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Environmental, Social & Governance Law 2021

A practical cross-border insight into ESG law

First Edition

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1 Setting the Scene – Sources and Overview

1.1 What are the main substantive ESG-related regulations?

Poland has implemented the requirement of the disclosure of non-financial information set out in *Directive 2014/95/EU of the European Parliament and of the Council of 22 October 2014 amending Directive 2013/34/EU as regards disclosure of non-financial and diversity information by certain large undertakings and groups* (“***Directive 2014/95/EU***”), primarily by amending the Accounting Law (Act of 29 September 1994 on Accounting). However, apart from the Accounting Law, there are also other regulations concerning disclosure of information about the environment, society and corporate governance in Poland. They facilitate investment in clean energy, regulate issues such as air, land and water pollution, protect human rights, workers and consumers, protect animal welfare, prevent unfair competition, and foster equality in all aspects of life. These are:

(i) the Polish Act of 20 February 2015 on Renewable Energy Sources;
(ii) the Polish Act of 20 May 2016 on Investments in Wind Power Stations;
(iii) the Polish Act of 10 April 1997 – Energy Law;
(iv) the Polish Act of 20 July 2017 – Water Law;
(v) the Polish Act of 27 April 2001 – Environment Protection Law;
(vi) the Polish Act of 14 December 2012 – Waste Law;
(vii) the Polish Act of 26 June 1974 – Labour Code;
(viii) the Polish Act of 23 May 1991 on Trade Unions;
(ix) the Polish Act of 21 August 1997 on Animal Protection;
(x) the Polish Act of 30 May 2014 on Consumer Rights;
(xi) the Polish Act of 16 February 2007 on Protection of Competition and Consumers;
(xii) the Polish Act of 15 October 2000 – Commercial Companies Code; and
(xiii) the Polish Act of 3 October 2008 on Access to Information on Environment and Its Protection, Public Participation in Environmental Protection and Environmental Impact Assessment.

In addition, Poland is also bound by *Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088*, and the Convention for the Protection of Human Rights and Fundamental Freedoms of 4 November 1950.

1.2 What are the main ESG disclosure regulations?

Poland has implemented the requirement of the disclosure of non-financial information by companies – like most EU countries – within the minimum requirements set out in *Directive 2014/95/EU*. The Accounting Law, which implements *Directive 2014/95/EU*, does not impose any additional disclosure responsibilities or burdens other than the minimum required by the European Union. Companies with more than 500 employees should submit non-financial information statements, including at least:

(i) a brief description of the business model;
(ii) key non-financial performance indicators related to the entity’s operations;
(iii) a description of the policies applied by the company with respect to social, labour, environmental, human rights and anti-corruption issues, as well as the results of their application;
(iv) a description of due diligence procedures, if the company applies them under the policies with respect to social, labour, environmental, human rights and anti-corruption issues; and
(v) a description of significant risks related to the activity of the company that may have an adverse impact on the issues referred to in point (iii), including risks related to the entity’s products or its relations with external parties, including contractors, as well as a description of managing those risks.

When preparing the statement on non-financial information, the company presents non-financial information to the extent to which it is necessary to assess the development, results and situation of the company and the impact of its activities on social, labour, environmental, human rights and anti-corruption issues.

1.3 What voluntary ESG disclosures, beyond those required by law or regulation, are customary?

In Poland, non-financial reporting is becoming more and more significant each year. More companies are ESG-oriented and voluntarily choose to publish data on customer relations, ethics and anti-corruption, product liability, employees, the environment, and dialogue about the environment and social involvement. Moreover, the transparent presentation of this information makes these companies more credible to stakeholders, potential investors, customers, employees, regulators, non-governmental organisations, the media, academics and even competitors. Most reports are published by companies from the fuel, energy, banking, food industries and transport and logistics sectors. There is also growing interest in voluntary reporting in the healthcare, retail, and construction sectors. The companies usually report the following categories of information:

(i) ESG-related risks: internal risks from the main business activities of the company or external risks from the external environment and competition.
(ii) ESG-related opportunities: all internal and external opportunities; for example, new challenges and opportunities connected with development of new products or services, changing competencies and capabilities.
(iii) Management: resources, projects, actions, schemes, targets and initiatives aimed at preserving the company's value for the shareholders and generating income.
(iv) Governance: organisational oversight of the entire ESG strategy, the policies implemented by the company and information circulation, and the financial decision-making structure within the company.
(v) Strategy: strategic objectives for the company's business model and maximising opportunities, as well as risk management.
(vi) Targets: objectives and results the company intends to achieve, including crucial performance indicators, timelines and goals.
(vii) Performance: responsible investment strategies implemented by the company, level of returns in the time range of a few years to several-dozen years, long-term outcomes and sustainability as a tool to create company value.

1.4 Are there significant laws or regulations currently in the proposal process?

Public policies and laws are crucial to incentivise or compel investors to comply with the rules of responsible and sustainable investing. Polish law provides for many restrictions imposed on investors in order to ensure that all undertaken investments do not affect the environment with respect to provided indicators. Public authorities have a significant role in granting appropriate permits, and public consultations are carried out beforehand.

Currently, amendments to the Polish Act of 3 October 2008 on Access to Information on Environment and Its Protection, Public Participation in Environmental Protection and Environmental Impact Assessment, and to the Polish Act of 14 December 2012 – Waste Law, are in the proposal process. Generally speaking, the proposed amendments are intended to implement directives passed by the EU authorities which require Member States to facilitate ESG investments. The greatest changes are expected within the area of waste management and recycling, and public participation in the protection of the environment should be significantly increased.

1.5 What significant private sector initiatives relating to ESG are there?

In the private sector, there are many initiatives related to ESG. In October 2019, the following conference was held: *Social Challenges of Business after 30 years of Free Market Economy in Poland*, organised in the Ministry of Development and Investment, during which a list of social business projects of the highest value for society in the last 30 years was announced. In the rankings, the 30 best-performing national and local projects were selected in separate categories from 90 nominations. The list was created by the THINKTANK Centre and is coordinated by the Responsible Business Forum.

The list of the awarded initiatives is diverse and includes educational programmes, environmental programmes, and activities for excluded groups, aimed at increasing road safety or relating to new technologies.

Among the best national initiatives, the first 10 places were awarded to the following:

(1) Allegro for its *Charity platform.allegro.pl* initiative, launched in 2014.
(2) ANG Cooperative for its *Non-responsible* initiative, launched in 2013.
(3) Avon Cosmetics Poland for its *Cabinets with Pink Ribbon* initiative.
(4) Danon for its *Share a meal* programme, launched in 2003.
(5) Danon, Jeronimo Martins Polska and Lubella for their *Responsible Business Partnership for Health and Social Innovation in Business* initiative, launched in 2010.
(6) Gazeta Wyborcza (Agora Group) for its *School with class (style)* initiative (original title: *Szkoła z klasą*).
(7) GlaxoSmithKline for its *I have a way for a cancer* initiative (original title: *Mam haka na raka*).
(8) Aterima Group for its initiative to publish Counteracting human trafficking among workers posted to work abroad. Casebook for employers.
(9) PKP Group for the *Reducing the scale of homelessness in and around railroad stations* initiative, launched in 2014.
(10) IKEA Retail Poland for its *It will be useful* programme (original title: *Przyda się*), launched in 2018.

2 Principal Sources of ESG Pressure

2.1 What are the views and perspectives of investors and asset managers toward ESG, and how do they exert influence in support of those views?

Paradoxically, the global financial crisis has created fertile ground in Poland for the development of a concept of responsible investors to act as a counterbalance to an exclusively financially oriented approach to the functional aspects of business. In recent years, there has been an increase in the number of jobs for corporate social responsibility ("**CSR**") specialists and managers. This confirms that CSR – also understood as the sustainable development of companies – is no longer a market niche in Poland important only to a small group of international corporations and leading Polish companies (the first corporate social report in Poland was the PKN Orlen report published in 2003).

In 2014, a survey conducted among the 500 largest companies by the Responsible Business Forum and KPMG showed that Polish managers are not only familiar with the concept of CSR, but also appreciate its value. Nearly eight out of 10 of over a hundred managers of large- and medium-sized enterprises surveyed at that time estimated that running a business in accordance with the CSR concept positively influences the company's results. On the other hand, the 2019 "CSR in practice" survey of the French-Polish Chamber of Commerce ("**CCIFP**") shows that only 36% of companies have a long-term social responsibility strategy. Almost half of the surveyed companies acknowledged that they engage in CSR activities on an *ad hoc* basis, depending on their possibilities and needs. And the main reason why companies indicated their commitment to social activities is because of issues related to their image.

Changes in the attitude of investors are also visible, especially in large companies that have foreign funds among their shareholders. Their analysts have recently begun to inquire about greenhouse gas emissions, the fight against climate change, human rights protections, gender equality and diversity in corporate governance. This practice is only just beginning to develop in Poland; however, it may change quickly, as Polish investors are also increasingly interested in the CSR activities of companies in which they want to invest.

In 2019, the Warsaw Stock Exchange launched a new social index of responsible companies entitled WIG-ESG, which replaced the RESPECT index which operated for 10 years and which was removed from the exchange on 1 January 2020.

The WIG-ESG index comprises listed companies operating in accordance with the best standards management in the areas of corporate governance, information governance and relations with investors, as well as in the areas of environmental, social and labour factors. ESG rankings are one of the criteria through which the index is determined. It is based on Sustainalytics reports, through which the data of Polish companies will be analysed.

Companies' involvement in CSR activities is also increasing as a result of the current situation of COVID-19. The coronavirus pandemic has encouraged not only many social endeavours, but also environmental, social and management investments. Many companies have allocated considerable amounts to support the fight against coronavirus and to provide personal protection equipment for medical services, such as: Agata Meble (a Polish furniture brand); PKN Orlen; the Stock Exchange; Lotos; Bank Pekao; Tauron; and Żabka (a convenience store chain), as well as many others.

Other companies have adapted elements of their production and started sewing masks, aprons and other items, including: LPP; Wittchen; Intimissimi; Recman; and many Polish designers, private sewing rooms and production plants. Also, owners of coffee shops and restaurants have actively supported medical staff, providing them with warm meals from hospitals free of charge, such as AmRest, McDonald's, Maczfit and others. This trend is continuing during the second lockdown introduced in November 2020 in Poland and the ban introduced on restaurants and cafes, the latter of which have passed on food to food banks.

The current situation shows that social and environmental suitability are not mutually exclusive with corporate goals. They are becoming interdependent and hopefully this symbiosis will be even greater in the phase of economic recovery after the COVID-19 pandemic.

2.2 What are the views of other stakeholders toward ESG, and how do they exert influence in support of those views?

As consumer income increases, so does their awareness of the origin of products, the activities of producers, distributors and vendors. Consumers expect from companies and brands not only that they provide good quality products, but that they also engage in social and/or environmental matters. However, price is still the main factor influencing the purchase, yet more and more consumers are starting to look at companies by the prism of their actions. Consumers pay attention to such elements as companies' treatment of employees, use of substances less harmful to the environment and use of recyclable materials, not testing their products on animals, the manner in which they pack their products, and providing transparent information to consumers.

Research by Nielsen in 2014 has shown that for consumers, especially young consumers, important factors are healthy products, manufactured in a responsible manner, and respecting the environment.

Many young and eco-oriented consumers nowadays choose their clothing and cosmetics brands, banks or investment funds more often on the basis of their environmental, social and management credentials. There is also increasing pressure for sustainability from policymakers, regulators and politicians. Slowly, low ESG factors become a threat to the reputation not only of the businesses but also political stakeholders. This is mainly due to the fact that the Polish public is increasingly interested in the solutions offered in terms of climate change, social inequality and discrimination based on race, gender and sexual orientation.

2.3 What are the principal regulators with respect to ESG issues, and what issues are being pressed by those regulators?

As the ESG concept itself combines many different issues, such as human rights, equality and diversity, consumer protection and animal welfare, corporate governance issues, climate change, and the prevention of unfair competition, there are several regulatory authorities in Poland responsible for overseeing the various areas of ESG performance. The most important regulators in Poland are:

(i) the Ombudsman, who is responsible for the protection of human and civil rights and freedoms, including the principle of equal treatment;
(ii) the Children's Ombudsman, who is responsible for the protection of children's rights, especially such as the right to life and health protection, education and decent social conditions;
(iii) the General Director of Environmental Protection, who is responsible for the protection of nature and the environment;
(iv) the President of Polish Waters Management, who is responsible for management of water resources;
(v) the President of Competition and Consumer Protection Office, who is responsible for creating anti-monopoly and consumer protection policies and issuing statements on public aid projects;
(vi) the President of Energy Regulatory Office, who is responsible for regulating fuel and energy management and promoting competition;
(vii) the Chief Labour Inspector, who is responsible for the inspection of hygienic and safe working conditions and compliance of employers with labour laws; and
(viii) the Chief Veterinary Officer, who is responsible for veterinary inspections and the supervision of the import and export of animals and products of animal origin.

Currently, when political and legal changes have indeed led to the undermining of the principle of triple power in Poland, the most active role is played by the Ombudsman, who has opposed many political actions that violate human and civil rights and freedoms, including the principle of equal treatment.

The Ombudsman opposed national populism and the questioning of constitutional values by the ruling party, the approach to women's rights and the rights of homosexual, bisexual and transgender persons.

2.4 Have there been material enforcement actions with respect to ESG issues?

The President of the Competition and Consumer Protection Office imposed a fine of PLN 115 million (approximately EUR 25.3 million) on one of the largest supermarkets operating in Poland due to infringement of consumer rights. The supermarket, according to the Competition and Consumer Protection Office's statement, disclosed lower prices for products on the shelves than the prices clients paid at the cashier desks, and in some cases, did not disclose any prices on the shelves. Based on complaints, the Competition and Consumer Protection Office established that this unfair practice had existed since at least 2016, and therefore decided that a fine of the amount of PLN 115 million was appropriate.

The other material enforcement action was undertaken by the Regional Inspector for Environmental Protection in Łódź, who imposed a fine of PLN 1 million (approximately EUR 220,000) on a company that stored waste in a landfill in Zgierz. Many tons of waste were stored there from the United Kingdom, Italy, Germany and other countries. The waste was burned, and the burning landfill had a significant negative impact on the environment and its elements. Therefore, the fine was appropriate to the size of the company and the level of environmental damage.

There have been many other enforcement actions conducted by the regulatory authorities. This shows how important ESG issues are for Polish regulators and how robust their actions are in counteracting all violations.

2.5 What are the principal ESG-related litigation risks, and has there been material litigation with respect to ESG issues, other than enforcement actions?

The obligation to disclose information on the company's environmental, anti-corruption and anti-bribery policies, respect for human rights, social responsibility and treatment of employees, and diversity on company boards (in terms of age, gender, education and professional experience), may give rise to civil action, provided that there is damage caused by a shareholder relying on false ESG disclosures and that there is a natural causal link between the false ESG disclosure and the damage suffered.

In addition, compliance with laws on a hygienic and safe working environment, labour laws, including equal treatment in employment and the prohibition of discrimination, in particular on grounds of sex, age, disability, race, religion, nationality, political opinion, trade union membership, ethnic origin and sexual orientation, poses a significant risk to the employer. Employee rights are further protected by a special, employee-focused procedure for dealing with labour law cases.

Furthermore, civil liability for damages caused by a violation of any environmental law is also a significant litigation risk. However, it is necessary to establish the damage relationship and the natural causal link between the violation and the damage suffered. Such claims based on an unlawful violation of environmental law can be pursued as class action lawsuits by a group of at least 10 plaintiffs.

2.6 What are current key issues of concern for the proponents of ESG?

Currently, the key issues of concern for proponents of ESG activities in Poland are environmentally harmful single-use plastics, air pollution, which often exceeds the allowed indicators in urban areas, equal access to medicine and the healthcare system during the outbreak of the COVID-19 pandemic, counteracting unfair competition and the protection of consumer rights, tolerance and acceptance for sexual and national minorities, and gender equality. The aforementioned issues are both Polish and global concerns.

Some of these issues have been recently addressed by the legislator or regulators, e.g. the introduction of a special administrative fine for the sale of single-use plastic bags in 2019, and the introduction of a high administrative fine for the illegal sale of boilers that do not meet the environmental requirements, also in 2019.

Interestingly, a relatively new issue has appeared of an increased production of single-use masks covering the nose and mouth and also gloves due to the COVID-19 pandemic, accompanied by increased waste production. Used masks and gloves are often not correctly recycled or are simply thrown away. Therefore, people incidentally litter pavements, forests, and reservoirs, which constitutes a danger for animals. Moreover, the masks and gloves are light enough for the wind to move them a significant distance. This issue is urgent and must be addressed on both a national and global level.

3 Integration of ESG Into Business Operations and Planning

3.1 Who has principal responsibility for addressing ESG issues? What is the role of the management body in setting and changing the strategy of the corporate entity with respect to these issues?

The primary responsibility for dealing with all company matters, including ESG matters, lies with the board of directors. The board of directors is the body responsible for managing the company's affairs and representing its interests. It is increasingly common for ESG matters to be addressed in public statements made by company boards. This approach emphasises the importance of ESG issues and allows companies to build good relations with their stakeholders.

Moreover, companies introduce a policy friendly to ESG performance and appoint managers responsible for its implementation within the company structure. Large public interest companies with more than 500 employees are subject to non-financial reporting on their environmental, social and management policies.

3.2 What governance mechanisms are in place to supervise management of ESG issues? What is the role of the board and board committees?

Public companies are governed by a two-tier board system, with the supervisory board presiding over the management board. The supervisory board can also be appointed in a limited liability company (in LLP companies where the share capital exceeds PLN 500,000 and there are more than 25 shareholders, establishing a supervisory board or an audit committee is mandatory) and joint-stock partnerships. It supervises the company's activities in all areas, including environmental protection, social issues and corporate governance. Special duties of the supervisory board include evaluation of the management board's reports on the company's operations and the financial statements for the previous financial year, in terms of their compliance with the records and documents, as well as with the actual state of affairs, and the management board's motions concerning the distribution of profit or coverage of loss, as well as submitting an annual written report on the results of this evaluation to the shareholders' meeting.

In order to perform its duties, the supervisory board may examine all documents of the company, demand reports and explanations from the management board and employees, and review the state of the company's assets. Each member of the supervisory board may independently exercise the right of supervision, unless the articles of association provide otherwise.

In addition, the board is also responsible to shareholders for implementing all policies, including environmental, social and corporate governance policies. The board presents to the shareholders a report on the company's activities, which is reviewed and approved by a shareholders' resolution. The limited liability company's shareholders may review the records and documents, accounts, and minutes of the shareholders' meeting and request copies of resolutions certified by the board.

3.3 What compensation or remuneration approaches are used to align incentives with respect to ESG?

Companies often pay (or reimburse) their employees to participate in various courses and/or training. They also promote a work-life balance culture and offer benefits such as multi-sport cards, access to private medical care, language courses, and reimbursement of the cost for glasses. They create sports challenges within the company as well as appoint sports teams and compete with other companies in the same industry.

3.4 What are some common examples of how companies have integrated ESG into their day-to-day operations?

The most common examples of how companies have integrated ESG into their day-to-day operations are:

(i) Codes of conduct providing all employees with a clear benchmark of what is regarded as ethical behaviour and the policies implemented within the company's structures. This set of rules outlining proper practices, approved norms or rules and imposed obligations are introduced usually in order to protect the company's business and inform all employees about the company's expectations of them.

(ii) Dedicated training for all employees, including online training and online tests, regarding ESG concerns and policies introduced by the company.

(iii) Dedicated means of anonymous contact for all employees where they are permitted to submit all reports regarding unethical or incorrect behaviour or abuse of power within the company.

4 Finance

4.1 To what extent do providers of debt and equity finance rely on internally or externally developed ESG ratings?

Relying on externally developed ESG ratings is still very rare. The first financing project in Poland in which such mechanism was applied took place in 2019, where a consortium of banks granted a loan of PLN 2 billion (approximately EUR 430 million) to a Polish company from the energy sector in which an external rating agency evaluated ESG factors in relation to the borrower. The ESG rating formed the basis for an evaluation/adjustment of the margin.

4.2 Do green bonds or social bonds play a significant role in the market?

In general, green bonds are a crucial financial tool used in raising capital for eco-friendly projects that benefit the environment.

In December 2016, Poland was the first country in the world to issue its inaugural green bond. The bond served to highlight the government's support for projects with clear environmental benefits, as well as finance Poland's key environmental goals, i.e. Poland's National Renewable Energy Plan and Poland's National Programme for the Augmentation of Forest Cover.

It is intended and encouraged both by the EU and the Polish government that green bonds should become a means to attract capital for municipalities. However, only recently, in October 2020, the first municipality, the city of Grudziądz, decided to issue the first green bonds to finance water sewage projects.

Social bonds do not currently play any role in the market.

4.3 Do sustainability-linked bonds play a significant role in the market?

Sustainability-linked bonds are uncommon in Poland. Only this year, one of the largest companies from the energy sector issued the first sustainability-linked bonds in Poland, which at the same time was the largest bond issue in the corporate sector since the beginning of the coronavirus pandemic in Poland. The funds from the bond issue are to support the transformation of the group and will be used to finance the costs of construction/acquisition of projects involving renewable energy sources, to finance distribution and general corporate activities.

4.4 What are the major factors impacting the use of these types of financial instruments?

The main drivers impacting the use of these types of financial instruments are:

- pressure from society and clients of financial institutions (expecting to invest their funds in undertakings that prevent climate change);
- enormous investment needs in order to achieve the 2030 Agenda's Sustainable Development Goals;
- adoption of the EU climate neutrality target in 2050 and the European Green Deal, requiring mobilisation of EUR 1 trillion in funding between 2021–27, of which approximately EUR 300 billion is to come from additional private funds in order to supplement public funds; and
- changing strategies adopted by financial institutions, including requirements imposed by financial regulators.

4.5 What is the assurance and verification process for green bonds? To what extent are these processes regulated?

The assurance and verification process for green bonds relies mainly on internal policies of the bond issuer, as well as external guidelines such as the International Capital Market Association's Green Bond Principles. To a certain extent, issuers rely on a second-party opinion or an external review. These should confirm that a green bond adheres to industry-accepted principles. They verify the issuer's transparency, disclosure and use of proceeds. These processes are as of yet minimally regulated and rely therefore on good industry practices.

5 Impact of COVID-19

5.1 Has COVID-19 had a significant impact on ESG practices?

The impact of COVID-19 should be divided into two categories: the long-term impact; and the short-term impact. The long-term impact surprisingly seems to be very positive, and great changes are expected to happen in the time range of a few years. The short-term impact, however, considering the great level of uncertainty accompanied by the coronavirus pandemic and the upcoming recession, has not been as destructive as expected.

ESG investments slowed for a few months, but it seems to be a natural reaction to the extreme degree of risk and uncertainty in all markets. It is neither unusual nor peculiar for the market that the need to find solutions to the most pressing economic and financial issues overcomes the long-time perspective in times of crisis. However, ESG practices seem to be robust and recover quite quickly. Polish and foreign investors have recognised the value of sustainability and clean energy, and they have also noticed the importance of climate change and environmental risks, and therefore they see investments that account for ESG factors as stable and profitable in the long term. They are interested in investing their money in Poland, especially in photovoltaic systems and wind power stations. Thus, clean energy practices have experienced the greatest leap forward.

6 Trends

6.1 What are the material trends related to ESG?

An ethical approach, managing social impacts, and long-term sustainability are crucial to investors, companies and their employees. Companies operating in Poland are aware that integrity, diversity and inclusion are factors of a significant importance for employees, and that these factors are used to evaluate their ability to retain talent, passion and experience. Employee loyalty and morale depends on the way a company operates, because loyalty is always a so-called "two-way street". Thus, there is a great emphasis on trust and the reputation of the employer in the Polish labour market.

Forward-looking investors are also environmentally cautious because they are looking to enhance their long-term outcomes. Therefore, investing in renewable sources of energy, such as photovoltaic systems and wind power stations, continues to be consistently on the rise in Poland. We expect responsible investment strategies incorporating ESG factors to become even more popular in the near future.

ESG investing might become a new mainstream, both on the Polish and European markets. It is more important to a greater number of people to live in a balanced, sustainable and environmentally friendly world, and there is therefore more place for ESG investments every year. Speaking in terms of long-term profits and returns, ESG investments seem to be the only way forward.

6.2 What will be the longer-term impact of COVID-19 on ESG?

The COVID-19 crisis could become a major turning point for ESG investments in the long-term perspective. The economic crisis caused by the pandemic is regarded by many investors as a potential catalyst. The crisis itself accelerated the trend for a more sustainable approach in investing. Moreover, it accelerated the same trend for a sustainable approach amongst many legislators, decisionmakers and policymakers, too. This trend is naturally not limited only to Poland, but seems to be a European and worldwide phenomenon. Currently all people are prioritising a sustainable and long-term approach over short-term solutions. It is a trend in many areas, such as investing, employment matters and governance.

Matters of sustainability, clean energy and environmental risks are very likely to become crucial factors determining business models, and there are many positive adjustments expected. The global economy has been badly affected by all shutdowns implemented in order to stop the spread of coronavirus and contain the disease. Nevertheless, in the long-term perspective, it is very likely to revolutionise the approach to ESG investments. We are probably going to witness a real revolution in this area, a good one and with long-lasting effects. We could never have imagined that the crisis would have such a positive impact on ESG law.

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