


GRI content index

GRI INDICATORS
ON PAGE



ORGANISATIONAL PROFILE

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals	Comments
102-1	Name of the organization	→ We are driven by sustainable development			
102-2	Activities, brands, products, and services	→ Products and services – versatile and green offering	7		
102-3	Location of headquarters	→ We are driven by sustainable development			
102-4	Location of operations	→ Modern and efficient oil production and refining processes			
102-5	Ownership and legal form	→ We are driven by sustainable development			
102-6	Markets served	→ Products and services – versatile and green offering			
102-7	Scale of the organization	→ Financial results and operational achievements → Products and services – versatile and green offering			
102-8	Information on employees and other workers	→ Number of employees by gender, function, type of contract and region	6		partly
102-9	Supply chain	→ Ethical supply chain			
102-10	Significant changes to the size, structure, form of ownership and supply chain in the				For information on changes, see the Directors' Report, page 134.

reporting period

102-11	Precautionary Principle or approach	→	Risk management
102-12	External initiatives	→	Membership of industry associations and CSR
		→	Awards and distinctions
102-13	Membership of associations	→	Membership of industry associations and CSR

STRATEGY

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
102-14	Statement from senior decision-maker	→ Letter from the President of the Management Board		
102-15	Key impacts, risks, and opportunities	→ Value Creation Model → LOTOS Group's macroeconomic environment in 2018 → Changes in the fuel market in 2018 → Our capitals → Future challenges and global forecasts → 'Stability and sustainable growth' strategy → Risk management		partly

ETHICS AND INTEGRITY

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
102-16	Values, principles, standards, and norms of behavior	→ Our approach to sustainable development → Corporate social responsibility values	10	

→ Ethics and anti-corruption

102-17 Mechanisms for advice and concerns about ethics

→ Ethics and anti-corruption

10













CORPORATE GOVERNANCE

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
102-18	Governance structure	→ Governance structure		
102-22	Composition of the highest governance body and its committees responsible for individual functions	→ Governance structure		







STAKEHOLDER ENGAGEMENT

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
102-40	List of stakeholder groups	→ People as top priority		
102-41	Collective bargaining agreements	→ Employees	3	The icon for Sustainable Development Goal 8, 'Decent Work and Economic Growth'. It features a red square with the number '8' in white, and the text 'DECENT WORK AND ECONOMIC GROWTH' in white. Below the text is a white bar chart with an upward-pointing arrow.
102-42	Identifying and selecting stakeholders	→ People as top priority		
102-43	The organisation's approach to stakeholder engagement	→ People as top priority		
102-44	Key topics and concerns raised	→ How the report was created? → People as top priority		
	Entities included in the consolidated financial	→ X. The LOTOS Group		

102-45	statements		Integrated Report	
102-46	Defining report content and topic Boundaries		How the report was created?	
102-47	List of material topics		Materiality matrix	
102-48	Effect of any restatements of information given in previous reports, the reasons for such restatements and their impact			No restatements in relation to 2017 were made in 2018.
102-49	Significant changes from previous reporting periods in the list of material topics and topic Boundaries		X. The LOTOS Group Integrated Report	
102-50	Reporting period		X. The LOTOS Group Integrated Report	
102-51	Date of most recent report		X. The LOTOS Group Integrated Report	
102-52	Reporting cycle		X. The LOTOS Group Integrated Report	
102-53	Contact point for questions regarding the report		Contact information	
102-54	Claims of reporting in accordance with the GRI Standards		X. The LOTOS Group Integrated Report	
102-55	GRI content index		GRI content index	
102-56	Policy and current practice for external assurance of the report			The report has not been subject to external assurance.

MANAGEMENT APPROACH

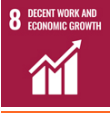
Indicator	Description	Link to the Report's Page	Global Compact	SDGS Goals Comments
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103-1	Explanation of the material topics and their Boundaries	→ How the report was created?	
103-2	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	→ Efficiency in action – achievement of strategic objectives in 2018 → Employees → The environment → Society	  
103-3	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	→ Efficiency in action – achievement of strategic objectives in 2018 → Employees → The environment → Society	  


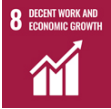
Specific disclosures

ECONOMIC



ECONOMIC PERFORMANCE

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals	Comments
201-1	Direct economic value generated and distributed	→ Financial results and operational achievements		 	
201-2	Financial implications and other risks and opportunities due to climate change	→ Ethics and anti-corruption → Risk management	7		

INDIRECT ECONOMIC IMPACTS

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
203-2	Significant indirect economic impacts, including their scale	 Financial results and operational achievements		     

PROCUREMENT PRACTICES

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
204-1	Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation	 Financial results and operational achievements		

ANTI-CORRUPTION

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
205-1	Operations assessed for risks related to corruption	 Ethics and anti-corruption	10	



RESOURCES





Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
OG1	Volume and type of estimated proved reserves and production	→ Modern and efficient oil production and refining processes		





ENVIRONMENTAL

MATERIALS






Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
301-1	Materials used by weight or volume	→ Materials used by weight or volume	8	
301-3	Percentage of reclaimed products and their packaging materials for each material category	→ Percentage of reclaimed products and their packaging materials for each material category	8	

ENERGY







Indicator	Description	Link to the Report's Page	Compact Principles	SDGS Goals Comments
302-1	Energy consumption within the organization	→ Energy consumption within the organisation	8	   

302-3	Energy intensity	→ Energy intensity	8	   
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WATER

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
303-1	Total water withdrawal by source	→ Total water withdrawal by source	7, 8	
303-3	Percentage and total volume of water recycled and reused	→ Percentage and total volume of water recycled and reused		   

BIODIVERSITY

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	 <p>The environment Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</p>		 
304-4	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organisation, by level of extinction risk	 <p>Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organisation, by level of extinction risk</p>	8	 












EMISSIONS

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
305-1	Direct (Scope 1) GHG emissions	 <p>Direct GHG emissions</p>	7, 8	    
				



305-2	Indirect GHG emissions	→ Indirect GHG emissions	7, 8	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> <div>14 LIFE BELOW WATER</div> <div>15 LIFE ON LAND</div>
305-4	GHG emissions intensity	→ GHG emissions intensity	8	<div>13 CLIMATE ACTION</div> <div>14 LIFE BELOW WATER</div> <div>15 LIFE ON LAND</div>
305-6	Emissions of ozone-depleting substances to air	→ Emissions of ozone-depleting substances to air	7, 8	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div>
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	→ Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	7, 8	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> <div>14 LIFE BELOW WATER</div> <div>15 LIFE ON LAND</div>

EFFLUENTS AND WASTE



Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals	Comments
306-1	Total water discharge by quality and destination	→ Total water discharge by quality and destination	8	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>6 CLEAN WATER AND SANITATION</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>14 LIFE BELOW WATER</div>	
306-2	Total weight of waste by type and disposal method	→ Total weight of waste by type and disposal method	8	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>6 CLEAN WATER AND SANITATION</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>	
306-3	Total number and total volume of recorded significant spills	→ Total number and total volume of recorded significant spills	8, 9	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>6 CLEAN WATER AND SANITATION</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> <div>14 LIFE BELOW WATER</div> <div>15 LIFE ON LAND</div>	
	Total weight for hazardous waste transported, exported or treated (within the	→ Total weight for hazardous waste transported, exported		<div>3 GOOD HEALTH AND WELL-BEING</div>	

306-4	meaning of the Basel Convention – Annexes I, II, III and VIII) and percentage of hazardous waste shipped internationally		or treated (within the meaning of the Basel Convention – Annexes I, II, III and VIII) and percentage of hazardous waste shipped internationally	8	
OG5	Volume and disposal of formation or produced water	→	Volume and disposal of formation or produced water	8	   
OG6	Volume of flared and vented hydrocarbon	→	Volume of flared and vented hydrocarbon	8	   
OG7	Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal	→	Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal	8	 

PRODUCTS AND SERVICES


Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals	Comments
OG8	Benzene, lead and sulfur content in fuels	→ Benzene, lead and sulfur content in fuels		 	

ENVIRONMENTAL COMPLIANCE




Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	8	

SOCIAL



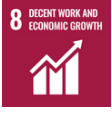
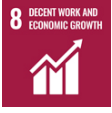


EMPLOYMENT

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
401-1	Total number and rate of new employee hires during the reporting period, by age group, gender and region	 Employee turnover rate	6	  



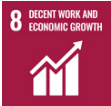
OCCUPATIONAL HEALTH AND SAFETY

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
403-2	Hazard identification, risk assessment, and incident investigation	 Injury, occupational diseases, lost days and absenteeism rates and number of work-related fatalities by region	6	 

TRAINING AND EDUCATION

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals	Comments
404-1	Average hours of training per year per employee by gender, and by employee category	→ Average number of training hours per year per employee	6	  	
404-2	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings				<p>The training procedure and development clearly addresses access to diverse forms of development within the organisation, covering all employees regardless of career stages. Employees, regardless of their age, are able to improve their competence through training, studies and foreign language courses. This ensures that a competence level matching the job requirements is maintained throughout the period of service. The organisation does not need to implement any special programmes supporting the continuity of employment, as it offers non-discriminatory conditions enabling employees to complete the full career cycle.</p>
404-3	Percentage of total employees by gender and by employee category who received a regular performance and career development review	→ Percentage of employees being subject to regular job quality reviews and career development reviews	6	 	




DIVERSITY AND EQUAL OPPORTUNITY

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
405-1	Percentage of individuals within the organisation's governance bodies and employees in each of the following diversity categories: gender; age group; minority groups and other disclosures of diversity	 <p>Skład ciał nadzorczych i kadry pracowniczej w podziale na kategorie według płci, wieku, przynależności do mniejszości oraz innych wskaźników różnorodności</p>	6	 

LOCAL COMMUNITIES

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
413-1	Percentage of operations with local community engagement, impact assessments, and development programmes	 <p>Society</p>	1	

ASSET INTEGRITY AND PROCESS SAFETY (OG)

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
OG13	Number of process safety events, by business activity	 <p>Process safety</p>		 

CUSTOMER HEALTH AND SAFETY

Indicator	Description	Link to the Report's Page	Global Compact Principles	SDGS Goals Comments
416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	 Products and services – versatile and green offering	7	