

# GRI Index

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## Strategy and analysis

Indicator		Section of the report	Global Compact principles	Review	Comments
<b>G4-1</b>	Statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability	<a href="#">Letter from the President of the Board</a> <a href="#">Letter from the Chairwoman of the Supervisory Board</a>			

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## Organizational profile

Indicator		Section of the report	Global Compact principles	Review	Comments
G4-2	Description of key impacts, risks, and opportunities	Our approach to risk management			
G4-3	Name of the organization	Scale of operations			
G4-4	Primary brands, products, and services	Scale of operations			
G4-5	Location of the organization's headquarters	Scale of operations			
G4-6	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	Scale of operations			
G4-7	Nature of ownership and legal form	Scale of operations More than 10 years of Grupa LOTOS' presence on the WSE			
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	Scale of operations			
G4-9	Scale of the organization	Scale of operations			
G4-10	Total number of employees by employment contract and gender	Our specialists make us more competitive and innovative			
G4-11	Percentage of total employees covered by collective bargaining agreements	Our specialists make us more competitive and innovative			
G4-12	Organization's supply chain	The LOTOS Group value chain			
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	Scale of operations			
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization	Our approach to risk management Ethics and integrity			
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	The LOTOS Group as an active participant of the fuel market and initiator of regional development			
G4-16	Memberships of associations (such as industry associations) and national or international advocacy organizations	The LOTOS Group as an active participant of the fuel market and initiator of regional development			

## Identified material aspects and boundaries

Indicator		Section of the report	Global Compact principles	Review	Comments
G4-17	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures	Integrated reporting at the LOTOS Group			
G4-18	Process for defining the report content and the aspect boundaries and how the organization has implemented the reporting principles for defining report content	Process of defining the report content			
G4-19	Material aspects identified in the process for defining report content	Process of defining the report content			
G4-20	Aspect boundary within the organization for each material aspect				All aspects have been identified as material in terms of activities and impact of all or certain Grupa LOTOS companies. The relevance for selected companies has been appropriately marked in the report.
G4-21	Aspect boundary outside the organization for each material aspect				The indicator has been reported except for emissions intensity ratio – it has not been included because of incomparability of data between the companies.
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements				No restatements were made.
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries	Integrated reporting at the LOTOS Group			

## Stakeholder engagement

Indicator		Section of the report	Global Compact principles	Review	Comments
<b>G4-24</b>	List of stakeholder groups engaged by the organization	<a href="#">Stakeholders' say – important element of reporting process</a>			
<b>G4-25</b>	Basis for identification and selection of stakeholders with whom to engage	<a href="#">Stakeholders' say – important element of reporting process</a>			
<b>G4-26</b>	Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	<a href="#">Stakeholders' say – important element of reporting process</a>			
<b>G4-27</b>	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting	<a href="#">Process of defining the report content</a>			

## Report profile

Indicator		Section of the report	Global Compact principles	Review	Comments
<b>G4-28</b>	Reporting period for information provided	<a href="#">Integrated reporting at the LOTOS Group</a>			
<b>G4-29</b>	Date of most recent previous report	<a href="#">Integrated reporting at the LOTOS Group</a>			
<b>G4-30</b>	Reporting cycle	<a href="#">Integrated reporting at the LOTOS Group</a>			
<b>G4-31</b>	Contact point for questions regarding the report or its contents	<a href="#">Contact</a>			
<b>G4-32</b>	GRI content index	<a href="#">GRI Index</a>			
<b>G4-33</b>	Organization's policy and current practice with regard to seeking external assurance for the report	<a href="#">Process of defining the report content</a>			

## Governance

Indicator		Section of the report	Global Compact principles	Review	Comments
<b>G4-34</b>	Governance structure of the organization, including committees of the highest governance body	<a href="#">Scale of operations</a>			
<b>G4-38</b>	Composition of the highest governance body and its committees	<a href="#">Scale of operations</a>			
<b>G4-39</b>	Information whether the Chair of the highest governance body is also an executive officer	<a href="#">Scale of operations</a>			

## Ethics and integrity

Indicator		Section of the report	Global Compact principles	Review	Comments
<b>G4-56</b>	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	<a href="#">Ethics and integrity Values, ethics and misconduct prevention</a>			
<b>G4-57</b>	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines	<a href="#">Misconduct Prevention Policy of the LOTOS Group</a>			
<b>G4-58</b>	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines	<a href="#">Ethics and integrity</a>			

## Economic aspect

Indicator	Section of the report	Global Compact principles	Review	Comments
ECONOMIC PERFORMANCE	Financial performance of the LOTOS Group in 2015			
<b>G4-EC1</b> Direct economic value generated and distributed	Summary of 2015			
MARKET PRESENCE	Our strategy			
<b>G4-EC5</b> Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	Our specialists make us more competitive and innovative			
INDIRECT ECONOMIC IMPACTS	LOTOS Group's Corporate Social Responsibility Strategy			
<b>G4-EC7</b> Development and impact of infrastructure investments and services supported	Our social impact			
<b>G4-EC8</b> Significant indirect economic impacts, including the extent of impacts	Our indirect economic impacts			
PROCUREMENT PRACTICES	Cooperation with suppliers			
<b>G4-EC9</b> Proportion of spending on local suppliers at significant locations of operation	Cooperation with suppliers			
RESERVES	What are the focal points of our sustainable development efforts?			
<b>OG1</b> Volume and type of estimated proved reserves and production	LOTOS Group's reserves			

## Environmental aspect

Indicator	Section of the report	Global Compact principles	Review	Comments
MATERIALS	Eco-friendly growth			
<b>G4-EN1</b> Materials used by weight or volume	Production of hydrocarbons	8		
ENERGY	Eco-friendly growth			
<b>G4-EN3</b> Energy consumption within the organization	Reduction of energy consumption	8		
<b>G4-EN6</b> Reduction of energy consumption	Reduction of energy consumption	8		
WATER	Eco-friendly growth			
<b>G4-EN8</b> Total water withdrawal by source	Water and wastewater management	8		

<b>G4-EN10</b>	Percentage and total volume of water recycled and reused	<b>Water and wastewater management</b>			
BIODIVERSITY		<b>Eco-friendly growth</b>			
<b>G4-EN11</b>	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<b>Biodiversity</b>	8		
<b>G4-EN14</b>	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	<b>Biodiversity</b>			
<b>OG4</b>	Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored	<b>Biodiversity</b>	8		
EMISSIONS		<b>Eco-friendly growth</b>			
<b>G4-EN15</b>	Direct greenhouse gas (GHG) emissions	<b>Emissions management</b>	8		
<b>G4-EN16</b>	Energy indirect greenhouse gas (GHG) emissions	<b>Emissions management</b>	8		
<b>G4-EN18</b>	Greenhouse gas (GHG) emissions intensity	<b>Emissions management</b>	8		
<b>G4-EN21</b>	NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions	<b>Emissions management</b>	8		The indicator has been reported except for emissions intensity ratio – it has not been included because of incomparability of data between the companies.
<b>OG-6</b>	Volume of flared and vented hydrocarbon	<b>Emissions management</b>	8		
EFFLUENTS AND WASTE		<b>Eco-friendly growth</b>			
<b>G4-EN22</b>	Total water discharge by quality and destination	<b>Water and wastewater management</b>	8		
<b>OG5</b>	Volume and disposal of formation or produced water	<b>Water and wastewater management</b>			
<b>G4-EN23</b>	Total weight of waste by type and disposal method	<b>Waste management</b>	8		
<b>G4-EN24</b>	Total number and volume of significant spills	<b>Process safety management</b>	8		
<b>OG7</b>	Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal	<b>Waste management</b>	8		
<b>G4-EN25</b>	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	<b>Waste management</b>	8		
COMPLIANCE		-			

**G4-EN29** Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations

8

The only fine payable by the LOTOS Group companies in 2015 was a fine of PLN 5,344 imposed on LOTOS Paliwa in connection with exceeding the noise limit from a service station. Relevant proceedings are currently pending before the Provincial Inspectorate for Environmental Protection (WIOŚ) for postponement of the fine until a project intended to reduce the noise is completed.

OVERALL		Eco-friendly growth	
<b>G4-EN31</b>	Total environmental protection expenditures and investments by type	Eco-friendly growth	8
PRODUCTS AND SERVICES		Sustainable products	
<b>OG8</b>	Benzene, lead and sulfur content in fuels	Sustainable products	

## Social aspect

Indicator: labor practices and decent work	Section of the report	Global Compact principles	Review	Comments
EMPLOYMENT		Our specialists make us more competitive and innovative		
<b>G4-LA1</b>	Total number and rates of new employee hires and employee turnover by age group, gender and region	Our specialists make us more competitive and innovative [1, 2]	6	
<b>G4-LA4</b>	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Our specialists make us more competitive and innovative	3	
OCCUPATIONAL HEALTH AND SAFETY		Personnel safety management at the LOTOS Group		
<b>G4-LA6</b>	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Results: number of accidents	6	
TRAINING AND EDUCATION		Our specialists make us more competitive and innovative		
<b>G4-LA9</b>	Average hours of training per year per employee by gender, and by employee category	At LOTOS, we develop together	6	
<b>G4-LA11</b>	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	The way to achieve the goal: how do we motivate and develop our staff?	6	
DIVERSITY AND EQUAL OPPORTUNITY		Our specialists make us more competitive and innovative		
<b>G4-LA12</b>	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Diversity	6	

## Human rights

Indicator	Section of the report	Global Compact principles	Review	Comments
SECURITY PRACTICES		Safety first		
<b>G4-HR7</b>	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	Personnel safety management at the LOTOS Group	1,2	

## Society

Indicator		Section of the report	Global Compact principles	Review	Comments
ANTI-CORRUPTION		Misconduct Prevention Policy of the LOTOS Group			
<b>G4-SO3</b>	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Misconduct prevention policy of the LOTOS Group	10		
<b>G4-SO4</b>	Communication and training on anti-corruption policies and procedures	Misconduct prevention policy of the LOTOS Group	10		
<b>G4-SO5</b>	Confirmed incidents of corruption and actions taken	Misconduct prevention policy of the LOTOS Group	10		
ASSET INTEGRITY AND PROCESS SAFETY (OG)		Process safety			
<b>OG13</b>	Number of process safety events, by business activity	Process safety			

## Product responsibility

Indicator		Section of the report	Global Compact principles	Review	Comments
CUSTOMER HEALTH AND SAFETY		With customer safety in mind			
<b>G4-PR1</b>	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	With customer safety in mind	10		
PRODUCT AND SERVICE LABELING		With customer satisfaction in mind			
<b>G4-PR5</b>	Results of surveys measuring customer satisfaction	With customer satisfaction in mind			
FOSSIL FUEL SUBSTITUTES (OG)		Sustainable products			
<b>OG14</b>	Volume of biofuels produced and purchased meeting sustainability criteria	Sustainable products			