



LOTOS Group  
Integrated Annual Report 2018

## 09. **NON-FINANCIAL DISCLOSURES**



# EMPLOYEE INDICATORS

## Injury, occupational diseases, lost days and absenteeism rates and number of work-related fatalities by region

### ACCIDENTS AT THE LOTOS GROUP IN 2018

	Women	Men
<b>Total number of accidents (incidents) at work</b>	<b>5</b>	<b>36</b>
Number of fatal accidents (incidents)	0	0
Number of heavy accidents (incidents)	0	1
Number of light accidents (incidents)	5	35
<b>Total number of injured persons in accidents</b>		<b>41</b>

### NUMBER OF ACCIDENTS BY CAUSE

Cause:	Number of accidents
Walking around	16
Operation of machines and devices	12
Driving or using means of transport	2
Repair and maintenance of machinery and equipment	5
Transshipment, storage, transport works	4
Other	2
<b>Total</b>	<b>41</b>

## Security indicators for Grupa LOTOS S.A. in 2018

### FREQUENCY RATE OF ACCIDENTS

(IR, calculated as the total number of people injured in accidents / employment x 1000)

Women	Men	Total
1.98	7.27	9.25

### TOTAL NUMBER OF DAYS OF INCAPACITY FOR WORK RESULTING FROM ACCIDENTS AT WORK

(LDR, calculated as an indicator of the total number of lost days to the number of scheduled employees' working hours in the reporting period\* 200,000)

Women	Men	Total
15.65	37.7	53.4

### ACCIDENT SEVERITY RATE

(counted as the number of days of incapacity for work due to accidents / number of accidents)

Women	Men	Total
74	48.63	54.07

## Employee turnover rate

### Fluctuation of employees of the LOTOS Group in 2018

#### Work admissions in 2018:

##### NEW EMPLOYEES (BY GENDER)

(in persons)

Total number of new employees divided by gender:	Number of employees	Number of new employees	Percentage of new employees in the total number of LOTOS Group employees (by gender)	Share of new employees (by gender)
Women	1154	163	14%	24%
Men	3891	523	13%	76%

##### NEW EMPLOYEES (BY AGE)

(in persons)

Total number of new employees divided by age:	Number of new employees in every age group	Share of new employees (by age) in the total number of new employees
<30	251	37%
30–50	341	50%
>50	94	14%

## Discharges in 2018:

### EMPLOYEE DISCHARGES BY GENDER

(in persons)

Total number of discharges divided by:	Number of employees	Number of discharges divided by gender in the total number of discharges	Percentage of discharges (by gender)
Women	1 154	125	11%
Men	3 891	388	10%
<b>Total</b>	<b>5 045</b>	<b>513</b>	<b>10%</b>

### EMPLOYEE DISCHARGES BY AGE

(in persons)

Total number of discharges divided by:	Number of discharges divided by age in the total number of discharges	Percentage of discharges (by age)
<30	62	12%
30–50	236	46%
>50	215	42%
<b>Total</b>	<b>513</b>	

## Average number of training hours per year per employee

### AVERAGE NUMBER OF TRAINING HOURS PER YEAR PER EMPLOYEE

(by gender and type of position)

	Number of employees employed in the LOTOS Group	Total number of training hours	Average number of hours per employee
All employees	5 045	105 460	21
Women	1 154	25 085	22
Men	3 891	79 911	21

	Number of employees employed in the LOTOS Group*	Total number of training hours	Average number of hours per employee
Management	977	22 055	23
Other employees (below managerial position)	4 023	82 910	21

\* Does not include data from AB LOTOS Geonafta.



## Supervisory Board members and workforce by gender, age, membership to a minority and by other diversity indicators

### Members of the Supervisory Board of Grupa LOTOS S.A. by age and gender

Supervisory Board		%
Total number of members	8	100%
Women	3	38%
Men	5	63%

Supervisory Board		%
Total number of members	8	100%
Under 30 years old	0	0%
Between 30-50	6	75%
Over 50	2	25%

### Members of the Management Board of Grupa LOTOS S.A. by age and gender

Management Board		%
Total number of members	5	100%
Women	0	0%
Men	5	100%

<b>Management Board</b>		<b>%</b>
Total number of members	5	100%
Under 30 years old	0	0%
Between 30-50	3	60%
Over 50	2	40%

## Percentage of employees being subject to regular job quality reviews and career development reviews

PERCENTAGE OF EMPLOYEES BEING SUBJECT TO REGULAR JOB QUALITY REVIEWS AND CAREER DEVELOPMENT REVIEWS

(situation on 1.07.2018)

	Total number of employees	Employees reviewed	Percentage of employees reviewed
Women	1 125	917	81%
Men	3 779	3 233	85%
Total	4 904	4 150	84%

## Number of employees by gender, function, type of contract and region

### Employment in the LOTOS Group

#### TOTAL NUMBER OF EMPLOYEES BY GENDER

(actual headcount)

	2017	2018
Women	1 118	1 154
Men	3 779	3 891
<b>Total</b>	<b>4 897</b>	<b>5 045</b>

#### TOTAL NUMBER OF EMPLOYEES BY TYPE OF POSITION

(actual headcount)

	2017	2018
Blue collar positions	2 337	2 380
White collar positions	2 560	2 665
<b>Total</b>	<b>4 897</b>	<b>5 045</b>

## NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE

(actual headcount)

	2017			2018		
	Women	Men	Total	Women	Men	Total
Full-time	1 102	3 740	4 842	1 136	3 846	4 982
Part-time	16	39	55	18	45	63
<b>Total</b>	<b>1 118</b>	<b>3 779</b>	<b>4 897</b>	<b>1 154</b>	<b>3 891</b>	<b>5 045</b>

## NUMBER OF EMPLOYEES AND ASSOCIATES BY EMPLOYMENT CONTRACT

(actual headcount)

	2017			2018		
	Women	Men	Total	Women	Men	Total
Fixed-term contracts	167	340	507	189	496	685
Contracts for indefinite term	951	3 439	4 390	965	3 395	4 360
<b>Total</b>	<b>1 118</b>	<b>3 779</b>	<b>4 897</b>	<b>1 154</b>	<b>3 891</b>	<b>5 045</b>