

## ORGANIZATION DEVELOPMENT

### DIVERSITY POLICY

Diversity measures comprise all forms of activity aimed at ensuring that differences, in such aspects as gender, age, background, ability and appearance, religion and opinions, sexual orientation, disability or work-life balance, are accepted and put to effective use within the organization.

By promoting diversity, KOGENERACJA S.A. hopes in particular to sensitise its employees to the following four issues:

1. Equality of women and men
2. Age diversity at work
3. Work-life balance
4. Professional integration of the disabled

The aim of diversity management is to create a working environment that fosters professional and personal development and to build an atmosphere of respect and tolerance for diversity that will contribute to improving the efficiency of the organisation and to developing its capacity for innovation, as well as being a fulfilment of its corporate social responsibility.

The Company undertakes actions targeted at selected employee groups:

- The Interp'elles Women's Network has been set up within the EDF Group to support the professional development of women in the organisation through a series of dedicated training courses on competence building, conferences, etc.
- The Company has adopted the principle of diversity in the recruitment process
- The Ready for the future (Gotowi na przyszłość) project has been implemented in response to the challenges of a generational shift in the Company
- The aim of Healthy EDF is to build a community that will actively support measures for the promotion of health and a positive work-life balance

The Company communicates its commitment to diversity both internally and externally:

- KOGENERACJA S.A. is a signatory of the Diversity Charter, an international initiative promoted by the European Commission, which urges organisations to pursue a policy of equal treatment and diversity management, to ensure equality in access to promotion and training and to actively prevent discrimination and harassment in the workplace
- A practical guide for managers on how to manage diversity has been published
- A campaign was conducted on stereotypes about gender, disability and access to promotion
- Diversity Day is celebrated each year within the EDF Group
- EDF's Social Responsibility Agreement is reviewed on an annual basis in collaboration with the Company's trade unions
- Mechanisms have been implemented for monitoring and reporting by age, gender, employment, education, salary (on a monthly basis)
- Anti-bullying regulations have been adopted and training has been provided to managers, the Management Board and the Ethics Council in fulfilment of a commitment to a work environment free from harassment
- Physical activity, positive work-life balance, stress prevention and healthy eating are promoted under programmes such as Healthy Spring and Health Week
- Conferences, workshops and networking opportunities are organised and the Four pillars of a woman's success (Cztery filary kobiecego sukcesu) guide has been published by the Interp'elles Women's Network of EDF Polska S.A.

### EMPLOYEE COMPETENCE DEVELOPMENT

Average training received per employee totalled 3.0 days in 2016 (compared to 4.0 in 2015). A total of 7.9 thousand hours of training were provided in 2016 (compared to 11.5 thousand hours in 2015).

An internal training programme was launched in 2014 under the **Ready for the Future** (Gotowi na przyszłość) project. 107

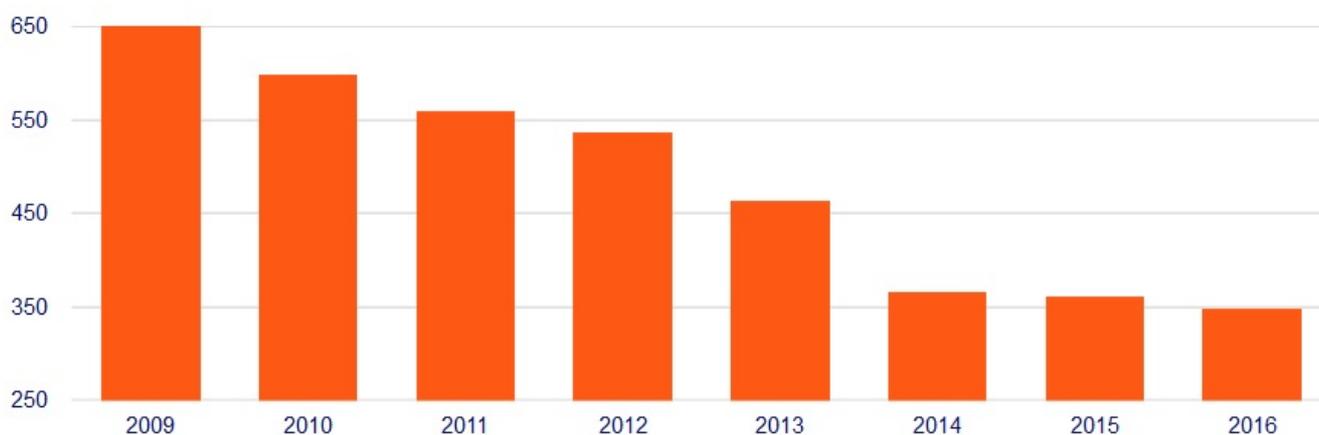
persons have joined the programme and each of them has received an individual training plan. The training curriculum is designed to address the specific needs of the employees concerned and is consistent with the target organisational structure of the Company. The main topics addressed are the Engine room and Wet flue gas desulphurisation unit. Training is also provided on the operation of other facilities.

The EDF Group's Summer Development Academy was organised for the fourth year in a row. This was an opportunity for employees to learn more about the topics which, while important in their everyday work, are often neglected due to time constraints, such as assertiveness, self-motivation, managing life energy in stress and giving business presentations.

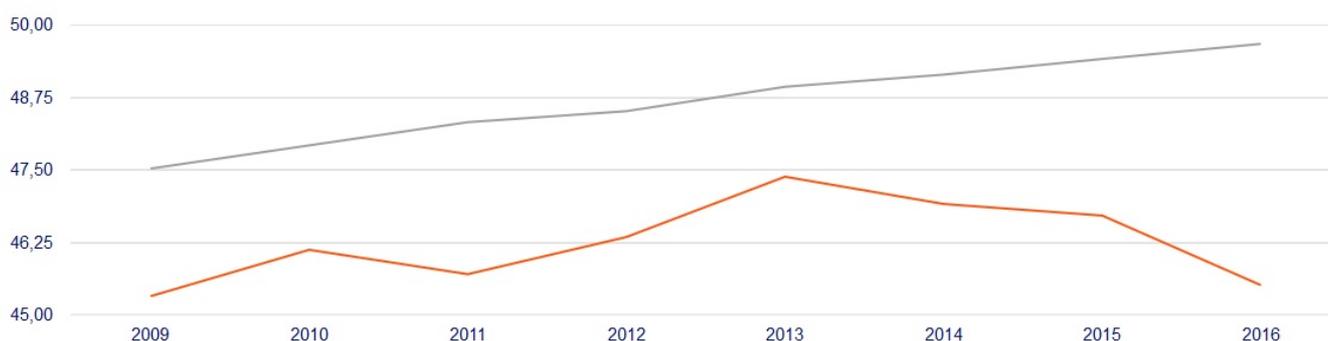
The development of managerial and specialist competencies was enhanced through cross-cutting programmes in EDF Group.

## EMPLOYMENT

### The number of employees in 2009-2016



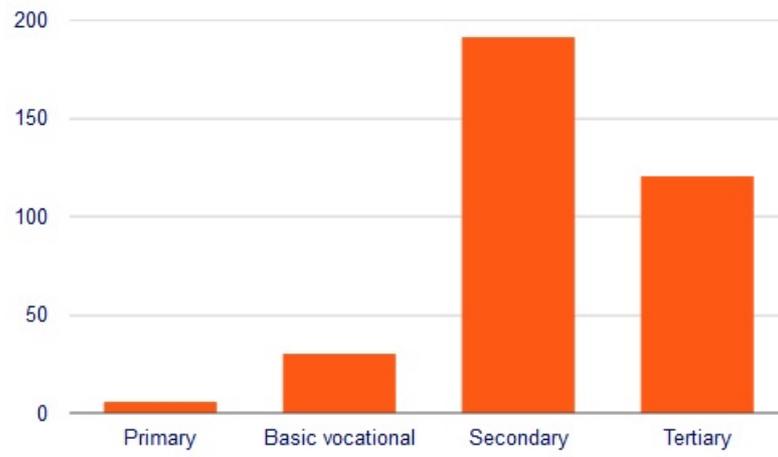
### Average employee age in 2009-2016



- Women
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- Men

### Employment by education level at end of 2016



### Employment by sex at end of 2016

