicines and medical materials worth as much as one million zlotys were delivered by three trucks to the besieged cities. These supplies rescued many of those wounded and injured from the hostilities.

From the very first days, our employees and volunteers began serving meals to refugees from Ukraine in a catering tent built by KGHM Polska Miedź at the Central Railway Station in Warsaw. Thanks to our commitment and determination, that place became the most important point on

the map of Warsaw for Ukrainian refugees, who could at least have a warm meal in dignified conditions after an exhausting journey that often lasted several days. Every day, for 5 months, up to 10,000 meals were served to Ukrainians arriving in Warsaw, whilst for the entire period of the tent operation, more than 500,000 meals were served.

We know how important safe shelter is for every refugee. Therefore, without hesitation, we have made our buildings and living spaces available to all those forced by the war to leave their own homes. The numbers speak for themselves: more than 300 refugees have been placed in temporary accommodation centres in the Lower Silesia, Lubuskie and Podlaskie Voivodeships. One hundred fifty refugees have also been placed in spa centres owned by the KGHM Group company. Particularly noteworthy is also the fact that many KGHM Polska Miedź employees have selflessly offered shelter to refugees in their own homes.

These actions exemplify the many initiatives we have taken as a responsible company. It should be remembered that the hostilities are still ongoing; therefore, KGHM Polska Miedź does not abandon the aid offered. We are constantly undertaking further initiatives of humanitarian support for those affected by the Russian aggression against Ukraine.





KRUK

One war – multiple points of view. Aid effort of the KRUK Group in the countries bordering Ukraine

In response to Russia's aggression against Ukraine, the KRUK Group has donated EUR 320,000 to support efforts to provide aid to Ukraine. These funds have been divided among the countries where the KRUK Group operates and which border on Ukraine. Most of these resources have been transferred to Poland's KRUK S.A. with a view to providing assistance in the country. The overall objective of these initiatives is the long-term support of organisations and foundations that assist Ukrainian nationals in finding accommodation and employment, as well as securing food, healthcare, legal aid, psychological support, etc.

KRUK S.A. has offered financial support to the SEE ME Foundation. The foundation has been taking care of a team of young footballers from Kyiv and their families since the outbreak of the war. This foundation has also co-founded the Ukrainian House in Wrocław, which is housing around 200 refugee women and men from Ukraine. KRUK S.A.'s employees have volunteered to help during the establishment and preparation of the Ukrainian House. We are keeping in touch with the Ukrainian residents of the house and we are doing our best to satisfy their needs.

In addition, KRUK S.A. has also gifted electronic equipment, including laptops, smartphones, and tablets, with a Ukrainian-language operating system

to enable and facilitate effective learning by the Ukrainian children under the foundation's care. The Ukrainian House accommodates a school with Ukrainian tutors among the staff.

Moreover, KRUK S.A. has also donated funds to support the operations of the response team for Ukraine deployed by the UN Global Compact Network Poland, the operation of the BloomPro Foundation, which conducts workshop sessions for mothers and women from Ukraine, or the Non-irresponsible Foundation, which helps to find shelter for or transport refugees from the eastern border. KRUK S.A. has also taken part in a fundraiser organised by the Employers of the Republic of Poland and by the Siepomaga Foundation (Help for Ukraine). The funds raised have been transferred to refugees from Ukraine.

KRUK S.A.'s employees have also joined a Run for Ukraine event. Funds raised during the race are at the disposal of the Polish Humanitarian Action. The Company also welcomes various initiatives proposed or reported by the staff who have been involved in numerous aid campaigns in their spare time since the first days of the war in Ukraine. We have set up a special communication channel to coordinate and jointly support all such activities more effectively. Our employees who are hosting refugees from Ukraine can also benefit from

employee volunteering until their guests get adapted in our country. We have also provided portable computers with a Ukrainian operating system to the kids and youth sheltered by our staff members, so that they are able to benefit from distant learning. In addition, the Company has supported individual aid initiatives undertaken by its personnel, such as collecting clothes, foodstuffs, and stationery, helping with accommodation or transport for those who were fleeing the hell of hostilities in Ukraine.

The Company's commitment to engaging in aid activities has been recognised countrywide. During the European Economic Congress, Piotr Krupa, President of the Management Board of KRUK S.A., was among the 13 winners of the Vectors of Heart prize awarded at a gala staged by the Employers of the Republic of Poland.



LIDL POLSKA

Lidl Poland - summary of activities for Ukraine

Lidl Poland carefully follows the situation in Ukraine and undertakes assistance activities on an ongoing basis. Together, as the Schwarz Group, which includes, inter alia, Lidl Poland, we made material and financial donations for the amount of over PLN 47 million. They were intended for people experiencing the refugee crisis and were directed to aid organizations such as Caritas Ukraine, Caritas Poland, Polish Humanitarian Action, and many smaller, local entities.

Lidl Poland stores also constantly collect food for the Federation of Polish Food Banks and Caritas Poland. So far, we have provided these organizations with almost 640 tons of food and cosmetics, which will be allocated to help Ukraine. Additionally, there were posters in the stores that linked to the website, where one could find information about the forms of support.

In a gesture of solidarity with refugees from Ukraine and Poles who were involved in helping those in need, Lidl launched a special discount system in selected cross-border stores. Customers could buy several dozen of the most necessary products at a 30% discount. We have also made a decision to cease selling products from Russia and Belarus.

In order to make shopping easier for Ukrainian customers, selected advertising spots have sub-

titles in Ukrainian. In addition, all self-service cash desks in Lidl Poland stores also have the function of the Ukrainian language.

In order to help Ukrainian citizens when looking for a job, we were one of the first companies to publish selected job advertisements in Ukrainian and to provide Polish language lessons to new employees. Job offers in Ukrainian relate primarily to Store and Warehouse Employee positions, but also specialist positions at the company's headquarters. The recruitment processes conducted so far have resulted in the employment of over 170 employees from Ukraine, and new vacancies are constantly being offered.

The company offers all candidates, regardless of nationality, high salaries - higher than average wages in trade and a wide package of non-wage benefits. Moreover, Lidl offers a helpline for employees from Ukraine in their national languages. We also declare assistance in obtaining the necessary permits for refugees from Ukraine who are interested in working for Lidl Poland.





L'ORÉAL

Taking care of our Ukrainian employees, citizens and suppliers was our top priority

When Russian invasion and the war in Ukraine started on 24 February, the whole world: governments, public agencies, organizations, companies and ordinary people came together in order to help Ukrainian people who were suffering due to this conflict.

L'Oréal's absolute priority at that time was to support our 326 Ukrainian employees and 80 Beauty Advisors and their families whose lives had been changed so dramatically. Although some managed to cross the border, the majority of them remained in the country under increasingly unbearable conditions. We all were concerned for them and feared for their safety.

Given the magnitude of what people were facing on the ground, our intention was to provide as much support as we could - to our employees still in Ukraine, our employees who had left or were leaving the country, and the Ukrainian society.

Direct support to Ukrainian employees

In Poland, we established emergency assistance from the beginning, supporting employees and their families who had crossed the border. We offered them a pick-up, to our employees and their close family (partner / spouse / children / parents) - accommodation paid for by L'Oréal,

a welcome pack with the essentials, a SIM card if needed, a mental health helpline in Ukrainian, local WhatsApp groups, buddy systems, medical care, advice and orientation for daily life support, help with procedures connected to their stay in a country (visa, legal advice).

Our employees were fully mobilized to support Ukrainian colleagues and some of our teams on the ground in neighboring countries were personally welcoming our Ukrainian colleagues. Most of the Ukrainian employees went to Poland (120) but also to the Czech Republic, Germany, France, Italy, Romania, Bulgaria, Moldova, Spain, Slovakia and 6 other countries.

Currently, there are still 9 Ukrainian employees with their families in Poland, which makes 43 people to whom we provide housing and Polish lessons. L'Oréal Poland Baltic HUB dedicated so far € 153,000 to support Ukrainian employees and their families.

We also made sure to support Ukrainians already living abroad to whom we addressed a specific communication, and for whom we organized financial one-time support in the event they wanted to host some family members, we provided access to a mental health support helpline, and offered help with procedures connected to their

family's stay in a country (visa & legal advice). We also offered transition financial support to them, such as: salaries guaranteed for 6 months, exceptional financial support, and extended housing support for those living abroad.

Volunteering and crowdfunding

As our employees around the world and particularly those in neighbouring countries were actively participating in relief efforts, and, in response to their wish to express their solidarity with their Ukrainian colleagues, we have started a global employee fund raising campaign. In the neighbouring countries, L'Oréal employees were allowed to volunteer maximum two days per month with our NGOs partners. We also organized a crowdfunding plan for employees to contribute to the situation through individuals / personal donations to HCR and UNICEF.

Financial aid to NGOs supporting Ukrainian citizens

We have been working with local and international NGOs focusing on countries affected by arrivals of refugees (e.g., Red Cross, People in Need, SINGA), in addition to United Nations agencies (such as the United Nations High Commissioner for Refugees, United Nations Population Fund and UNICEF) but also with local organisations, such as Polish Humanitarian Action (PAH) and La Strada, through donations of up to 5 million euros.

Particular financial donations of € 400,000 in L'Oréal Poland and Baltic HUB countries (Poland, Latvia, Lithuania, Estonia) were granted to:

POLAND

€ 100 000

donated to Red Cross Poland

€ 100 000

allocated to Unicef Poland

€ 50 000

allocated to PAH (Polish Humanitarian Action)

€ 50 000

allocated to La Strada

BALTICS

€ 40 000

allocated to Red Cross Lithuania

€ 30 000

allocated to Red Cross Estonia

€ 30 000

allocated to Red Cross Latvia

Products donations

L'Oréal has also distributed about 400 000 essential care and hygiene products of which a vast majority has been distributed in L'Oréal Poland and Baltic HUB. Over 235 000 products with a value of around € 590,000 were donated to over 25 NGOs in four HUB countries.

Supporting suppliers from Ukraine

Last but not least, we have also extended our help to 184 suppliers from Ukraine for whom we have shortened payment terms/direct payments, maintained annual contracts providing services to employees (cars, telephones, IT licence, rents) and also maintained solidarity in sourcing beneficiaries' salaries.



MCDONALD'S POLAND

At McDonald's we open our doors to everyone

McDonald's Poland's reaction to the outbreak of war in Ukraine was an expression of solidarity with the thousands who, fleeing the war, needed shelter, a hot meal, medical care, or work. Many of us were personally affected by the war, as even before its outbreak, we employed over 2000 people of Ukrainian origin in our restaurant teams.

Meeting place and safe refuge

As thousands of women and children crossed the Polish border seeking safety, McDonald's restaurants often served as the first stop on their journey. They naturally became a meeting place and safe refuge where people could rest and have a hot meal. To meet the needs of Ukrainian families fleeing war, our restaurants stayed open 24 hours a day, 7 days a week.

Food Donations

In response to the most immediate needs of Ukrainian refugees, McDonald's offered free meals and drinks to refugees in all restaurants all over Poland.

We have also worked with volunteer groups to identify the centers for refugees where help was most needed and we delivered meals from nearby McDonald's restaurants.

By the end of June, a total of 63,352 free meals had been donated.

Accommodation and Employment

The most important needs of people fleeing the war have been accommodation and work – hence, we have developed a systemic program addressing the most crucial needs, providing humanitarian and financial aid.

Our franchises in Poland have offered housing and 15,000 jobs. To support people fleeing the war in accessing information about work and accommodation we launched the “We are Together” hotline. It was operated by Ukrainian-speaking McDonald's employees. Since the beginning of the war, the hotline has aided 1,500 people in finding accommodation and employment.

Relief Fund for Ukrainian employees

We supported our Ukrainian Employees in bringing their families to Poland by launching a relief fund. The fund covered all employees of the chain, both in corporate and franchise restaurants.

Assistance for the Sick and Families with Children

Ukrainians crossing the Polish border were often exhausted and needed medical attention. Therefore for 57 consecutive days, the Ronald McDonald Foundation's ambulance provided medical support in Przemyśl and helped thousands of people in need. The Foundation also financed 87 hospital beds for parents of young patients from Ukraine and provided accommodation in Ronald McDonald Houses for 13 families of seriously ill children.

Child Care at the Warsaw Central Railway Station

To relieve parents travelling with small children, McDonald's opened a day-care center called "Maczek" at its McDonald's Training Center at the Warsaw Central Station. The initiative was carried out in cooperation with the Digital Dialogue Association. It was a warm and friendly space for Ukrainian children and their guardians waiting at the station for their onward journey. The children were invited to play and relax in a safe environment, while their parents arranged their further travels. Trained educators and entertainers worked on-site to provide a high-quality experience for all the children. In under two months, over 1,700 children have visited the "Maczek" Community Center.

Hospitality and support for people in Ukraine

As a gesture of hospitality, McDonald's temporarily introduced to its menu a product that had previously been available in Ukrainian McDonald's restaurants. The "Ukrainian Burger" in Poland was an expression of support and solidarity toward refugees from Ukraine. At the same time, it allowed us to collect more funds for humanitarian aid for the inhabitants of Ukraine who were still in their homeland. McDonald's donated PLN 3 from the sale of each Ukrainian Burger to the Ronald McDonald Foundation in Ukraine. That way, we have managed to collect PLN 2.4 mln. With the money collected, the foundation financed food parcels that the Ukrainian authorities distributed to those in need.



NHOOD

Nhood is a company that believes in helping people

Right from March, 24th when the refugees from Ukraine started reaching Poland, our company got involved in helping them. Nhood Polska, parallel to managing the Auchan Shopping Centres, was undertaking a number of actions in this area.

In March, in the Krasne Auchan Shopping Center in cooperation with Auchan, we organized a **special point**, a place to rest for refugees. In Galeria Łomianki in Warsaw agglomeration, a sandwich making point was opened on one of the premises. Action called "**Łomianki are making sandwiches for Ukraine**" was conducted in cooperation with the Social Welfare Center in Łomianki, the Town Hall in Łomianki, and Galeria Łomianki. Sandwiches were prepared by volunteers from Monday to Friday. In April, employees of the office at 11 Polna St. also joined the campaign. Every day, about 2,500 sandwiches were made, and went to refugees from Ukraine who camp at main railway stations and to the free food distribution point in Łomianki. Sandwiches were distributed by volunteers, but also by firefighters and the Municipal Police.

In April, Galeria Łomianki operated the "**Łomiankowska Szafa**", a free clothing stand - a place where refugees from Ukraine can get the clothes they need for free and in a comfortable environment. The action was organized in cooperation

with the Social Welfare Centre and the City Hall in Łomianki.

We were helping in sharing good

In March and April, numerous **charity collections** took place in **almost 20 shopping centres**, managed by Nhood Poland.

In Krasne together with the Brother Albert Society, we were also collecting goods for those in need. In cooperation with the Polish Red Cross and the Auchan hypermarket, we were collecting the most needed items in our shopping centres. Special collection points have been made available for the visitors to collect medical dressing materials, long shelf life foods, hygiene products, blankets, and sleeping bags. These kinds of collection points can be found in Auchan Shopping Centres in Gdańsk, Sosnowiec, Mikołów, Swadzim, Katowice, Częstochowa, Bydgoszcz, Bielsko-Biała, Krasne, Kołbaskowo, Gliwice and in Galeria Bronowice.

Together with Auchan and Bank Żywności (English: Food Bank), we were collecting goods at the Auchan Modlińska Shopping Centre. Together with "Droga" Family Aid Association and in cooperation with Caritas and Auchan in Białystok, we were collecting goods at Auchan Shopping Cen-

tres: at Hetmańska St. and at Produkcyjna St. Dortmund-Wrocław-Lviv Foundation of St. Jadwiga is collecting goods together with us in Bielany Wrocławskie. We were also collecting goods with the support of the Volunteer Fire Department in Żory. In Rumia, we are cooperating with the City Hall, Radio Gdańsk, and MDK Rumia in organizing collections of goods.

Women's Day was the occasion to organize a "Women for Women" campaign at Auchan Poczesna and Bielsko-Biała Shopping Centres. We were collecting hygiene products, underwear, and painkillers for children and adults. We have also organized a similar collection of goods on Women's Day at our Warsaw office at Polna St. The goods were taken by Polish Red Cross to be passed to Ukrainian women in need.



NOVO NORDISK PHARMA

Novo Nordisk's commitment to the patients and people in Ukraine

For a pharmaceutical company, the outbreak of war is a commitment not only to charity but also, and above all, to chronically ill patients in areas affected by military operations, with the aim of making continued treatment possible and securing access to life-saving drugs.

August 25, 2022 We made an immediate decision to donate to the Ministry of Health in Ukraine up to two months' supply of life-saving drugs for diabetes and haemophilia from our current stocks. We have been working directly with hospitals to ensure targeted support for people with diabetes and give them access to our products. We also provided our medicines directly to more than 50 clinics across Ukraine. Furthermore, with the help of volunteer and patient organisations, we were able to deliver donations to hospitals near the front line, and even in besieged territories like Mariupol, Kherson and Melitopol. Since the beginning of the war, our support has reached approx. DKK 10 million (approx. EUR 1.3 million).

On 28 February, the Novo Nordisk Foundation donated DKK 55 million (approx. EUR 7.3 million) to support the work of international relief organisations in receiving and assisting refugees, internally displaced people, and other vulnerable groups and providing them with access to basic necessities such as food and shelter, healthcare and protection. This

included DKK 5 million (approx. EUR 700,000) in donations announced at the start of the invasion to UNHCR (the UN's refugee agency) to provide urgent support and protection to people forced to flee their homes. On 12 April, the Novo Nordisk Foundation provided an additional DKK 25 million (approx. EUR 3.3 million) in support of the emergency response of the World Health Organization (WHO) in Ukraine, as well as in neighbouring countries hosting Ukrainian refugees. The support is given based on WHO's emergency appeal addressing the health needs of people in Ukraine and Ukrainian people affected by the conflict in neighbouring countries. We are in consultation with several international humanitarian organisations to assess the need for product donations. We are looking into different ways we can positively contribute, including through our own supply chain capacity and expertise.

However, our engagement also encompasses engagement on a human level. Colleagues from Novo Nordisk in Poland, Romania; Moldova, Hungary, Czechia, and Slovakia were extremely supportive and involved in the relocation of our employees from Ukraine. In the first days of the war, we began creating support networks with dozens of volunteers offering to help transport our employees and their families from the Ukrainian border to the safety of other countries often hosting them in their homes.

Regional and local Crisis Response Teams have been set up to monitor the situation in Ukraine, Poland and across the neighbouring countries. The "Help for Ukraine" chat was launched, where, through exchange of information between volunteers, requests for help found a wide response. The team processed and made a number of donations in the form of medicines and funds to medical institutions that asked for support for patients coming from Ukraine. A dedicated hotline has been set up to check the availability of our products in Ukraine and to ensure constant access to information: 0-800-801-341 (free number available from Ukraine), +38-032-246-50-73 (a Ukrainian number available from Ukraine and abroad), +48-22-4444911 (a Polish number available from Poland and abroad), as well as hotline@novonordisk.com.

We have been supporting children from Ukrainian orphanages who have fled to Poland under the care of The Happy Kids Foundation. The group consists of 85 children; thanks to the commitment of our employees, we managed to assemble school starter kits for all of them to help them in the important and difficult time of starting life outside their country.

The personal commitment of our staff and their cooperation have also made it possible to help individual patients from Ukraine. One such case

is a woman suffering from von Willebrand's disease, who fled Kiev in a life-threatening condition with her six-day-old baby. Thanks to the cooperation of Novo Nordisk affiliates, she and her child were able to arrange express transportation to the border, bypass the queue and receive further transportation and care at a hospital in Lublin.

We are proud that we have overcome this challenge, both as a company and as people, but we must not forget that the war is an ongoing one, and our help is still necessary. We need to use our resources adequately and provide assistance wisely. That is what we are learning all the time as we have never expected to face such a situation.



ORANGE POLSKA

How we support the citizens of Ukraine

During the first few months of the war, Cezary travelled – as one of Orange's volunteers – to Warsaw's railway stations to distribute and register SIM starters. He had tears in his eyes when he witnessed a married couple in their 80s send a "ми живемо" ("we are alive") text to their family after making a two-week trip from Kharkiv to Poland. He was one of hundreds of our volunteers who, from the first hours of the war, were present at the borders, railway stations and refugee aid centres to hand out free SIM cards.

The war in Ukraine forced tens of thousands of people to cross the borders into Poland every day. They were almost exclusively women, children and the elderly. For them, access to information, ability to stay in touch with their husbands, fathers and sons who stayed in the country to fight, became very important. Therefore, from our company's point of view, ensuring the operation of the network and distributing Polish SIM cards on the Polish-Ukrainian border was one of the most important humanitarian measures we could undertake. We immediately launched a special promotional campaign offering calls to Ukraine and free roaming services.

In order to ensure good connectivity and smooth access to the Internet, the network needed to be strengthened and retrofitted. That's why we

erected 6 mobile base stations close to the border areas and increased the capacity at other locations (in total – 30 stations). This allows us to improve the availability of our services – primarily at border crossings and reception centres. Then there were railway stations and other information points that needed free Wi-Fi, and finally points that received refugees and provided them with first aid and accommodation. Ranging from the large hall of the Arena Ursynów in Warsaw to small gyms at local schools. We tried to respond to such needs and have already launched 20 hot spots at such locations.

Our employees have been at the borders since the first days of the war to distribute free SIM cards. We also deployed teams of volunteers – card registrars. To date, we have distributed almost 600,000 cards at reception points, border crossings, railway stations, and regular points of sale. In addition, we have partnered with the Polish Postal Service to provide free starters at more than 4,700 post offices.

Access to information and good connectivity became of key importance for many organizations and aid centres set up by local authorities. Phones, SIM cards, routers, PBXs or hotlines were all in high demand. The idea was to be able to efficiently manage donation collections, transports,

volunteers or accommodation arrangements. As a first step, we partnered with the Polish Humanitarian Action, providing technological assistance, hardware and services for organized emergency management centres. We are also cooperating with the Ukrainian House. Relying on the specific nature of the institution and its contacts, we established, together, a highly capable crisis management centre. More than 50 organizations (foundations, associations, crisis organizations, local governments, etc.) received more than 8,000 SIM cards providing access to free services, more than 1,000 phones and 30 mobile routers. Thanks to our services, centres for legal, social or psychological assistance were established.

More than 1,000 Orange Polska employees participated in over 130 local volunteer campaigns for refugees, receiving grants from the Orange Foundation to support them. The Foundation also supported 75 of our employees who hosted guests from Ukraine at their homes. We organized donation collections at our 12 largest offices.

We also made available our training centre in Serock, where we received more than 700 guests from Ukraine, providing them, together with the local government, with accommodation, food, psychological, educational and medical assistance. We are also sending aid to medical staff. Using funds

raised by our employees, we were able to buy 300 power banks relied upon to power life-saving medical devices.

The Orange Foundation promotes responsible education and has supported the launch of an online school for Ukrainian students. With the support of the Orange Foundation and relying on our services, a toll-free helpline for children (116 111) operated in Ukrainian has also been launched, offering children suffering from war-related trauma help provided by experts from the Empowering Children Foundation.



PELION

The Health4Ukraine Program

The Health4Ukraine program has been initiated by the donations allocated by Direct Relief, one of the largest American humanitarian organizations: the first donation in the amount of 10 million dollars was dedicated in April and then the second donation of 5 million dollars - in September.

Additionally, Pelion has granted 1 million dollars to dimedic.eu, part of Pelion, for telemedicine in the Ukrainian language. Every day Ukrainian patients are provided with unlimited professional medical consultations by our doctors. There have been over 15 thousands medical phone calls and online consultations for Ukrainians and these numbers are still growing.

All that started only a couple of weeks after the war outbreak.

The H4U program is an aid to help Ukrainian refugees who flew to Poland after 24 February 2022 to obtain co-financing for the purchase of needed medications in every pharmacy in Poland in one of two ways - cashless (available in nearly 8,500 pharmacies, which is more than half of all pharmacies in Poland) or in cash (available in all pharmacies). Each person who joins the program is asked to register online at: <https://health4ukraine.com/uk/> (in Ukrainian, English, or Polish), provide e.g. name, PESEL (Polish ID number granted to all

Ukrainians sheltering in Poland). After filling in the form, the data of the registered person is verified and receives an individual electronic bar code (it can be printed for those who do not possess smartphones), which enables purchasing drugs and OTC products available in pharmacies with a value not exceeding PLN 500 for each code.

According to our data, the bar codes have been used in pharmacies all over Poland covering close to 100 percent of the Polish territory. We can observe that the Ukrainian patients mostly acquired medication used in arterial hypertension and heart disease therapy, anti-inflammatory and anti-rheumatic drugs, as well as drugs affecting the endocrine-enzyme system and painkillers, nasal and throat preparations. What is important, women and children are a major group of participants in the program.

There are other organizations financially involved in the H4U program, among them ING For Children Foundation.

All the amount of donations is allocated to cover the costs of medicines, with no operational fees.

The Health4Ukraine program provides transparency and accountability.

So far, we have provided substantial health assistance to over 130 000 Ukrainian patients living in Poland now. And we are working to extend that number.

The Health4Ukraine program is held under the honorary patronage of the Ministry of Foreign Affairs of Ukraine.

epruf, owned by Pelion, is a Polish fintech company that has been operating in Poland for over 13 years. It specializes in smart cards and mobile solutions that enable cashless settlement of transactions and insurance benefits. During the 13 years of its operations, it has issued over 5 million cards and processed over 33 million transactions. Dimedic, also a part of Pelion, is one of the largest telemedicine companies operating for 7 years in Poland and Lithuania. It offers consultations with a doctor within 60 minutes, providing medical care 7 days a week. Nearly 200,000 Poles remain under the care of Dimedic doctors. Find out more at: <https://dimedic.eu>

The humanitarian organization Direct Relief operates in 50 US states and over 80 countries. Its mission is to improve the health and lives of people affected by poverty or emergencies - regardless of politics, religion, or financial ability. It is one of the few NGOs recognized by the Ukrainian

Ministry of Health as an 'international partner', alongside institutions such as the World Health Organization, the International Monetary Fund, and the World Bank. In response to needs raised by the Ukrainian side, Direct Relief has already delivered more than 900 tonnes of medicines and medical supplies, used to treat a variety of conditions (including cancer, diabetes), injuries, and Covid-19 therapy.

Pelion S.A. has been the largest healthcare company in Poland for 32 years, operating also in Sweden and Lithuania. Pelion manages the third largest pharmacy chain in the European Union. Pelion's services cover all sectors of the pharma and beauty market - retail, wholesale, and sale to hospitals as well as to pharmacies, and manufacturers, Pelion provides telemedicine, creates fintech, and develops start-ups. The company's mission is to care for the quality and length of life.

Read more at: <https://www.pelion.eu/>

PHILIPS

PHILIPS

Philips supports the people of Ukraine

As a leading health technology company, it is our purpose to improve people's health and well-being through meaningful innovation! As the war in Ukraine intensified, Philips has been working around the clock to support our Ukrainian colleagues and their families on the ground. We have also taken action, together with Philips Foundation, to provide hospital relief, support for acute and emergency care, financial support, and supplies for displaced Ukrainian citizens. I am deeply moved seeing the overwhelming desire to help, expressed by so many of us across the world!

Below you will find the initiatives driven by Philips and the Philips Foundation to provide support to Ukraine and to all those affected by the war as of August 18, 2022. This follows the official statement issued by Philips and the Philips Foundation condemning the war in Ukraine on 3 March 2022¹.

Providing immediate medical support in Ukraine

Philips and the Philips Foundation are working closely with colleagues in Ukraine to deploy impactful initiatives, providing much-needed medical devices to local humanitarian institutions, such as Ukraine's territorial defense units, doctors, and maternity clinics. This includes:

- A 20-bed mobile hospital in Ukraine equipped with Philips patient monitors, electrocardiographs, handheld diagnostic ultrasound devices, and other resources for the operation of this temporary hospital. It was provided by the Philips Foundation and delivered to Ukraine in close cooperation with NGO Flame Belgium. It will soon be installed in the heavily impacted region of northern Ukraine.
- The delivery of health tech equipment to Ukraine and neighboring countries from EU stockpiles in the Netherlands and Hungary, which Philips manages on behalf of the RescEU Civil Protection Mechanism, including patient monitors, oxygen concentrators, and handheld ultrasound devices, furnished in rapid deployment kits. The Dutch stockpile dispatched most recently over 450 Philips patient monitors to Ukraine for displaced populations.
- More than one thousand Philips medical devices were provided to hospitals across Ukraine, funded by international donors such as the World Bank.

¹ Initial statement: Philips Foundation and Philips provide support for the people of Ukraine (philips-foundation.com)
List of ongoing activities: Philips Foundation provides ongoing support to the people of Ukraine (philips-foundation.com)

Providing immediate medical support to Ukrainian refugees in neighboring countries

Since the outbreak of the war, Philips has been working with its teams in Poland, the Czech Republic, and Romania, as well as local humanitarian organizations, such as the Red Cross and local government, to provide support to Ukrainian refugees. In Poland, the Polish Red Cross received 30 monitors, along with Philips handheld diagnostic ultrasound machines to provide acute and emergency care. Government organizations in Poland received 35 patient monitors from the Philips Foundation. Philips Poland provided 15,000 units of maternal and childcare items, such as baby bottles, bottle warmers, and pacifiers to the Polish Red Cross. In addition, Philips employees in Poland organized a collection of necessary items and distributed them to Ukrainian families arriving in Poland. In Romania, Philips Foundation and Philips teamed up with the local Red Cross to provide financial assistance to displaced Ukrainian citizens, as well as Philips maternal and childcare products, respiratory care products, and handheld ultrasound devices to be used at dedicated mobile hospitals. Finally, in the Czech Republic, Philips, the Philips Foundation, and the Czech Red Cross worked together to bring personal and maternal care items, such as breast pumps, baby bottles, and hair dryers, to Ukrainian refugees in the city of Prague.

Partnering with Ukraine to build back a better healthcare system

In addition to providing immediate relief through the delivery of medical devices, Philips also provides strategic advice on healthcare restoration and transformation to the government of Ukraine in the spirit of the Memorandum of Understanding it signed with the Ukrainian Ministry of Health in

December 2021. Since the war began, Philips has met with several representatives of the Ukrainian government of the highest level (Chairman of the Parliament, Deputy Minister of Health, First Lady of Ukraine, etc.) to develop short-, mid-, and long-term action plans. In the short term, Philips is dedicated to increasing the capacity of healthcare services for internally displaced people in the Western part of Ukraine with high-end diagnostic tools and expand medical capacity in the remaining conflict areas. In the medium term, Philips is providing reconstruction and design advice for destroyed hospitals. In the longer term, Philips is committed to supporting Ukraine's ambition to build state-of-the-art public services, by contributing our expertise in creating digital healthcare services. We will continue to engage with the government of Ukraine and bilateral and international donors to help build back a better healthcare system for a prosperous and peaceful Ukraine.



PEPSICO POLAND

PepsiCo Poland sets up and runs a safe haven for Ukrainian colleagues

On February 24, 2022, Russian troops invaded the territory of Ukraine. Thousands of people were forced to leave their homes and head towards Poland. The entire world watched how quickly Poles engaged in assistance to help the refugees. At PepsiCo Poland we were deeply touched by the events in Ukraine, and strove to ensure the safety of our employees in Ukraine. We immediately and spontaneously engaged in help efforts, and organised a grassroots hotel in Warsaw for PepsiCo's Ukrainian employees and their relatives. By August 12th, over 5.4 million Ukrainians had crossed the border with Poland, mostly women with children.

Where humans are being harmed, there is no time for in-depth analysis – help must be offered immediately. Our employees decided to take control and work as best they could. 170 staff members engaged in transporting refugees from the PL-UA border, offered logistic support, and day-to-day care. PepsiCo volunteers transformed the former PepsiCo HQ in Warsaw into a fully functioning hotel in only four days. PepsiCo launched a dedicated communication platform to enable easy access to primary information for our Ukrainian friends.

Our hotel had 150 beds, and we provided the complete infrastructure for our guests to make sure they felt at home. There was a laundry room, kitchen, games room and playroom for children. All the necessary supplies were purchased, including folding beds, blankets, sleeping bags, toiletries, first aid supplies, as well as food for adults, children, and babies.

– The need and will to help our Ukrainian colleagues led to an extraordinary mobilization. We had never experienced such enthusiasm. The support we organized was all a spur of the moment thing, and thanks to our solidarity, dedication, and hard work we had built a comprehensive integration program, which under normal circumstances would take years to develop. We did all this entirely intuitively – said Agata Shen, PepsiCo's HR director.

Day to day operation of the facility was ensured thanks to the commitment of over 200 PepsiCo volunteers. They took care of the arriving people, managed the hotel operations, raised money, sorted product donations, and helped our guests find permanent residence. When talking to the refugees we found out that their top need was to learn Polish – to meet that expectation we set up an intensive Polish language course at the hotel.

– *We wanted our guests to start their careers in Poland, and their children to learn at school in Polish. Many of our guests were offered the option to be employed at PepsiCo in Poland. About 80 people attended the course and were expected to reach B1 level within 3 months. The course ended with a certification exam* – said Agata Shen.

The class was made possible thanks to financing offered by PepsiCo.

– *The support offered by Poles comes from the bottom of their hearts. I feel very well here and I am grateful for all the help* – said Oksana Kocherkevich, Marketing Manager at PepsiCo Ukraine and person who helped to establish and run the hotel.

To date 204 Ukrainian PepsiCo families have come to Poland. We have provided direct assistance to around 659 people, including accommodation, meals, and financial aid. The PepsiCo Hotel hosted 143 guests since its inception. The youngest resident of the hotel was 10 months old, and the oldest one was 83 years old. Since May 2022 the hotel was managed by Ukrainian people themselves with the support of Polish volunteers.

– *The well-being and safety of our employees is our priority. During this extremely difficult time we stand by the people of Ukraine with all our hearts. As an organization we have risen to the challenge* – said Katarzyna Fabisiak, Transformation Office Senior Director at PepsiCo and Manager of PepsiCo hotel.

PepsiCo has been actively involved in helping from the very beginning of the war. The PepsiCo Foundation, the company's charitable arm, donated USD 650,000 to the Polish Red Cross (PCK). The PepsiCo Gives Back employee program raised an additional USD 60,000. The company has donated food, medicines, sanitary products, etc. to relief organizations and reception points for refugees,

launched donations and fundraisers. The total value of aid provided by the PepsiCo Foundation is approximately USD 5,000,000.

The hotel discontinued its operation on August 12th and all its furnishings have been sent to PepsiCo Ukraine, where our colleagues are transforming their office into a hotel for other employees, refugees from Mykolaiv. The project lives on.

As part of the pep + strategy, we create value and inspire positive changes for the planet and its inhabitants. The comprehensive aid plan implemented by PepsiCo in the face of the war is based on 4 pillars: assistance for Ukrainian employees, donations in kind, support for local initiatives, and financial aid. We are proud to be a part of this relief program. The PepsiCo Management Board expressed its appreciation for our spontaneous activities. Our hotel was visited by Ramon Laguarta, chairman and chief executive officer of PepsiCo, who came to personally thank everyone involved. As a token of gratitude, Ramon received beautiful drawings made by the children of our employees from Ukraine. In headquarters in New York, a gallery of these works was created, which can still be admired today.

www.youtube.com/watch?v=45R55oCA7Bw



PERSONNEL SERVICE

Actions speak louder than words

On 24 February, Russia's aggression against Ukraine began. Chaos reigned throughout the country. Panicked Ukrainian citizens bought food and medicines, fled into shelters, and began to leave the country. We watched these events with horror, together with our employees, most of whom come from Ukraine. It is for them that we took immediate actions.

We acted comprehensively. We started with 50 free beds in our employee hotels located all over Poland. We launched cooperation with the Ukrainian Embassy, helping it to find logistics centers. Today, we have 50 of them, thanks to the commitment of our clients and also other employment agencies that joined this campaign on our initiative. We sent our recruiter bus to the Polish-Ukrainian border. It was a safe space for refugees – they could charge their phones, rest, and eat a hot meal. It was used mainly by women with children who could safely change and feed their kids. We have also made our Workport application, designed for Ukrainians, available for free. After the outbreak of the war, we changed the interface by adding “I need help” and “I help” buttons. Since the creation of this function, people have added approx. 300 offers of transport, 230 offers of various types of assistance, e.g. in the delivery of products, 60 offers in the field of medicine (psychological and internal medicine assistance),

260 accommodation offers and approx. 1,000 job offers. We also have our own medical clinic for Ukrainians, the first place of this type in Poland. They can use the Polish National Health Fund in their own language. It has become a safe space for refugees.

We kept our focus on our employees all the time and did everything to help them. Especially that every day human dramas took place in front of our eyes. That is why we launched the mailbox: pomoc@personnelservice.pl where all employees could write what they and their families needed. We also organized workshops on coping with stress for them and provided them with the psychological and psychiatric support.

From the very beginning, by engaging in activities, we assumed long-term assistance. We knew that, as a company specializing in HR, we should focus on work and helping those looking for employment. Mainly women with children came to Poland, so we focused on their needs. We have started cooperation with the Wrocław Office to provide a place in nurseries and kindergartens, so mothers could easily enter the labor market. Today we have about a thousand places for the youngest Ukrainian citizens. Also, one thousand Ukrainian women took advantage of our training to operate forklifts, of which over 90% were employed

by our clients. Thanks to this, they can earn more than in basic positions in services or tourism. Currently, 1,815 employees across our organization take courses that raise or supplement their professional qualifications so that they can find a good job. In Jeleśnia, we recruited 1,200 people who were looking for a job in Poland. Some of this group are employees relocated from the factories in Ukraine. We also asked employers to make more workplaces available for women. As many as 80% of our clients have verified their capabilities, which resulted in a change in the employment structure. Previously, men were in the majority (around 55%), today women account for 60% of the workforce.

We still operate comprehensively, looking for work, transport, shelter, and providing legal advice to refugees from Ukraine. We help those who want to submit an application for a PESEL number, as well as doctors applying for the recognition of diplomas. We constantly conduct mobile recruitment, cooperating with city and local authority offices.

Since the outbreak of the war, our involvement in helping refugees has not decreased. As a team, we work together on defining a plan and actions.



PKP ENERGETYKA

PKP Energetyka towards war refugees from Ukraine

On February 24, Russia started its invasion of Ukraine. At that time, we were all following the events on TV or social media. Each of us felt uncertain, wondered whether we were on the threshold of a global conflict, and some of us wondered how we would behave in a situation of danger. Having learned from the experience of the previous, unexpected crisis i.e. the COVID-19 pandemic, we immediately started thinking about how we could respond and help those in need. One of the first activities taken during that period was the launch of a helpline offering psychological assistance which could be used by the PKP Energetyka employees and their families.

However, in our activities, we did not focus only on our employees. Being aware of the challenges to be associated with the outbreak of the war, we wanted to become prepared in the best possible manner and take an active part in helping refugees.

From the perspective of several months, we already know that as a society we passed the test. Each of us, as much as possible, tried to help by involving in volunteering activities, supporting an NGO, or joining initiatives launched by public institutions. The PKP Energetyka Capital Group, particularly the Good Energy Foundation, established in 2020, has made and continues to make its contribution to helping war refugees.

First aid to refugees

The support we organized was based on two major projects. The first of them was launched as early as on March 1, a few days after the war started. The initiative was aimed at providing ad hoc aid in delivering shelter, food, and necessities to refugees.

Aid was provided to refugees through employees or their family members who decided to take them in. For refugees, we allocated a one-off amount of PLN 700 for the purchase of the most necessary and urgent items, as well as funds for daily maintenance in the amount of PLN 300 per week. When additional items, clothes, or furniture were necessary, the Foundation organized dedicated fundraising among all PKP Energetyka employees.

The program “Together we support war refugees from Ukraine” ended on June 30 with the following results:

- PLN 970,600 - amount allocated for supporting refugees
- 280 - persons who received shelter
- 120 days - duration of the program
- 76 - number of persons who provided shelter to refugees

Strategic support

Addressing the most urgent needs related to providing shelter and satisfying ongoing needs, we started preparing solutions to make our aid be provided in a comprehensive and adequate manner.

During the talks and discussions within the organization, mainly with those employees who have decided to take refugees in, we have prepared a program called “We support a good start for refugees from Ukraine.” Its objective was to make it easier for refugees to return to normal life by helping them find an apartment to rent in Poland and supporting them in paying rent for one year.

The program is still running, and the support under the second program may be sought by refugees from Ukraine who are planning to stay in Poland permanently and want to start working here. A prerequisite for applying for support is a recommendation provided by a PKP Energetyka employee.

The program “We support a good start for refugees from Ukraine” in figures (data for the period from April 1 to September 8)

- PLN 530,000 - the amount planned for the implementation of the program
- 15 - the number of families which made use of the program

One of the key objectives of the Foundation is to support education, therefore, families supported by the foundation under the program may expect help also in this area. In August, 25 complete school supply kits for the start of the new school year were delivered to children from families being under the Foundation’s care, and as from September, Polish language courses in the form of remote classes will be available for children and adults.

The implementation of so many projects was possible thanks to the funds provided by the Founder – PKP Energetyka, but also by the company’s owner – the CVC Capital Partners investment fund. Also the PKP Energetyka employees provided financial support.

In carrying out our activities, we are constantly closely monitoring the situation, trying to adjust the scope of help we propose to the needs of refugees and our capacity. The hostilities which are still going on in Ukraine will pose further challenges for us, in particular in the face of problems related to the energy crisis and the winter coming in.



RINGIER AXEL SPRINGER POLSKA

#STANDWITHUKRAINE

The war in Ukraine has made everyone involved in helping our neighbors. The media now have a special responsibility. Our media: Onet, Newsweek, Business Insider, Auto Świat, Komputer Świat, and Fakt, as well as Ofeminin and NOIZZ, regularly report on the developments in Ukraine, the situation of Ukrainians, and the impact of the war on Poland and the world. Many initiatives have been launched to support the people of Ukraine.

- On Onet.pl homepage, Onet Ukraina service has been launched. At <https://ukraina.onet.pl>, Ukrainian users have access to e-mail and announcements, 24/7 live broadcasts as well as articles on the situation in Ukraine and on the Polish-Ukrainian border.
- The Ukrainian section of Onet also offers Onet Email in Ukrainian. The users enjoy free access to email without popping up ads and with a bigger mailbox capacity.
- In addition, Onet provides 24-hour live coverage of the latest developments in Ukraine. Thematic panels are also published: Ukraine Podcasts (dedicated to the situation in Ukraine), Foreign Media on Ukraine (the editors' selection of publications), and special editions of live video programmes.
- On Onet.pl homepage, you can watch (free of charge) the biggest Ukrainian news channel Ukraina24 with simultaneous interpretation into Polish.
- Ringier Axel Springer Polska's editors and journalists cover events in Ukraine live 24/7. They report on the Russian attack on Ukraine, the situation of Ukrainians, and the impact that the invasion has on Poland and the world. Our correspondents report from Ukraine, inform about the situation at the border and the Polish help to Ukrainian citizens.
- "International Report. Ukraine" available on Onet.pl and on podcast platforms. From Monday to Friday, Witold Jurasz, Onet journalist and former chargé d'affaires of the Republic of Poland to Belarus, and his guests - experts on international politics, Polish-Ukrainian relations, and journalists - discuss the situation in Ukraine.
- Onet has published a multimedia reportage "Attack on the free world". It is a multimedia project launched by Onet journalists, entirely devoted to the events currently taking place in Ukraine.

- The teams of Ringier Axel Springer Polska and Morizon - Gratka Group have jointly created an advertising service for Poles offering help and Ukrainians looking for assistance.
- Jakdojade application has drawn a list of official donation collections for people from Ukraine. Users of the application receive information about the collection points in all cities by province. The list is updated regularly.
- The Children's Heart Foundation has come to the aid of children in Ukraine. Many of them lost their homes, loved ones, and a sense of security in the wake of the war waged by Russia. A special account has been set up for people to donate money to help the young victims of the latest events.
- The Business Insider editors have launched a special section "Invasion of Ukraine. Fact Box", dedicated to the deepening crisis and the resulting war in Ukraine.
- In cooperation with the Polish Medical Mission, Medonet service has been engaged in fundraising to purchase the most needed medical supplies.
- Ofeminin has launched on its homepage a section called Solidarity with Ukraine, providing information about free-of-charge psychological support, also in Ukrainian, and HERstories of heroic women from Ukraine and Poland.
- VOD.PL service provides solutions to help track down films and series available online in Ukrainian.
- As part of the "10% of revenue for 10 days for children from Ukraine" campaign, a portion of the net revenue from sales of RAS Polska premium advertising was donated to the SOS Children's Villages Association Poland for 10 days in April to take care of children from Ukraine.
- Ringier Axel Springer Polska has launched "Projekt Świetlica" [Community Centre Project] in its offices: an adaptation centre for Ukrainian children and their caretakers, offering care for the youngest and workshops and orientation training for adults.
- Forbes Women has launched a series of webinars for people from Ukraine aimed at helping them find work in Poland: Polish Ukrainian Forbes Women Academy.



SANTANDER BANK POLSKA S.A.

Power of solidarity in the face of tragedy

The outbreak of war in Ukraine came as a shock to the entire world. But in Poland it was probably even stronger, due to the present-day ties between Poles and Ukrainians and the location of the conflict just across our eastern border. Therefore, the majority of the Polish public became involved in helping refugees from Ukraine. As one of the largest banks in Poland, we also created a support program. We built it on several pillars, helping:

- our employees, contractors and their families of Ukrainian origin,
- customers of Ukrainian nationality,
- charitable organizations involved in helping Ukrainians,
- refugees from Ukraine directly.

Support of the organization

We have partnered with the UN Refugee Agency (UNHCR), providing a tool to quickly and safely transfer cash to people reaching Poland from Ukraine. Our bank's employees in a matter of days developed a unique tool on the market, based on the BLIK check system, which allowed the safe transfer of cash to refugees from Ukraine. The solution became operational as early as April 7. Refugees who registered at the UNHCR reception desk received a secure password followed by an SMS code. This allowed them to withdraw money from most ATMs in Poland operated not only by Santander

Bank Poland, but also by other banks and independent operators.

Santander Bank Polska Group, together with the Santander Foundation, financially supported organizations coordinating aid in Ukraine. One of the many charity actions organized was the We Will Double Your Impact fundraiser, in which more than 26,5000 people participated. PLN 2.75 million was collected, and the Polish Santander Group donated an additional PLN 1.5 million to double the contributions. The money from the collection was donated to organizations such as Polish Humanitarian Action, UNICEF and the Polish Red Cross, among others.

Support from Santander Bank Polska employees

Assistance to Ukrainian employees of Santander Bank Polska had various forms, both financial and non-financial. Our colleagues from Ukraine received an ad hoc money allowance, as well as the opportunity to take an extra five days of holidays. In addition, our recruitment specialists helped their families from Ukraine find jobs in Poland.

Support for customers of Santander Bank Polska

In order to support Ukrainian refugees in Poland, we have decided to change the terms of our offer to Ukrainians. We have introduced an exemption from account maintenance fee and card fees for our Ukrainian customers. We simplified account opening procedures for Ukrainian citizens and we allowed them to suspend loan repayments and facilitated cash withdrawals from ATMs by refunding the monthly fee. In addition, we did not charge fees for transfers to and from banks in Ukraine.

Direct support for refugees

Santander Group chartered a plane to take 180 refugees from Ukraine to Spain. We provided assistance in establishing the identity of the asylum seekers at the Spanish embassy in Poland, relocating the refugees, transporting them to the airport in Warsaw and providing them with accommodation in Madrid.

Together with the University of Szczecin, we also prepared a course for learning the Polish language. Classes at the basic level were conducted online. The course, which includes 60 hours of classes, can be found on our website at santander.pl.

Power of solidarity

Aid to Ukrainians after the outbreak of war has grown to unprecedented levels. In this difficult situation, the magnitude of solidarity and support was encouraging. The personal involvement of our employees in helping the Ukrainians was the key to success of the actions carried out on such a large scale. This shows that every individual gesture makes sense and that by acting together we have the power to change the world for the better.



SHELL

Shell united for Ukraine

Since the outbreak of war in Ukraine, Shell Poland has actively supported both its Ukrainian employees and the entire refugee community seeking shelter in Poland. Globally, the company has announced the cessation of its cooperation with Gazprom and the end of its operations in Russia including the purchase of oil and gas.

The Shell group donated over USD 11 million to charities including among others USD 2 million to Polish Humanitarian Action and USD 1 million to the National Fire Service. Together with Mercy Corps the group organised the 'Match Giving' campaign by matching every employee donation to a total of one billion dollars. Shell also donated 80,000 litres of fuel in Poland for 20 companies transporting refugees.

Shell's Polish branch organised a free coffee campaign for uniformed services helping refugees at the Polish border, as well as for fleet drivers with a Shell Card. In addition the Shell station in Chełm (a town in eastern Poland, in the Lubelskie Voivodeship, 21 km from the border with Ukraine near the Dorohusk border crossing) set up a heated tent providing food and a place to rest to those in need.

"Since the 24th of February we have carefully watched as the horrific events in Ukraine unfolded.

Like many people around the world, my Shell colleagues and I felt the need to provide meaningful help and support to our Ukrainian friends. I can proudly say that the same sentiment was reflected by the entire Shell group, which took well thoughtful steps to distance itself from Russia while providing support to those affected by the war. The most effective help manifests itself in thousands of small acts of kindness. However, as a multinational company impacting many industries, businesses, and areas, it was key to take appropriate steps on a global level as well. Financial and organisational help is important and needed. I am proud that as a company we were able to provide such help. I am also touched and grateful for the Shell employees' involvement in this massive relief effort. We understand that there is a long-run need for help and relief in this crisis. We continue to provide our colleagues with an Employee Assistance Programme to ensure that the various emotions and stress factors are addressed during these difficult times. We are continuously involved in refugee settlement and supporting them in finding jobs and opportunities to thrive in this new reality. I am proud to call Shell Polska a group of 5,000 incredible people who keep coming up with amazing ideas to help those in need" says Piotr Kuberka, Country Chair of Shell Companies in Poland.

Shell Business Operations, the company's Krakow headquarters became a volunteer hub offering everyone a chance to get involved. As over 200 SBO employees are Ukrainian, their colleagues organised a collection drive resulting in 260 boxes of clothes, blankets, food, and other essential items. These items were given to the city's collection point and transported to Lviv. In addition, Shell employees and their families who fled Ukraine were provided with transport to Krakow, temporary accommodation, food, and helpline access. During the first months of the war, the SBO canteen was preparing 1,300 breakfasts, lunches, and dinners every week for the refugees staying in Kraków.

Shell believes in the principle of “teaching a man how to fish”, which is why the company, as part of its #LaptopsForUkraine campaign donated over 1,500 laptops worth PLN 1,7 million, making it easier for refugees to gain independence through work and education.



SK&S

Together for Ukraine | Sołtysiński Kawecki & Szlęzak | Poland

From the beginning of the war in Ukraine, SK&S has been unequivocally standing by the side of its victims, providing the necessary assistance to refugees and condemning the actions of the aggressor.

We launched a legal support centre. A dedicated "For Ukraine" tab appeared on our website, where we publish legal alerts in Polish and Ukrainian on topics of current importance, e.g.:

- How to employ Ukrainian citizens?
- The war in Ukraine – how can Polish entrepreneurs do.
- Accommodation support for Ukrainian citizens fleeing the war.
- What is the legal status of Ukrainians crossing the Polish border?

We organise free webinars for entrepreneurs and individuals looking for knowledge and practical solutions. We have published podcasts in Ukrainian, hosted by Maksym Shcherbyuk, our Ukrainian legal team colleague, providing information on new legal and systemic solutions. SK&S is the author of the podcast titled "Occupation, the protection of civilians, gasoline bottles, and mercenaries - a legal perspective on the war in Ukraine" in which we answer some important questions about the legal issues related to the war, in cooperation with Patrycja Grzebyk, PhD.

Our lawyers support the efforts of United Nations Global Compact, a United Nations-affiliated organisation that is responsible for public-private partnerships, and participate in a range of relief efforts targeting the citizens of Ukraine.

Many SK&S associates have welcomed Ukrainian families into their homes. Others are acting as intermediaries in finding safe housing for them. We have organized, in our Warsaw office, a collection centre receiving material and financial aid. We cooperate, on a permanent basis, with humanitarian organisations. We organise financial collections and, with the money raised, we buy medicine as well as medical and outdoor equipment. We cooperate with the Ukrainian Education Centre Foundation, joining forces to source textbooks, office and school supplies, cleaning supplies, and food for a group of 500 students. We delivered first aid items to refugee aid stations at the Warsaw Central Station and the Torwar Arena. This year, in celebration of Women's Day, SK&S has donated funds to purchase personal hygiene items and underwear for female refugees. There are many volunteers among our employees who have been traveling to the border, since the first days of the war, to transport people from Ukraine to safety.

Three people from Ukraine have joined SK&S this year. They support us in communicating with the

employees of our clients who had to move their businesses to Poland. Through SK&S, foreign law firms and our international clients have also engaged in directly assisting Ukrainian citizens, paying for their apartment rent or airline tickets.

All those forms of assistance are made possible thanks to the understanding and favourable attitude of our colleagues and managers. As they become involved in the relief campaign, others take over their responsibilities, making the undertaking a true team effort.



T-MOBILE POLSKA

T-Mobile Polska's commitment to secure the people of Ukraine's right to connectivity

What does T-Mobile Polska do?

T-Mobile Polska (TMPL) is a telecommunications-focused technology company that has been actively digitizing the Polish society and the country's business sector for over 26 years now. It is part of the Deutsche Telekom (DT) group – an entity with an established presence in over 50 countries. The purpose of DT companies, including TMPL, is to provide people with high-quality connectivity and access to communication solutions.

What was the challenge?

The migrant crisis caused by Russia's invasion of Ukraine in February 2022 was the largest in modern history of the world. Tens of thousands of Ukrainians crossed the border within days from the outbreak of the war. To this day, over 5 million refugees crossed the Polish-Ukrainian border¹ seeking a safe haven, with 2 million² still remaining in Poland at the time this publication is drawn up. Those statistics represent the exact number of people who, in an extremely short time, required access to communication networks and up-to-date information. Considering the circumstances, these needs became fundamental, as otherwise they would lose contact with family and friends and would face difficulties in or be unable to request and receive help. The scale and nature of

these issues meant that the need for connectivity rose to the rank of a contemporary human right. Securing that right became a complex and urgent challenge.

What was done?

To meet those needs, T-Mobile Polska acted immediately in order to provide help in many different areas, with a particular emphasis placed on connectivity. Overnight, the company reorganized its business operations completely to provide connectivity to as many refugees as possible, without introducing any unnecessary procedures (and simultaneously ensuring that all legal requirements were met while acting on such short notice) and organised support relying on grassroots initiatives. From the very first day of the war, a group of over 400 employees, acting as volunteers at over 35 reception points along the border and in the biggest Polish cities, provided refugees with over 400,000 free SIM cards, thus addressing their basic need to keep in touch with their relatives and access information.

Connectivity was also a fundamental asset for those providing assistance on a larger scale. To support them from day one, TMPL established cooperation with the Polish Center for International Aid, the Polish Red Cross, and the Happy

^{1,2} <https://data.unhcr.org/en/situations/ukraine> as of 24.08.2022

Kids Foundation as well as created a fast-track procedure for all NGOs requiring connectivity-related support. All NGOs with such needs were provided by TMPL with specific communications tools and material aid, enabling them to meet the greatly increased demand for their services.

The importance of connectivity and its availability meant that T-Mobile Polska tried, from day one of the war, to make its services as widely available as possible. Access to roaming services, as well as international calls and text messages was provided free of charge. The free SIM cards, activated by Ukrainians, allowed them communicate and use the Internet free of charge. The company's services, publications and interfaces were all updated to include Ukrainian translations.

TMPL recognized that the significance of aid overshadows all aspects of competition. Therefore, the operator immediately established cooperation with its competitors to strengthen the network in response to the extreme increase in the number of users – new sites and base stations were set up, and LTE capacity was expanded to allow for higher traffic volumes.

Ensuring connectivity went hand in hand with aid efforts. Being part of DT's group allowed T-Mobile Poland to organize a large, international convoy

with humanitarian aid delivered to the besieged cities of Kharkiv and Kremenchuk. Additionally, from day one of the war, medical supplies, food and clothes were collected by TMPL volunteers for refugees staying in Poland.

Although connectivity is not officially listed as a human right in any documents, it becomes, at unprecedented times, the most acute need one may imagine. The company's immediate and large-scale efforts made it easier for hundreds of thousands of Ukrainian refugees to exercise their right to connectivity and stay in touch with their loved ones.



TRACK TEC GROUP

Track Tec Group: helping the people of Ukraine is our human duty

The date of 24th February 2022, the day on which Russia's armed aggression against Ukraine began, will infamously go down in the history books. In the 21st century, it is necessary to threaten the livelihood, health, and lives of many people in order to achieve one's political goals using the most extreme, inhumane methods.

The most painful consequences of Russian aggression are affecting the ordinary people in Ukraine. This situation is particularly difficult for women who left their homeland with their children to protect them. Most of them have found refuge in Poland. It is their fate that our employees are most concerned about, getting involved - in various ways - in supporting them. Some of our employees have opened their homes to host refugees from Ukraine.

Witnessing such a human, respectful attitude of our employees, and bearing in mind the Ukrainian workers employed at the Track Tec Group plants, we could not as a company remain passive. Shortly after Russia invaded Ukraine, Track Tec donated money to the account of a Polish Public Benefit Organisation authorised to help Ukraine, however, the scale of the tragedy across our eastern border grew with every day the aggression continued. This has made us convinced of the need to significantly increase our assistance.

Thanks to our relationship with the company, which we previously worked with, we were able to get information that the clinical hospital in Lviv, where also the wounded in hostilities in the east of the country are treated, has serious logistical problems caused by the lack of ambulances. We decided to order 2 brand new ambulances, fully equipped with medical supplies. As there were formal difficulties in handing over the ambulances directly to the hospital in Lviv, we used the opportunity provided by the Government Agency for Strategic Reserves - the organisation appointed by the Polish Government to coordinate in-kind support for Ukraine. The ambulances were handed over as a donation to the Government Agency for Strategic Reserves, with the Lviv clinical hospital identified as the final recipient. The operation was completed successfully and we received a thank-you note as confirmation that the ambulances had been received by the final recipient.

Letters appreciating our activities have strengthened our conviction that our help was needed. We are satisfied not only with the warm words addressed to us or the appreciation of our activities but first and foremost with the fact that we were able to help people, patients of the clinical hospital in Lviv.

However, Track Tec's assistance does not stop there. By signing an agreement with the Cracow University of Technology, we have committed ourselves to cover the costs of student dormitories for a group of Ukrainian young people who take up studies at this university. This applies to students in railway-related fields, also because we want to ensure that these students get jobs at the Track Tec Group plants in Poland. Certainly, some of them will later return to their home country and use the education they acquired in Poland, and the practical knowledge they gained while working at Track Tec, to rebuild their country. This will be also a reason for us to be satisfied and perhaps even to cooperate, as the Track Tec Group intends to participate in the reconstruction of Ukraine's transport infrastructure.

Track Tec, like many Polish companies, has committed itself to help Ukraine. However, we do hope for a quick end to the hostilities and stopping the tragedy of the Ukrainian people.



TOTALIZATOR SPORTOWY

Totalizator Sportowy (Poland) and Our Solidarity with Ukraine

Our support for Ukraine has been present in multiple areas of our business – starting from our employees' volunteer work, through a new temporary product in our portfolio, ending with financial aid and entrepreneurial support. Many of the activities have been coordinated with the help of our Halina Konopacka LOTTO Foundation and the newly-established Totalizator Sportowy Foundation. We are proud to list various examples of this help and we hope to continue supporting independent Ukraine's struggle for sovereignty for as long as possible. Please see below some of our efforts for this cause.

Financial and material aid

- Totalizator Sportowy has donated **PLN 200,000 to Caritas Polska** and **PLN 200,000 to Polish Red Cross**, as well as **PLN 50,000 to the Global Compact Poland Foundation**. All of the donations were made via the Halina Konopacka LOTTO Foundation.
- From 14 March 2022, the **training and recreation center in Krynica-Zdrój, Poland**, owned by Totalizator Sportowy, has become a **housing**

facility for 45 refugees from Ukraine (women and children).

- The Halina Konopacka LOTTO Foundation has **purchased and donated numerous products necessary for the refugees**, including reflective armbands, blankets, pram carrycots (from a private donor).
- The Foundation has also launched the "Children of Ukraine" grant program which supports the **organization of daytime activities** in 18 institutions (nurseries, kindergartens, primary and secondary schools). Day care was provided to 421 children.
- Totalizator Sportowy supported a **charity football game** "Match for Peace" between Legia Warsaw and FC Dynamo Kyiv in Warsaw on 12 April 2022. It raised PLN 1,042,000, which the event's co-organizer, the Embassy of Ukraine in Poland, will donate to internally displaced persons in Ukraine.

Supporting employment of Ukrainian refugees

- Totalizator Sportowy has founded a special-purpose foundation, **Totalizator Sportowy Foundation**. The main objective behind the

decision is to support Ukrainian refugees in Poland in securing jobs, learning the Polish language and continuing professional development.

- The first activity is **cooperation with the Manpower Group**. The Foundation has launched the **“Win Development” program**. Within the project framework, over **4,000 people from Ukraine** will improve their job prospects through Polish language classes, professional training and assistance in recruitment processes. For both employers and people from Ukraine the program is **free of charge**.
- The program is co-financed by money raised through the organization of Special Bets (see below).

Zakłady Specjalne **(English: Special Bets)**

- As a lottery company, Totalizator Sportowy has used its know-how to organize a special temporary lottery game. **Zakłady Specjalne** (English: Special Bets) ran in two editions starting on 18 March and 4 April 2022. In total, Totalizator Sportowy raised over PLN 4.2 million.

- All the proceeds (except for obligatory surcharges for Polish sports and culture) benefited the newly-established Totalizator Sportowy Foundation (see the section above).

Volunteer work by our employees

- From 7 to 31 March 2022, the Halina Konopacka LOTTO Foundation coordinated a special temporary reception point at Warsaw West Railway Station. The facility operated 24/7 and its staff (200 volunteers) comprised mainly of the Foundation and Totalizator Sportowy's employees. It provided legal assistance and free phone calls, offered refreshments and shelter for women with small children. Overall, the point hosted over 4,800 people.
- The Halina Konopacka LOTTO Foundation adjusted the Employee Volunteer Program "Accumulation of Goodwill" to launch its Ukraine edition. Employees were encouraged to submit ideas for aid projects and, if they met necessary requirements, they received support in implementing them. 40 projects were launched, e.g. housing for refugees, equipping hospital wards for Ukrainian children and ambulances in Ukraine, providing educational materials for children, care and transport of animals, organizing a cinema for Ukrainian children, or purchas-

ing 5 electricity generators for Ukrainians remaining in their country. Overall, the support covered 3,456 beneficiaries and 362 people volunteered. Our employees received extra paid time off work.

International efforts in lottery organizations

- Totalizator Sportowy along with other lottery organizations from Ukraine, Estonia, Latvia and Lithuania has requested exclusion of Russian and Belarussian lottery companies from international lottery associations. Special letters were sent to two organizations (European Lotteries and World Lottery Association) and our efforts led to both associations suspending Russian and Belarussian lottery providers within international structures. It is important to note that Russian and Belarussian lottery organizations might help finance the Russian invasion on Ukraine and therefore should be banned from the international community of lottery operators.

Support for Ukrainian entrepreneurship

- Totalizator Sportowy is working to develop a project supporting the relocation and activity of Ukrainian companies in Poland, mainly IT and tech businesses. The project is being run in partnership with Związek Przedsiębiorców i Pracodawców (English: Union of Entrepreneurs and Employers). As part of the project, Ukrainian companies will be able to use the help in relocating their business from Ukraine to Poland and other EU countries. In addition, they will have access to legal, tax and administrative care. They will also have access to a specially dedicated serviced office.

- Totalizator Sportowy is also preparing the launch of a dedicated CVC, Blue and Yellow Fund to support start-ups and scale-ups from Ukraine. The intention is to facilitate investments from both Totalizator Sportowy and outside investors in Poland and the US in companies that are founded by Ukrainian teams that are based in Poland or will have a Polish Nexus. The intention is to facilitate investments on the part of both Totalizator Sportowy and external investors in companies founded by Ukrainian teams. The fund and its investments will support the development of innovative products and services, rebuild the Ukrainian economy, strengthen economic ties between Ukraine and Poland, while helping to support some of Ukraine's greatest talents in Poland.

As of September 2022, Totalizator Sportowy has pledged over PLN 6.8 million in aid. We are closely watching the situation and we will take action where necessary.





UPFIELD

Hand in hand with the proven, long-term partner

This probably will not be a surprise to read we were stunned when the war broke out in Ukraine. So close. Just across the border from Poland, Slovakia, Hungary and Romania. Only several hundred kilometers from offices we were working in. Business-wise, we were conducting extremely limited activities in Ukraine. We operated through a distributor, but commercial transactions had ceased. Indirectly, we were sourcing a proportion of sunflower oil and lecithin to produce Upfield's plant-based foods, but when this was not an option any longer, we had the flexibility to substitute them with rapeseed oil and lecithin coming from western counties to ensure continuity for our supply chain. In Russia, we entirely stopped our business operations at the beginning of 2022. But business was one thing and purely human reactions were another. Even people with the smallest trace of empathy could not sit down idly while being aware of the news about atrocities of war. The situation called out for immediate actions. To help the vulnerable, mostly women and children. "Do something!" was a scream we kept hearing in our heads. As a company, we did what was the quickest - arranged free-product donations to the refugees and to those remaining in the war zone. We went out directly to organizations we had partnered with for years in charity - Food Banks in Poland, Slovakia, Hungary, Czech Republic. With their help, we first sent over 100 pallets full of foods to the victims of Russian aggression. Meantime, in some European offices, we enabled our Employees to collect most needed

goods: blankets, clothes, personal care products. Everything. Those of us who decided to volunteer with NGOs to support Ukrainian refugees were given fully paid days off. Equally, for all Employees, Upfield offered psychological support, to help them deal with the emotions in this crisis situations. We organized individual help for Upfielders and their families directly suffering from the war. We intensified internal communications and care. Countless cash donations from Upfield individuals from all around the world were collected through Polish Humanitarian Action. And the scale of support from common people was so heart-warming; I do not know even one Pole who stood back and did nothing to help the refugees. Free accommodation, money, flat-sharing, job opportunities, school aid for kids. Truly heartfelt empathy. 5 million refugees crossed the border with Poland, over 2 million are still staying with us today. These are mainly women and children. They need our support especially now when the initial enthusiasm in people and business could be waning. The war goes on. It is hard to say these days which needs should be answered first. There are so many. That's why we work with the proven, long-term partner of ours - United Nations Global Compact Polska, and have decided to join the program entitled "United Business for Ukraine". We are supporting it with a donation of EUR 150 000 from Upfield Europe B.V. Global Compact. And we feel safe that the money will be spent properly to address the most pressing needs.





WARNER BROS. DISCOVERY

The role of media in the face of Ukrainian humanitarian crisis – social responsibility and reliable information

In a war situation, the media have a very important and responsible role to play – they should not only counteract the powerful weapon of disinformation, but also educate and engage society to help those in need. At the beginning of March 2022, TVN Warner Bros. Discovery decided to start extensive cooperation with the Polish Humanitarian Action, which has 30 years of experience in providing humanitarian aid to people affected by armed conflicts.

On 20 March, a unique charity concert "Together with Ukraine" was held in Łódź, the aim of which was to collect the highest possible amount to help Ukrainian citizens. The broadcast of the performances of Polish and Ukrainian artists was watched on Warner Bros. Discovery channels in more than 50 countries. In Poland alone, the concert was watched by 6 million viewers. Thanks to the cooperation with the Ukrainian channel TET, it was possible to reach the audience of 1.3 million people in the war-torn country with a message of support and solidarity. All funds collected during the concert – over PLN 8 million – went to PAH's account. As part of this amount, Warner Bros. Discovery made a donation of over PLN 2 million to the organization.

Cooperation with PHA also includes the promotion of aid activities – by the end of July alone, the broad-

caster aired nearly 2300 social advertisements, and the advertising value equivalent of the campaign on TVN Warner Bros. Discovery channels amounted to almost PLN 11 million. The leader of the media market in Poland regularly invites PHA experts to its programs to educate the public on the humanitarian crisis caused by the war and how to provide assistance in a thoughtful and systematic way.

Polish Humanitarian Action is not the only organization whose social campaigns supporting Ukraine are broadcast on TVN WBD channels. Globally, Warner Bros. Discovery also supports a number of aid organizations working for Ukraine – the International Red Cross and Save The Children. The organization's accounts were credited with a total of \$300,000, which was allocated mainly to children and families affected by the humanitarian crisis.

Since the beginning of the Russian invasion, TVN Warner Bros. Discovery has been providing detailed coverage of the events in Ukraine. From the first hours of the war, the TVN24 channel broadcast a special edition, with live coverage of the situation in Ukraine continuing for 10 days, 24 hours a day, without advertising breaks. The broadcaster's journalists are constantly present on the spot to report on current events, verify fake news and counteract Russian disinformation.

A list of verified organizations collecting funds for Ukraine in Poland and a list of Ukrainian organizations receiving financial support was posted on the TVN24.pl website. On the TVN24 and TVN24 BiS channels, a special QR code was displayed redirecting viewers to the list of verified fundraisers and charity campaigns. Just after the outbreak of the war, the Good Morning TVN show launched a special campaign "Together with Ukraine" under the patronage of the Embassy of Ukraine. As part of the project, a website was created, which is a source of information for people seeking and offering help for Ukraine.

Since the beginning of the war, the Player.pl service has made available the transmission of the Ukrainian news channel "Ukraine 24" free of charge and without the need to log in. The OTT platform also provides free access to popular children's fairy tales with Ukrainian dubbing or subtitles. Two news channels in Ukrainian – 1+1 and Espresso.tv – are still available completely free of charge on the TVN24 GO platform.

TVN Warner Bros. Discovery has been involved in aid and charity activities for years. The enormous drama of the war has intensified the broadcaster's activities and showed the scale and ability to integrate the company at the international level in providing assistance and delivering reliable and

verified information from the very center of events. TVN Warner Bros. Discovery persists in its efforts for the victims of the war in Ukraine, and the number of actions and aid campaigns organized globally by Warner Bros Discovery has been constantly growing.



WIRTUALNA POLSKA MEDIA

A new portal especially for Ukrainian citizens

Several hours after the outbreak of war, the Internet was saturated with information about the horrific events in Ukraine. Refugees seeking shelter arrived at the Polish-Ukrainian border. Support groups, food and donation drives emerged in social media. Users communicated the most important information to each other by sending messages and links. Content intended to help Ukrainian nationals was everywhere, but the volume of information was overwhelming. In addition, there was fake news spreading disinformation. All of this paralyzed the scared refugees. While standing at the border, with only a phone in their hands, Ukrainians sought help in Poland by browsing various websites.

The answer to the question 'How to help Ukraine?' came almost immediately. As a media company, we felt obligated to combat disinformation and propaganda, which have been an intrinsic part of this war since its early hours. We wanted to gather all reliable information in one place in order to make it easier for Ukrainian nationals to receive aid.

The idea of a new website dedicated to the Ukrainian community emerged on February 26th, two days after the war started. Working day and night, through great effort, a group of several employees of Wirtualna Polska Media built a new website for Ukrainians from scratch. The website was developed in 72 hours. It was called VPolshchi.pl, i.e. "in Poland".

The website was designed based on the mobile first approach, so that it could be used on mobile devices in the most user-friendly way possible. The biggest challenge in creating the website was time. Stress, pressure and constant phone calls further impeded the work. Furthermore, VPolshchi.pl is the first website created in its entirety in remote working conditions where communication between developers was difficult.

Initially, articles were written by the editorial staff of Wirtualna Polska and the content was then translated by third-party translators. In the meantime, members of the editorial staff for the new website were being recruited.

Marian Savchyshyn, a Ukrainian journalist who arrived at the Polish-Ukrainian border on the day when the war started, was the first recruited member of the VPolshchi.pl team. Shortly after that, Marian was joined by Vladyslav Yatsenko, who has been living in Poland for a year, and Nataliia Protsko, who escaped Ukraine due to the war.

A week after the VPolshchi.pl website was created, the three Ukrainian journalists began to run the website on their own.

The editorial staff published articles useful for Ukrainian nationals – information on how to receive aid, types of aid and institutions to which Ukrainians can apply to receive aid. Content was aimed at both people living in Poland and those

who decided to remain in Ukraine and live in war-time conditions, including by providing warnings against specific threats. As the users' needs changed, lifestyle and consumer content was added to the website.

Currently, VPolshchi.pl is among the top 10 websites of Wirtualna Polska in terms of the number of publications. The editorial team consists only of people from Ukraine, who write in their mother tongue and understand users' needs. Each month, VPolshchi.pl is the first source of information for several hundred thousand users.



ŻABKA

The Żabka Group is in full solidarity with the Ukrainian community

As a responsible company, Żabka thinks about a better tomorrow even now and actively works for a sustainable life in harmony with the planet, for everyone and every day.

The experiences of the last two years related to the COVID pandemic and the war in Ukraine have become an unexpected test for people, structures, organizations, and everyone's values. These events were also part of the new challenges posed by Żabka - the new ESG Network Strategy is based on four pillars, one of which is a positive impact on the social environment. In accordance with the Group's Responsibility Strategy and in response to numerous appeals from aid organizations, the multiple made a start that helped to develop and guide people full of empathy, willingness, and energy to act. To realise this idea, Żabka involved its franchisees and customers, as well as employees and stakeholders.

The Żabka Group cannot play the role of a mere observer of the situation in Ukraine. We have to and we want to act as well. We are expressing our full solidarity with the people of Ukraine. Many of our employees and franchisees (as well as their associates) are Ukrainian. That is why we immediately declared our willingness to provide the necessary assistance. The first relief efforts were

undertaken less than 12 hours from the outbreak of war in Ukraine.

We organized, inter alia, 4 freight trains with humanitarian aid for the civilian population. Those trains were dispatched by the Żabka Group and its investors - CVC Capital Partners and the Partners Group. Each of them transported 60 tons of non-perishable foods, water and hygienic products. Trains with humanitarian aid were organized in cooperation with the Warsaw City Hall - the authorities of Poland's capital city secured the means of transport, while Żabka owners covered the costs of the goods shipped. We donated, in total, more than 525 tons of food and other essentials. We relied on the support of the Podkarpackie Voivodeship Office, Lubelskie Voivodeship Office, the Polish-Ukrainian Chamber of Commerce and the Polish Red Cross. Our aid has reached, inter alia, the following: an emergency assistance point in Korczowa operated by the Podkarpackie Voivodeship Office, the Hrebenne - Rawa Ruska, Dołhobyczów - Uhryniv, Zosin and Dorohusk border crossings, as well as railway stations in Przemyśl and Warsaw. We also shipped aid transports intended for the civilian populations of Lutsk, Kyiv and Dnipro.

We have been doing our best, from the very beginning, to provide the citizens of Ukraine with all the

support they need, including in overcoming the language barrier, providing care to their children or finding accommodation in Poland. So far, we have found new homes for nearly 350 people. We are also organizing, on an on-going basis, transport for the families of our employees, co-workers and franchisees arriving at the Polish border.

We have also engaged the customers of our stores in the relief efforts we organize. Thanks to the shared efforts of the users of our Żappka mobile app who were eagerly willing to trade their loyalty points, the so-called Żapps, for charitable donations, and those customers who decided to make donations using cashless payments, we organized a train to Kyiv that carried 60 tons of non-perishable foods, water and hygienic essentials worth PLN 1 million.

Striving to assist those refugees who are looking for employment in Poland, we launched a special platform showing all vacancies available at our headquarters in Poznań, at the individual distribution centers, in companies cooperating with our organization and at Żabka stores throughout the country. The praca.zabka.pl portal that is also available in Ukrainian has been evoking a great deal of interest since its introduction in the middle of March this year. It currently lists a large number of job offers with varying employment forms, working times or experience-related requirements. Candidates may choose from positions of Żabka store clerks, warehouse employees or cleaning staff members. Openings for fork lift operators working at logistics centers or for employees of the Żabka Nano autonomous store are available as well. Those who have not found, on the job platform, a position that suits their needs, may fill out a registration form containing the usual information about their

skills or experience. Our call center staff will contact such candidates, trying to identify a job offer that matches their qualifications or place of residence.

Being aware of the fact that many citizens of Ukraine are just starting their lives in Poland anew, we have been also trying to assist them in overcoming the language barrier, providing care to their children or finding accommodation in Poland. We hired, at our headquarters, culture assistants and recruitment specialists who are fluent in Ukrainian. They actively support our programs and assist our employees in completing all the necessary formalities.

Fighting carried out on the territory of Ukraine significantly influenced the feeling of freedom and security and became a catalyst for change. Żabka serving approx. 3 million customers daily and generating over 45 thousand jobs exerts a great and positive impact in general. The chain store, by promoting practical models and encouraging customers and business partners to make good choices, believes that the future belongs to companies that grow sustainably. Żabka plans further actions and believes that - by uniting forces - the obtained effects will become much greater, and the help provided will be more durable.





UNITED NATIONS GLOBAL COMPACT

As a special initiative of the UN Secretary-General, the United Nations Global Compact is a call to companies everywhere to align their operations and strategies with ten universal principles in the areas of human rights, labour, environment and anti-corruption, and to take action in support of UN goals. With more than 12,000 companies and 3,000 non-business signatories based in over 160 countries, and 69 Local Networks, it is the largest corporate sustainability initiative in the world.

UN GLOBAL COMPACT NETWORK POLAND

is local network with an independent secretariat. It is a project office as well as a local contact and information point for Polish members and signatories of UN Global Compact. UN GCNP identifies challenges and opportunities in the field of sustainable development. Provides practical guidance and promotes efforts to achieve The Ten Principles of the UN Global Compact.

UN GLOBAL COMPACT NETWORK UKRAINE

is the official platform of the United Nations Global Compact – UN initiative that combines UN and businesses around the world and provides Sustainable Development Goals (SDGs). Global Compact Network Ukraine is a dialogue platform for business, investors, civil society, labor organizations, local government and government. In our work GC Network Ukraine cooperate with GIZ, USAID, UNICEF, Ministry of Digital Transformation of Ukraine, UN Resident Coordinator Office and other global and local organizations.



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