

## Attachment A: Social Data

GRI		2016	2017
	<b>Employment</b>		
	<b>Total workforce (persons)</b>	<b>15,571</b>	<b>14,615</b>
	Gender		
	men	9,217	8,695
	women	6,354	5,920
	% of women in the workforce	40.8%	40.5%
	Age		
	up to 30 years of age	1,224	1,024
	31-50 years of age	10,901	10,204
	over 50 years of age	3,446	3,387
	<b>Regular employees (active full-time positions)</b>	<b>15,537</b>	<b>14,587</b>
	men	9,204	8,688
	women	6,333	5,899
	<b>Employees on open-ended contracts</b>	<b>15,054</b>	<b>14,128</b>
	men	8,978	8,485
	women	6,076	5,643
	<b>Employees on fixed-term contracts</b>	<b>517</b>	<b>487</b>
	men	239	210
	women	278	277
	<b>Full-time employees</b>	<b>15,457</b>	<b>14,514</b>
	men	9,188	8,678
	women	6,269	5,836
	<b>Part-time employees</b>	<b>114</b>	<b>101</b>
	men	29	17
	women	85	84
	<b>Outsourced employees (full-time positions)*</b>	<b>5,823</b>	<b>5,480</b>
	<b>Employees in managerial positions</b>	<b>2,032</b>	<b>1,819</b>
	men	1,343	1,224
	women	679	595
	% of women in managerial positions	33.4%	32.7%
	<b>People with disabilities</b>		
	% of employees with disabilities	1.6%	1.7%
	* applies mainly to the call center for the customer service area, telesales and customer market service - operators.		
	<b>Social dialogue</b>		
G102-41	% of employees in trade unions	33.5%	30.8%
	% of employees covered by the Collective Labour Agreement	96.0%	95.7%
	<b>Wages</b>		
G202-1	Average basic salary (in PLN)	6,550	6,791
	Ratio of wages at the lowest positions to the legal minimum wage	147%	149%
	<b>Working conditions</b>		
	% of employees eligible for health care	100%	100%
	% of employees covered by the Employee Retirement Plan*	80.2%	81.5%

GRI		2016	2017	
G401-1	<b>Professional mobility</b>			
	<b>Total number of new employee hires</b>	540	552	
	Gender			
	men	315	307	
	women	225	245	
	Age			
	up to 30 years of age	308	238	
	31-50 years of age	224	293	
	over 50 years of age	8	21	
	<b>Departures, total</b>	1,231	1,301	
	<b>Departures, excluding voluntary</b>	603	568	
	Gender			
	men	347	359	
	women	256	209	
	Age			
	up to 30 years of age	114	154	
	31-50 years of age	408	376	
	over 50 years of age	81	38	
	<b>Turnover*</b>	3.7%	3.8%	
	Gender			
	men	3.7%	4.0%	
	women	3.9%	3.4%	
	Age			
up to 30 years of age	10.7%	16.8%		
31-50 years of age	3.5%	3.5%		
over 50 years of age	2.3%	1.1%		
* Total number of employees leaving, excluding voluntary departures (for reasons unrelated to the employer) and departures at the employer's initiative as well as intra-group transfers (e.g. an Orange Polska employee departing for OCS)				
G403-2****	<b>Occupational health and safety*</b>			
	Number of accidents	32	45	
	Accident frequency rate**	2.3	3.0	
	Days off work due to work-related accidents	1,026	994	
	Accident severity rate***	33.1	22.1	
	fatal accidents	1	0	
	serious accidents	0	0	
	other accidents	31	45	
	* Only for Orange Polska			
	** Number of persons injured in work-related accidents per 1,000 employees			
*** Number of days off per accident				
**** Indicator reported partially				

GRI		2016	2017
G404-1	<b>Development and education*</b>		
	Total employees trained (in '000)	15.29	15.14
	Total hours of training (in '000)	542.4	484.5
	Number of training hours per employee per year	35.5	32
	Gender		
	men	35.1	30.0
	women	35.4	35.9
	Position		
	managers	36.3	35.8
	non-managers	35.2	30.75
	* data refer to Orange Polska and Integrated Solution. Data by the status of the training database - 31.12.2017		
G404-3	<b>Employee assessment</b>		
	% of regularly evaluated employees	97.2%	94.4%
	Gender		
	men	96.7%	94.8%
	women	95.7%	93.8%
	% of employees with individual development plans	81.3%	82.3%
	Scheduled development tasks	21,946	22,607
	% of regularly evaluated outsourced employees	99.8%	97.8%
% of outsourced employees with individual development plans	75.4%	73.4%	
G405-2	<b>Ratio of basic salary of women to men by employee position (men's salary = 100%)*</b>		
	general	79.4%	79.4%
	non-managerial positions	82.5%	82%
	managerial positions	80.1%	83.5%
* Only for Orange Polska			
G205-2, G412-2	<b>Human rights and ethics training</b>		
	Total hours of ethics training of employees	386	635
	Total hours of ethics training of partners	560	588
	<b>Anti-bribery and corruption training</b>		
	Total hours of compliance training of employees (in '000)	3.0	1.8
Total hours of compliance training of partners	1,532	999	

All indicators for the Orange Polska Group unless indicated otherwise