

The LOTOS Group – An Employer of Choice



THE GLOBAL GOALS
For Sustainable Development



- In 2016, 88.32% of all the employees received a positive periodic assessment.
- In 2016 average training hours per employee totalled 23.5, i.e. two hours more compared to 2015.
- 1,250 employees of the LOTOS Group attended training courses organized by the LOTOS Academy.
- Given the ongoing EFRA Project, in 2016 a record-high number of training hours was recorded to the personnel in the refining area. 97 plant operators received training as part of four 12-day sessions, concluded with a written examination and the award of course completion certificates.

We aim to strengthen the LOTOS Group's market position as an **employer of choice**. It is one of the key objectives of the LOTOS Group strategy for 2017–2022, and talent development is perceived as a way to build competitive advantage.

To this end, we pay special attention to **professionally designed employee assessment model to provide up-to-date and personalised feedback**. In 2016, we consistently followed and improved our periodic employee assessment system.

In the next five years, we will also seek to ensure an **ongoing information exchange within the organisation to take advantage of the internal diversity of our teams**. In 2016, this issue was addressed by holding training sessions focused on appreciation of diversity in teams as well as inter-company initiatives and meetings where staff shared their experience regarding, for instance, the safety system.