

GRI Index

GRI index	Disclosure	Links
Organizational profile		
GRI 102-1	Name of the organization	<ul style="list-style-type: none"> • Structure and management • Contact • Education and sharing of knowledge • Education and sharing of knowledge • Contact • Structure and management
GRI 102-2	Activities, primary brands, products, and services	<ul style="list-style-type: none"> • Structure and management • Structure and management
GRI 102-3	Location of the organization's headquarters	<ul style="list-style-type: none"> • Contact • Contact
GRI 102-4	Location of operations	<ul style="list-style-type: none"> • Structure and management • Structure and management
GRI 102-5	Nature of ownership and legal form	<ul style="list-style-type: none"> • Structure and management • Structure and management
Custom index 1	Energy Consumption Points (number of customers - Trading Segment)	<ul style="list-style-type: none"> • Customers and products • Customers and products
Custom index 2	Installed generation capacity	<ul style="list-style-type: none"> • Development directions • Development directions
Custom index 3	Increase in electricity generation as compared to previous year	<ul style="list-style-type: none"> • Development directions • Development directions
GRI 102-6	Markets served	<ul style="list-style-type: none"> • Structure and management • Structure and management

GRI index	Disclosure	Links
GRI 102-7	Scale of the organization:	<ul style="list-style-type: none"> • Structure and management • Development directions • Customers and products • Development directions • Customers and products • Structure and management
Custom index 4	Hard coal consumption index for own needs	<ul style="list-style-type: none"> • Development directions • Development directions
Custom index 5	Technical characteristics of the network facilities: Total length of lines in conversion to one track in km, of high-voltage, medium-voltage, low-voltage lines; total length of connections and number of connections (in items); number of substations (in items)	<ul style="list-style-type: none"> • Efficient power supply network
Custom index 6	Increase in sales of electricity and gaseous fuel to end users as compared to previous year	<ul style="list-style-type: none"> • Development directions • Development directions
GRI 102-8	Information on employees and other workers, including: <ul style="list-style-type: none"> • Total number of employees by gender and contract type • Total number of employees by contract type (full-time or part-time) 	<ul style="list-style-type: none"> • Employment
GRI 102-9	Supply chain	<ul style="list-style-type: none"> • Supply chain
GRI 102-10	Any significant changes during the reporting period regarding the organization's size, structure and ownership	<ul style="list-style-type: none"> • About Reporting Process • About Reporting Process
GRI 102-11	Explanation whether and how the precautionary approach or principle is addressed by the organization	<ul style="list-style-type: none"> • Environmental impact management
GRI 102-12	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	<ul style="list-style-type: none"> • Partnerships and cooperations
GRI 102-13	Memberships of associations (such as industry associations) and national or international advocacy organizations	<ul style="list-style-type: none"> • Partnerships and cooperations
Strategy		
GRI 102-14	Statement from senior decision-maker	<ul style="list-style-type: none"> • Foreword from the President
GRI 102-15	Key impacts, risks, and opportunities	<ul style="list-style-type: none"> • Foreword from the President

GRI index	Disclosure	Links
Ethics		
GRI 102-16	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	<ul style="list-style-type: none"> • Ethics
Governance		
GRI 102-18	Governance structure of the organization, including committees of the highest governance body	<ul style="list-style-type: none"> • Structure and management • Structure and management
Stakeholder engagement		
GRI 102-40	List of stakeholder groups engaged by the reporting organization	<ul style="list-style-type: none"> • Map of stakeholders
GRI 102-41	Employees covered by collective bargaining agreements	<ul style="list-style-type: none"> • Workplace management • Workplace management
GRI 102-42	The basis for identification and selection of stakeholders	<ul style="list-style-type: none"> • Map of stakeholders
GRI 102-43	The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group	<ul style="list-style-type: none"> • Map of stakeholders
GRI 102-44	Key topics and problems raised by stakeholders and the response from the organisation, including by reporting them	<ul style="list-style-type: none"> • About Reporting Process • About Reporting Process
Reporting practice		
GRI 102-45	Entities included in the consolidated financial statements	<ul style="list-style-type: none"> • About Reporting Process • About Reporting Process
GRI 102-46	Defining report content and topic Boundaries	<ul style="list-style-type: none"> • About Reporting Process • About Reporting Process
GRI 102-47	All the material topics identified in the process for defining report content	<ul style="list-style-type: none"> • About Reporting Process • About Reporting Process
GRI 102-48	Explanations which relate to effects of any restatements of information provided in previous reports, and the reasons for such restatement and their influence (eg, mergers, acquisitions, change of base years/periods, nature of business, measurement methods)	<ul style="list-style-type: none"> • About Reporting Process • About Reporting Process
GRI 102-49	Significant changes from previous reporting periods in the list of material topics and topic Boundaries	<ul style="list-style-type: none"> • About Reporting Process • About Reporting Process

GRI index	Disclosure	Links
GRI 102-50	Reporting period	<ul style="list-style-type: none"> • About Reporting Process • About Reporting Process
GRI 102-51	Date of most recent report	<ul style="list-style-type: none"> • About Reporting Process • About Reporting Process
GRI 102-52	Claims of reporting in accordance with the GRI Standards (Core or Comprehensive)	<ul style="list-style-type: none"> • About Reporting Process • About Reporting Process
GRI 102-53	Contact point	<ul style="list-style-type: none"> • About Reporting Process • About Reporting Process
GRI 102-54	Claims of reporting in accordance with the GRI Standards (Core or Comprehensive)	<ul style="list-style-type: none"> • About Reporting Process • About Reporting Process
GRI 102-55	GRI content index	<ul style="list-style-type: none"> • About Reporting Process • About Reporting Process
GRI 102-56	Organization's policy and current practice with regard to seeking external assurance for the report	<ul style="list-style-type: none"> • About Reporting Process • About Reporting Process
Topic-specific standard disclosure		

Key aspect of reporting: Investments and their impact on the environment

GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> • Environmental impact management • Investments and modernisations • Investments and modernisations
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> • Environmental impact management • Investments and modernisations • Investments and modernisations
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • Environmental impact management • Investments and modernisations • Investments and modernisations
Custom index 7	List of key investments that reduce the scale of the organization's impact on the natural environment	<ul style="list-style-type: none"> • Investments and modernisations • Investments and modernisations

Materials

GRI 301-1	Materials used by weight or volume	<ul style="list-style-type: none"> • Water and raw materials
-----------	------------------------------------	---

GRI index	Disclosure	Links
Key aspect of reporting: Energy		
GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> • Development directions • Environmental impact management • Energy efficiency • Development directions
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> • Development directions • Environmental impact management • Energy efficiency • Development directions
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • Development directions • Environmental impact management • Energy efficiency • Development directions
GRI 302-1	Energy consumption within the organization	<ul style="list-style-type: none"> • Energy efficiency
Custom index 8	Key actions implemented to reduce energy consumption and increase energy efficiency	<ul style="list-style-type: none"> • Energy efficiency
Key aspect of reporting: Water - caring for water resources		
GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> • Environmental impact management • Environmental impact management • Water and raw materials
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> • Environmental impact management • Environmental impact management • Water and raw materials
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • Environmental impact management • Environmental impact management • Water and raw materials
GRI 303-2	Total water withdrawal by source	<ul style="list-style-type: none"> • Water and raw materials
Custom index 9	Key actions implemented to reduce water consumption and protect water resources	<ul style="list-style-type: none"> • Water and raw materials
Key aspect of reporting: Emissions		

GRI index	Disclosure	Links
GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> • Environmental impact management • Environmental impact management • Emissions
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> • Environmental impact management • Environmental impact management • Emissions
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • Environmental impact management • Environmental impact management • Emissions
GRI 305-1	Direct GHG emissions (Enea Wytwarzanie, Enea Elektrownia Połaniec)	<ul style="list-style-type: none"> • Emissions
GRI 305-7	NOx, Sox and other significant air emissions as per type and weight.	<ul style="list-style-type: none"> • Emissions
Waste		
GRI 306-2	Total weight of waste by type and disposal method	<ul style="list-style-type: none"> • Water and raw materials
Environmental Compliance		
GRI 307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	<ul style="list-style-type: none"> • Environmental impact management
Environmental topics		
Key aspect of reporting: Ensuring continuity of energy supply		
GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> • Efficient power supply network
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> • Efficient power supply network
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • Efficient power supply network
Sector EU index 28	SAIFI - Frequency of interruptions in energy supplies	<ul style="list-style-type: none"> • Development directions • Efficient power supply network • Development directions

GRI index	Disclosure	Links
Sector EU index 29	SAIDI - Average duration of interruptions in energy supplies	<ul style="list-style-type: none"> • Development directions • Efficient power supply network • Development directions

Key aspect of reporting: Customer satisfaction

GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> • Quality of service • Quality of service
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> • Quality of service • Quality of service
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • Quality of service • Quality of service
Custom index 10	Actions implemented to ensure the safety of customers' personal data	<ul style="list-style-type: none"> • Data security
Custom index 11	Communication channels with customers	<ul style="list-style-type: none"> • Map of stakeholders • Customer innovations • Customer innovations
Custom index 12	Level of customers satisfaction	<ul style="list-style-type: none"> • Customer innovations • Customer innovations
Custom index 13	Main activities to improve customers satisfaction and to ensure continuity in service delivery	<ul style="list-style-type: none"> • Customer innovations • Customer innovations

Key aspect of reporting: Employment scale and conditions

GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> • Employment • Workplace management • Workplace management
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> • Employment • Workplace management • Workplace management
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • Employment • Workplace management • Workplace management
GRI 401-1	<p>"Total number and percentage of new employees and the total number of departures in the reporting period, including:"</p> <ul style="list-style-type: none"> • Total number and percentage of newly hired employees, by gender, age and region • Total number and percentage of employees who left the organisation, by gender, age and region 	<ul style="list-style-type: none"> • Generation gap management • Generation gap management
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> • Support and Benefits

GRI index	Disclosure	Links
Key aspect of reporting: Tackling the generation gap		
GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> • Generation gap management • Generation gap management
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> • Generation gap management • Generation gap management
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • Generation gap management • Generation gap management
Key aspect of reporting: Occupational safety and health		
GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> • Health and safety
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> • Health and safety
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • Health and safety
GRI 403-2	Type and rate of work-related injuries	<ul style="list-style-type: none"> • Health and safety
Custom index 14	Examples of activities and solutions for increasing workplace safety and employee education in this area	<ul style="list-style-type: none"> • Health and safety
Training and Education		
GRI 404-1	Average hours of training per year per employee by employee category	<ul style="list-style-type: none"> • Training and education • Training and education
GRI 404-2	Programs for upgrading employee skills	<ul style="list-style-type: none"> • Training and education • Training and education
Non-discrimination		
GRI 406-1	Incidents of discrimination and corrective actions taken (Not identified this type of cases reported in 2017)	
Key aspect of reporting: Compliance		
GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> • Ethics • Environmental impact management

GRI index	Disclosure	Links
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> • Ethics • Environmental impact management
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • Ethics • Environmental impact management
GRI 412-2	Employee training on human rights policies or procedures	<ul style="list-style-type: none"> • Ethics
Custom index 15	The total fee imposed on the companies in the Enea Group for non-compliance with the law and /or external regulations	<ul style="list-style-type: none"> • Customers and products • Customers and products
Social engagement		
Custom index 16	Total amount allocated by Enea Group to social engagement (including donations and employee volunteering)/year	<ul style="list-style-type: none"> • Social investments • Social investments
Custom index 17	Number of employees - volunteers engaged in employee volunteering activities in the reported year	<ul style="list-style-type: none"> • Employee volunteering • Employee volunteering
Custom index 18	Number of beneficiaries of employee volunteering activities including participants of action/training and other employee volunteering activities (without taking into account mass events)	<ul style="list-style-type: none"> • Employee volunteering • Employee volunteering
Custom index 19	Total number of hours spent by employees on employee volunteering in 2017	<ul style="list-style-type: none"> • Employee volunteering • Employee volunteering