

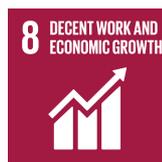
How do we affect the environment?

The impact of our business and the programmes we implement extends to:

The labour market



THE GLOBAL GOALS
For Sustainable Development



- We create new jobs and opportunities for employment and professional advancement, a case in point being the EFRA Staff Programme.
- We facilitate first steps on the labour market by organizing internships and traineeships as well as workshops for students.
- We support state and local government administration bodies in developing the labour market by sharing best practices related to the employment process.
- We establish recruitment and selection standards and we share our knowledge with third parties, for example by being a member of the Coalition for Friendly Recruitment.

More information: [[1](#), [2](#)]

Quality of education



THE GLOBAL GOALS
For Sustainable Development



- **We promote and support vocational education** and we cooperate with technical schools by granting scholarships for the most talented students, offering traineeship programmes at the LOTOS Group companies, purchasing equipment for research labs, knowledge sharing, and support of our specialists of various fields in educational activities. Last year, we closely cooperated with Vocational Education Centre No. 2 in Gdańsk that teaches mainly future chemical engineering technicians and laboratory staff. LOTOS Serwis has partnered with the Communications School Complex in Gdańsk, where its employees give classes for the students and a dedicated class has been created with a curriculum focusing on skills and subjects relevant to work at LOTOS Serwis.
- We are a partner in programmes **aimed at discovering talented youth and supporting their development**, such as 'Talent with LOTOS', including three projects run concurrently in the Gdańsk Province ('Pomeranian Talent'), in Jasło ('Jasło Science League with LOTOS') and, since 2016, in Czechowice-Dziedzice, the home town of a few LOTOS Group companies ('Talent from Czechowice-Dziedzice, a Town of Fierly Enthusiasm').

- For several years now, we have been involved in the E(x)plory programme, which seeks to identify and reward innovative interdisciplinary projects focusing on medicine, IT or design of services. The projects are carried out by junior-high and high school students. The winners are awarded for the best ideas with scholarships of PLN 10,000, PLN 8,000 and PLN 5,000.
- We undertake activities to present the Gdańsk refinery, our management systems, and potential future workplaces to those young people who are interested in crude oil processing or who study in related fields. We organize guided tours on the plant's premises, our employees attend conferences, our product companies, such as LOTOS Lab, regularly take part in outdoor events for local communities, where they demonstrate the nature of their work.

More information: [[1](#)]

Business growth



THE GLOBAL GOALS
For Sustainable Development



- We cooperate with local contractors and dealers operating LOTOS service stations, and organize training programmes for them.
- We cooperate with social economy entities that offer services involving the provision of advertising products, which we give to our customers and partners during holidays, or event and catering services.

More information: [[1](#), [2](#)]

The area where we identify a particularly strong impact is the development of the local labour market.

LOTOS Petrobaltic has more than 380 employees, over 70% of whom are residents of the Gdańsk Province. Moreover, the company runs a programme of unpaid traineeships, undertaken mainly by young people studying disciplines related to the company's core business, including from the Faculty of Drilling, Oil and Gas of the AGH University of Science and Technology of Kraków, students of mechanical engineering at the Gdańsk University of Technology, as well as students from the Faculty of Oceanography and Geography of the University of Gdańsk. The experience they gain during such traineeships may be helpful in their further professional careers.

By increasing the number of service stations in 2015 **LOTOS Paliwa** contributed to a rise in employment. At CODO stations, the staff are employed by the station manager, whereas at DOFO stations they are employed by the franchisee running the station. The average headcount is 11 persons for a LOTOS premium station and 8 persons for an economy station. In 2015, 248 new staff were hired at CODO stations; at the year end, the total headcount was 2,844. The service station staff are offered training opportunities to improve their qualifications.

A definite majority of **LOTOS Kolej's** employees were recruited from the local labour market, i.e. Poland. Senior management staff are all local residents. In 2015, LOTOS Kolej employed 139 new staff members. Also, 20 persons completed internships at the company, 6 participated in the Graduate Programme, and 2 in summer internships. Five of those persons were later employed at the company.

