

# Facts and Figures About LOTOS Group Employment



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The LOTOS Group has in place a collective bargaining labour agreement which lays down the rules governing employment relationships between the employer and the employees. In 2016, the collective bargaining labour agreement covered 4,670 employees (or 96% of the total workforce, which is 4,888).

[\[G4-10\]](#)

## LOTOS Group employees in 2016

	Number of employees	
	2015	2016
<b>Total number of employees (FTEs) by gender:</b>		
Women	1 116	1 116
Men	3 707	3 740
<b>Total</b>	<b>4 823</b>	<b>4 856</b>

	Number of employees	
	2015	2016
<b>Total number of employees (actual headcount) by gender:</b>		
Women	1 120	1 119
Men	3 730	3 769
<b>Total</b>	<b>4 850</b>	<b>4 888</b>

Number of employees (actual headcount) by employment type:	Number of employees			Number of employees		
	2015		Total	2016		Total
	Women	Men		Women	Men	
Full-time	1 107	3 691	4 798	1 108	3 720	4 828
Part-time	13	39	52	11	49	60
<b>Total</b>	<b>1 120</b>	<b>3 730</b>		<b>1 119</b>	<b>3 769</b>	

Number of employees and associates (actual headcount) by employment contract:	Number of employees		Total	Number of employees		Total
	2015			2016		
	Women	Men		Women	Men	
Fixed-term contracts	205	574	779	229	606	835
Contracts for indefinite term	915	3 156	4 071	890	3 163	4 053
<b>Total</b>	<b>1 120</b>	<b>3 730</b>		<b>1 119</b>	<b>3 769</b>	

Number of employees and associates (actual headcount):	Number of employees		Total
	2016		
	Women	Men	
Under civil-law contracts of mandate (umowa zlecenie)	28	41	69
Under civil-law contracts for specific task (umowa o dzieło)	1	1	2
Under internship contracts	0	0	0
Self-employed	0	0	0
Supervised employees and/or seasonal workers	1	2	3
<b>Total</b>	<b>30</b>	<b>44</b>	

[G4-LA1]

New hires and departures in 2016 – employee turnover rate

New hires (actual headcount) by gender:	Number of employees	Number of new hires	New hires as percentage of total number of employees, by gender	Gender composition of new hires
			2016	2016
Women	1 119	107	9.56%	24.94%
Men	3 769	322	8.54%	75.06%
Total	4 888	429	8.78%	

New hires (actual headcount) by age:	Number of employees	New hires in age group	New hires as percentage of total headcount, by age	Age composition of new hires
			2016	2016
<30	584	162	27.74%	37.76%
30-50	3 054	217	7.11%	50.58%
>50	1 250	50	4.00%	11.66%

Departures (actual headcount) by age:	Number of employees	Number of departures in a given age group	Departures as percentage of total headcount, by age	Age composition of departures
			2016	2016
<30	584	39	6.68%	11.05%
30-50	3 054	165	5.40%	46.74%
>50	1 250	149	11.92%	42.21%

Departures (actual headcount) by gender:	Number of employees	Number of departures	Departures as percentage of total headcount, by gender	Gender composition of departures
			2016	2016
Women	1 119	97	8.67%	27.48%
Men	3 769	256	6.79%	72.52%
<b>Total</b>	<b>4 888</b>	<b>353</b>	<b>7.22%</b>	

Ratio of standard entry level wage at the LOTOS Group by gender to local minimum wage in the Polish market in 2016

Minimum wage in Poland (gross) in 2016	Average entry level wage	Ratio of standard entry level wage to minimum wage in Poland	Average entry level wage	Ratio of standard entry level wage to minimum wage in Poland
	WOMEN	WOMEN	MEN	MEN
PLN 2,000	PLN 2 000,00	1	PLN 2 000,00	1

**More information**

[Directors' Report on the operations of Grupa LOTOS S.A. and the LOTOS Group in 2016](#)

Chapter 7.2 Employment at the LOTOS Group