

# Employment

[GRI 103-1 dla Aspektu: Skala i warunki zatrudnienia ]

[GRI 103-2 dla Aspektu: Skala i warunki zatrudnienia ]

[GRI 103-3 dla Aspektu: Skala i warunki zatrudnienia ]

We take responsibility for the welfare and development of our employees, who represent the great value of our Group. All companies in the Enea Group employ more than 16 000 people on the basis of their contracts of employment. We want the people working for us to develop their potential to the benefit of themselves and the entire Group. We appreciate the role that employees play in the creation of our company, therefore, in addition to fulfilling the legal obligations of the employer, we offer a number of privileges and benefits. We take care of their health by creating safe working conditions.

## Employees employed on a contract of employment in the Enea Group in 2017

**16 193** Number of Employees across the Enea Group on a Contract of Employment basis

**2 777** Number of women

**13 416** Number of men

includ: **10 684** Of which: employees of companies included in this report

**2 507** Number of women

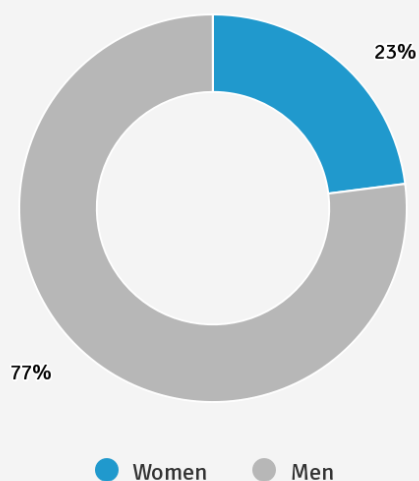
**8 177** Number of men

Note: LW Bogdanka, belonging to Enea, with more than **5 000 employees**, reports separately on responsible business and sustainable development. In the companies of the Enea Group covered by this report, **10 684** persons are employed on a contract of employment. In 2017, these companies also employed **526 people** under civil law contracts, including managerial contracts.

## Check who is employed by our companies and on what terms

[GRI 102-8]

## Women and men employed on the basis of contracts of employment

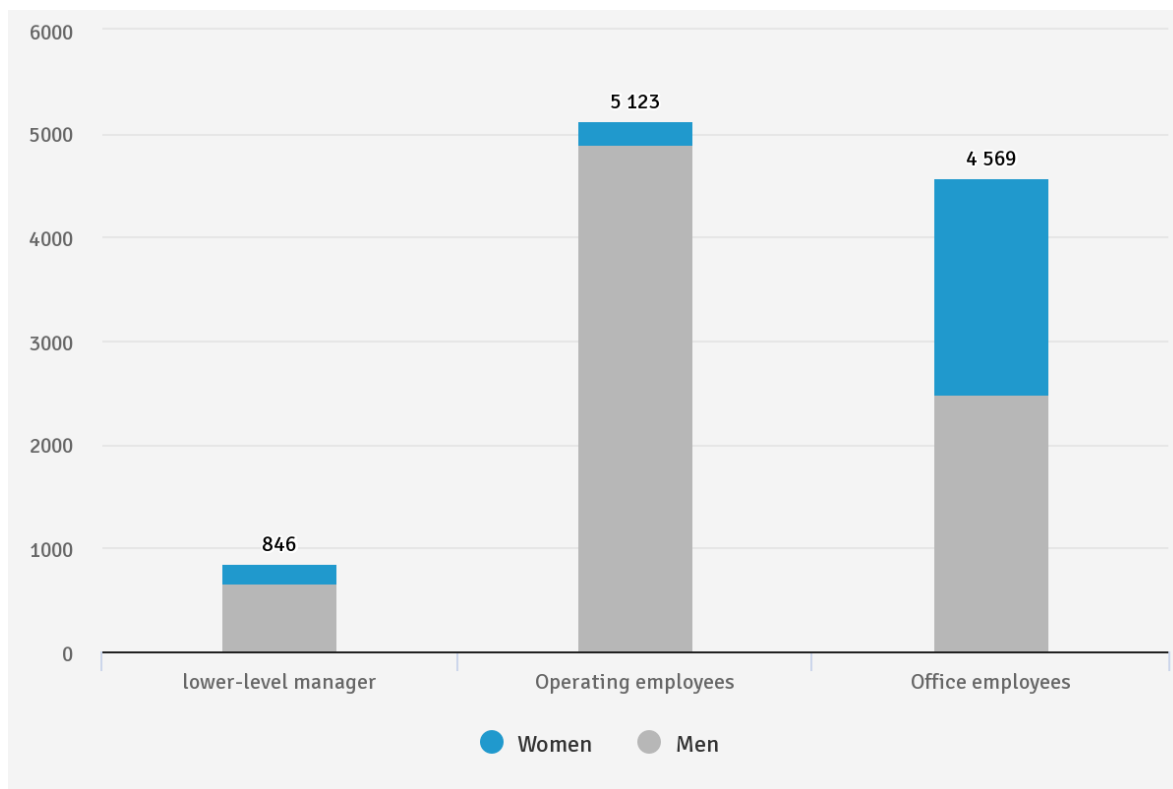


Number of Employees employed in reporting companies under contracts of employment – by gender (as at 31 December 2017)

Name of company	Total number of Employees	Number of women	Number of men
Enea SA	355	188	167
Enea Centrum sp. z o.o.	1 521	1 119	402
Enea Wytwarzanie sp. z o.o.	2 270	295	1 975
Przedsiębiorstwo Energetyki Ciepłej sp. z o.o. w Obornikach	32	3	29
Enea Ciepło Serwis sp. z o.o.	135	5	130
Enea Ciepło sp. z o.o.	251	45	206
Miejska Energetyka Ciepła Piła sp. z o.o.	129	18	111
Enea Operator sp. z o.o.	4 216	524	3 692
Enea Oświetlenie sp. z o.o.	128	30	98
Enea Elektrownia Połaniec SA	484	84	400
Enea Bioenergia sp. z o.o.	155	6	149

Name of company	Total number of Employees	Number of women	Number of men
Enea Pomiary sp. z o.o.	153	36	117
Enea Serwis sp. z o.o.	576	76	500
Enea Logistyka sp. z o.o.	172	34	138
Enea Trading sp. z o.o.	107	44	63
<b>TOTAL</b>	<b>10 684</b>	<b>2 507</b>	<b>8 177</b>



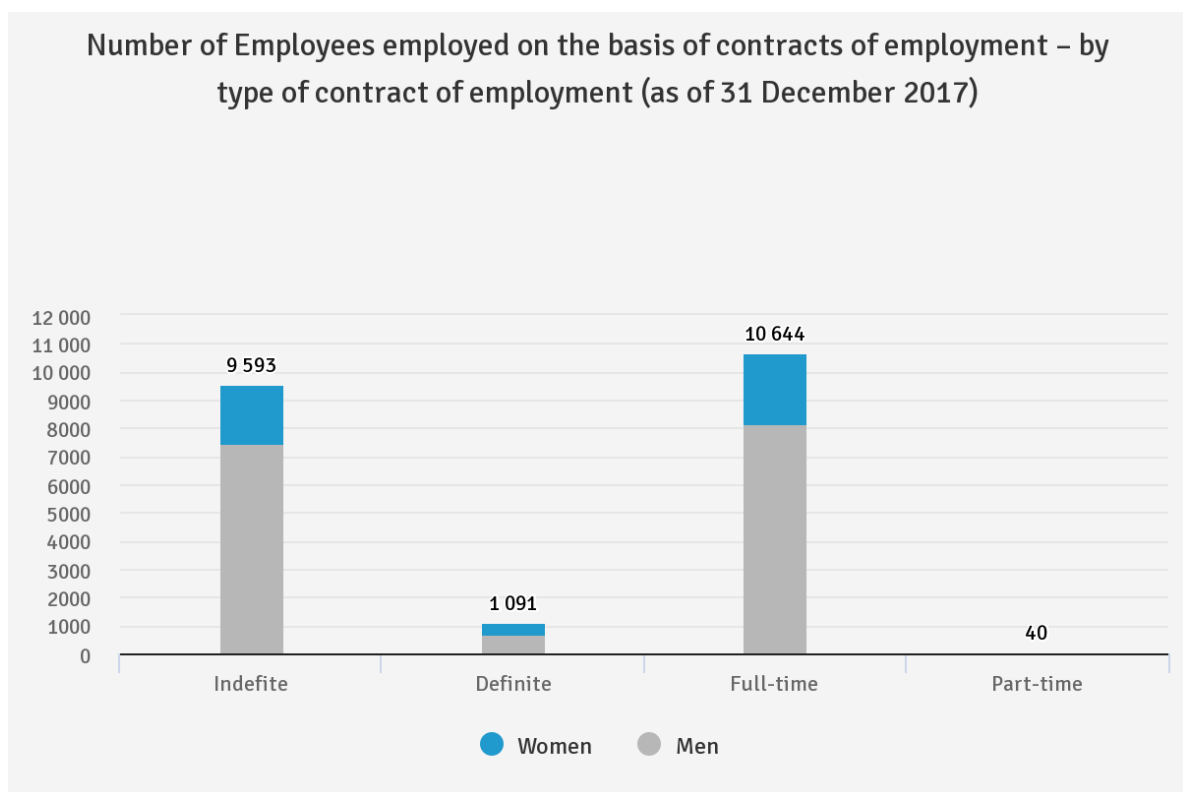


Number of Employees employed by contract of employment - by employee categories and by gender (as at 31 December 2017)

Name of company	Highest managerial staff		Directors		Lower-level management		Operational employees		Office employees	
	Number of women	Number of men	Number of women	Number of men	Number of women	Number of men	Number of women	Number of men	Number of women	Number of men
Enea SA	0	0	4	12	21	35	0	0	163	120
Enea Centrum sp. z o.o.	0	0	11	8	59	49	0	0	1049	345
Enea Wytwarzanie sp. z o.o.	0	0	0	13	9	60	106	1 494	180	408
Przedsiębiorstwo Energetyki Ciepłej sp. z o.o. w Obornikach	0	0	1	0	1	3	0	25	1	1
Enea Ciepło Serwis sp. z o.o.	0	0	0	0	0	3	0	106	5	21
Enea Ciepło sp. z o.o.	0	0	0	1	6	12	0	151	38	43
Miejska Energetyka Ciepła Piła sp. z o.o.	0	0	0	2	2	4	8	82	8	23
Enea Operator sp. z o.o.	0	0	4	46	45	295	13	1 994	462	1 357

Name of company	Highest managerial staff		Directors		Lower-level management		Operational employees		Office employees	
Enea Oświetlenie sp. z o.o.	0	0	0	2	3	17	0	42	27	37
Enea Elektrownia Połaniec SA	0	1	1	6	7	58	4	318	72	17
Enea Bioenergia sp. z o.o.	0	0	1	1	1	7	0	125	4	16
Enea Pomiary sp. z o.o.	0	0	0	2	6	10	20	98	10	7
Enea Serwis sp. z o.o.	0	0	1	14	7	72	8	329	60	85
Enea Logistyka sp. z o.o.	0	0	2	7	8	28	19	98	5	5
Enea Trading sp. z o.o.	0	0	0	6	7	11	37	46	0	0
<b>Total</b>	<b>0</b>	<b>1</b>	<b>25</b>	<b>120</b>	<b>182</b>	<b>664</b>	<b>215</b>	<b>4 908</b>	<b>2 084</b>	<b>2 485</b>

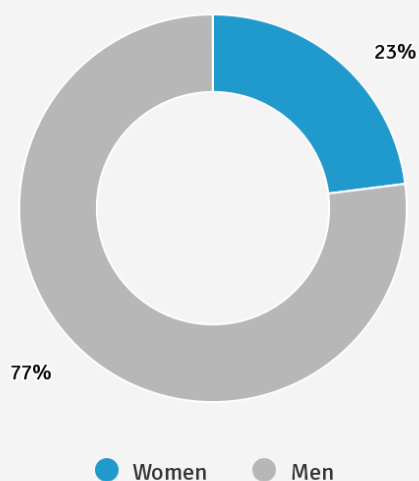
Number of Employees employed on the basis of contracts of employment – by type of contract of employment (as of 31 December 2017)



Number of Employees employed on the basis of contracts of employment – by type of contract of employment (as of 31 December 2017)

Name of company	Total number of Employees with a contract of employment	Number of Employees by type of contract of employment				Number of Employees by working time			
		Indefinite		Definite		Full-time		Part-time	
		Number of women	Number of men	Number of women	Number of men	Number of women	Number of men	Number of women	Number of men
Enea SA	355	173	150	15	17	181	163	7	4
Enea Centrum sp. z o.o.	1 521	833	324	286	78	1109	400	10	2
Enea Wytwarzanie sp. z o.o.	2 270	260	1752	35	223	292	1975	3	0
Przedsiębiorstwo Energetyki Ciepłej sp. z o.o. w Obornikach	32	2	26	1	3	3	29	0	0
Enea Ciepło Serwis sp. z o.o.	135	5	130	0	0	5	130	0	0
Enea Ciepło sp. z o.o.	251	41	200	4	6	45	206	0	0
Miejska Energetyka Ciepła Piła sp. z o.o.	129	17	103	1	8	18	111	0	0
Enea Operator sp. z o.o.	4 216	492	3561	32	131	520	3690	4	2
Enea Oświetlenie sp. z o.o.	128	29	90	1	8	30	98	0	0
Enea Elektrownia Połaniec SA	484	80	346	4	54	83	400	1	0
Enea Bioenergia sp. z o.o.	155	5	68	1	81	6	149	0	0
Enea Pomiary sp. z o.o.	153	34	113	2	4	35	117	1	0
Enea Serwis sp. z o.o.	576	64	445	12	55	76	498	0	2
Enea Logistyka sp. z o.o.	172	31	124	3	14	34	137	0	1
Enea Trading sp. z o.o.	107	41	54	3	9	44	60	0	3
<b>Total</b>	<b>10 684</b>	<b>2107</b>	<b>7486</b>	<b>400</b>	<b>691</b>	<b>2481</b>	<b>8163</b>	<b>26</b>	<b>14</b>

## Women and men employed on the basis of contracts of employment



Number of Employees employed under contracts of employment and persons employed under civil law contracts (as at 31 December 2017)

Name of company	Number of Employees with a contract of employment	Number of persons employed under civil law contracts <sup>3</sup>
Enea SA	355	6
Enea Centrum sp. z o.o.	1 521	398
Enea Wytwarzanie sp. z o.o.	2 270	18
Przedsiębiorstwo Energetyki Ciepłej sp. z o.o. w Obornikach	32	0
Enea Ciepło Serwis sp. z o.o.	135	1
Enea Ciepło sp. z o.o.	251	4
Miejska Energetyka Ciepła Piła sp. z o.o.	129	6
Enea Operator sp. z o.o.	4 216	38
Enea Oświetlenie sp. z o.o.	128	5
Enea Elektrownia Połaniec SA	484	6

<b>Name of company</b>	<b>Number of Employees with a contract of employment</b>	<b>Number of persons employed under civil law contracts<sup>3</sup></b>
Enea Bioenergia sp. z o.o.	155	2
Enea Pomiary sp. z o.o.	153	2
Enea Serwis sp. z o.o.	576	34
Enea Logistyka sp. z o.o.	172	2
Enea Trading sp. z o.o.	107	4
<b>Total</b>	<b>10 684</b>	<b>526</b>

<sup>3)</sup> Civil law contracts, including, inter alia, management contracts of members of the Management Board.