



ZWIĄZEK  
PRACODAWCÓW  
**POLSKA MIEDŹ**  
EMPLOYERS' ORGANIZATION OF POLISH COPPER

 zrzeszeni w  
**Pracodawcy RP**  
Rok założenia 1989

# EMPLOYERS' ORGANIZATION OF POLISH COPPER

Support and advocacy for Industry

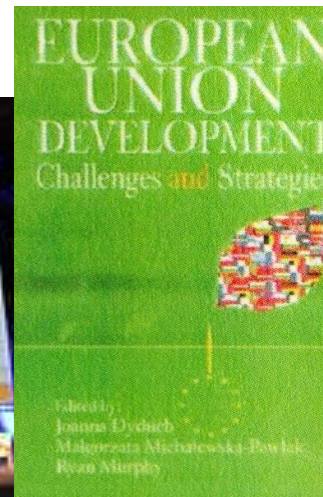
**Beata Staszków – President of the Board & CEO**



## About us

The Employers' Organization of Polish Copper (Związek Pracodawców Polska Miedź) was established in 1996 by KGHM Polska Miedź S.A capital group, a leading producer of copper and silver.

We are the biggest, independent and not-for-profit regional employers' organization whose goal is to represent and protect employers' interests in the Lubin- Lower Silesia (Poland).





## Cooperation

A member of Employers of Poland, the oldest, the biggest and the most representative Polish employers' organization.

A member of Euromines

We cooperate with industry organizations: Eurometaux, Eurocoal, UEPG, IMA – Europe and trade unions affiliated in IndustriAll.





## Member Companies

Our members include:

### Copper mining and smelting:

- KGHM Polska Miedź S.A and their branches – 11
- KGHM Polska Miedź S.A daughter companies – 25

**Local municipal companies – 8**

**Small and medium size companies – 74.**

Our members employ around **35305** people.





## GOALS WE PURSUE

- Promote common interests of the Polish employers through engagement in social dialogue and working closely with every level of government, the EU, as well as local authorities, chambers of commerce and other influential organizations
- Strive to eliminate business barriers and facilitate business growth by providing high quality consultancy and development in areas of organizational change, leadership, compliance with employment law, governance and local democracy
- Support and develop industrial relations, and ensure a strong employers' position
- Defend entrepreneurs against bureaucracy, institutional abuse, and unjustified allegations





## WHAT WE HAVE ACHIEVED

- We have run over 300 training sessions and seminars and we have trained over 5000 people free of charge.
- We have trained 65 professional negotiators and 40 professional leaders.
- We organized over a hundred seminars, workshops and conferences
- We have been monitoring Polish and EU legislation and we have stopped multiple unfavourable legal acts which saved our members millions of dollars.
- We have submitted 524 positions on Polish and EU legal acts.
- We have secured the lowering of the corporate and personal income tax rates for entrepreneurs in Poland.
- We have been actively involved in disseminating best management practices among local businesses.
- We led a successive campaign against increasing excessive burdens for employers.



## Key legislative projects

**Mine waste directive** (Directive 2006/21/EC of the European Parliament and of the Council on the management of waste from the extractive industries)

eg waste definition and waste facility

**Directive 2004/37/EC - carcinogens or mutagens at work**

RCS and Crystalline silica

**Directive 98/24/EC - risks related to chemical agents at work**

Occupational Exposure Limits for nitrogen oxides and carbon monoxides  
Best Practice Guide on Reducing NOx and CO Gasses in the Extractive Industry



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# It's worth to be together



## We invite you to cooperate





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**Thank you for kind attention**