


## 5 COMMUNITY

- 5.1 Goals and priorities
- 5.2 Social investments
- 5.3 Employee volunteering

ENEA Capital Group has supported local communities for many years, among others, through an extensive program of employee volunteering and involvement of employees in social activities.

"Policy of social engagement of the ENEA Capital Group" defined priorities and directions in the area of social activities in 2013. The Management Board of ENEA SA founded ENEA Foundation in the first half of 2014. The Foundation is responsible for coordination of social engagement area of the ENEA Capital Group. ENEA Foundation has begun the accomplishment of statutory purposes in July 2014.

 More information about Foundation is available at: <http://www.enea.pl/fundacja/>

### 5.1 Goals and priorities

"Policy of social engagement of the ENEA Capital Group" focuses around two main directions of social activities development carried out in 2013 in the Capital Group. These are: Society and Environment.

According to the Policy, companies may grant financial donations or in kind, engage in employee volunteering initiative, provide logistical and factual support - on condition that supported by them activities inscribe in the two directions of development.

#### Key documents governing social activities

"Policy of social engagement of the ENEA Capital Group" is the main document. It was supplemented by the regulations for granting donations formulated separately for key companies of the Capital Group.

- ENEA SA defined "Rules of granting donations by the Management Board of ENEA SA",
- ENEA Operator adopted " Rules of granting donations in ENEA Operator",
- "Strategy of corporate social responsibility of ENEA Wytwarzanie SA", "Policy of social engagement in ENEA Wytwarzanie SA" and " Rules of granting donations and sponsorship by ENEA Wytwarzanie SA" binding in ENEA Wytwarzanie SA.
- "Regulations of employee volunteering program in Eneos Sp. z o.o." binding in Eneos Sp. z o.o.

#### Donations

ENEA Capital Group companies granted donations for social activities in the amount of PLN 556 329.82 in 2013.

Table. Sum of donations granted in 2013.

| Company                                | Sum of donations granted in 2013 in PLN |
|--|---|
| ENEA SA                                | 42 000*                                 |
| ENEA Operator                          | 138 940                                 |
| ENEA Wytwarzanie                       | 218 500                                 |
| Elektrociepłownia Białystok            | 98 300                                  |
| Elektrownie Wodne                      | 3200                                    |
| MEC Piła                               | 1600                                    |
| PEC Oborniki                           | 1000                                    |
| Annacond Enterprises                   | 0                                       |
| ENEA Centrum                           | 0                                       |
| ENEA Trading                           | 20 000                                  |
| ENERGOBUD Leszno                       | 13 480                                  |
| Eneos                                  | 0                                       |
| Energomiar                             | 14 020                                  |
| BHU                                    | 5289.82                                 |
| Hotel EDISON                           | 0                                       |
| Energetyka Poznańska Zakład Transportu | 0                                       |
| ITSERWIS                               | 0                                       |
| Centrum Uzdrowskowe ENERGETYK          | 0                                       |
| Energ-Tour                             | 0                                       |
| SUM                                    | 556 329.82                              |

\* The Management Board of ENEA SA didn't take any resolutions to grant donations to social organizations in 2013. However, donations were granted to six beneficiaries of a total amount of PLN 42 000.00 gross, which were transferred pursuant to resolutions of the Management Board of ENEA SA undertaken in the second half of 2012.

## 5.2 Social investments

Active participation in life of a community and making investments positively influencing its development is a basis of the ENEA Capital Group cooperation with local communities.

### Communication with local communities

Companies use a variety of communication channels in order to learn about the needs and expectations of local communities:

ENEA Wytwarzanie provides information on its activities to citizens of Koźienice and neighbourhood thanks to regular cooperation with local media: "OKO" weekly, "Echo Dnia" daily and TV "Kronika Koźienicka", in which periodic reports on the company appear.

Energomiar company also maintains a direct contact with local communities through offices in Bydgoszcz, Maszew and Zielona Góra. The company is in a regular contact with citizens by means of meter readers and fitters of metering and billing systems.

Organizations may apply for financial and in-kind support by submitting application form to ENEA SA. The form is available for download on the ENEA SA website, in the Foundation section from 2014.

Applications for support are assessed according to the following criteria: experience of the applying organization in the implementation of social projects, statutory objectives, level of initiative consistency with the directions of social engagement of the ENEA Capital Group, number of beneficiaries and level of mutual benefits that gain parties involved in the project.

#### Impact of investments on the quality of community life

ENEA Capital Group thanks to long-term activities wishes to contribute to the economic development of areas where the companies of the Capital Group operate. ENEA Wytwarzanie has continued in 2013 construction, already started in 2012, of a modern power unit No. 11 with a capacity of 1075 MW. 2,500 people is involved in the construction. The project is implemented with a view to ensure energy safety of the country.

[More information about work progress is available at ENEA Wytwarzanie SA]

#### Support of sport and a healthy lifestyle

ENEA Capital Group companies get involved in local community initiatives related to the promotion of sports, environmental attitudes and safety improvement.

ENEA SA together with Energetyk Sports Club and the City of Poznań got involved in the project Energy Volleyball Academy, which was to encourage students of III and IV classes of primary schools to play volleyball and to promote sport spirit among children. Free sport activities were organized within the project by the "Energetyk" Poznań team players. The project was attended by 800 students from 30 primary schools in Poznań, Bydgoszcz, Szczecin, Zielona Góra and Gorzów Wielkopolski.

#### Safety promotion

ENEA Operator supported the Municipal Police Headquarters in Poznań in its preventive measures within activities to improve safety. The company gets involved in "Safe Preschool Academy," "Blues for the Kids" and "I ride a bicycle safely" projects.

#### Protection of biodiversity

Conservation of biodiversity plays an important role to ENEA Operator. Company has prepared new poles with platforms to which nests of a white stork were moved from power poles in coordination with the Regional Directorate for Environmental Protection in Szczecin, in the Miedzydroje Distribution Region. 141 stork nests were moved to platforms in 2013.

### 5.3 Employee volunteering

Employees have an opportunity to work closely with local communities through the "Employee volunteering program of the ENEA Capital Group" managed on the basis of the "General provisions of employee volunteering supporting".

Volunteer coordinators operate in companies. They provide assistance to employees who wish to join the program. Each employee-volunteer is obliged to comply with the "Volunteer Ethics Code" available at ENEA SA intranet.

- 1051- total number of hours spent on voluntary actions by the ENEA Capital Group volunteers in 2013
- More than 4000 - total number of hours spent on voluntary actions by the Capital Group volunteers since the launch of the program in June 2011
- 3,5% of the Capital Group employees is currently engaged in volunteer activities

Employees-volunteers got involved in various projects in 2013 in the field of education, safety, first aid, encouraging social awareness, promoting sport, charity, environmental activities and helping animals.

Table. Employee Volunteering Program in the ENEA Capital Group

| Category  | 2011   | 2012   | 2013   | Total from the beginning of Employee Volunteering Program |
|---|--------|--------|--------|---|
| Number of beneficiaries   | 14 141 | 26 085 | 34 235 | <b>74 461*</b>  |
| Number of beneficiaries "Electricity is not so terrible" and "In contact with nature Kids" programs | 7345   | 11 264 | 14 715 | <b>33 324</b>   |
| Number of beneficiaries "First Aid - premedical rescue" program                                     | 5293   | 10 204 | 14 752 | <b>30 249</b>   |
| Institutions provided with education and support  | 127    | 295    | 165    | <b>587</b>  |

- including stop-gap volunteering (ad hoc activities) - 10 888 beneficiaries

#### Evaluation of the employee volunteering program

Efforts and commitment of ENEA Capital Group volunteers were repeatedly recognized in regional and national competitions. Jury of the "Poznań Volunteer of the Year" competition recognized a program of the ENEA Capital Group Employee Volunteering "From the heart impulse" best employee volunteer program in the region in 2013.

All activities carried out within the employee volunteering program are evaluated quantitatively. They are evaluated in terms of the number of individuals and institutions, which reached the support and the number of volunteers and hours dedicated to volunteering.

#### Electricity is not so terrible

ENEA volunteers taught kindergarten and elementary school pupils how to avoid accidents associated with the use of electronic devices within "Electricity is not so terrible" program. Lessons were conducted by ENEA SA, ENEA Operator, ENEA Wytwarzanie, ENEA Centrum, BHU and ITSERWIS employees.

Volunteers also shared their knowledge on electricity during the Science Picnic organized by the Copernicus Science Centre and the Polish Radio during events aimed at children and organized by the ENEA Capital Group.

#### First Aid - premedical rescue


Professionally trained rescuers are among the ENEA Capital Group volunteers. They share their life-saving knowledge within "First Aid – premedical rescue" program. ENEA Operator employees, among others, devoted to the program 268 hours of voluntary work in the past year. 14 752 beneficiaries were trained in 2013.

Thanks to the skills acquired during the training, a pupil of a II class from Secondary School in

#### "Small Volunteering" program

"Small Volunteering" social program which was launched in 2013 aims to sensitize young people to social needs and teach responsibility for the world around us. Teachers, parents, and class tutors of educational institutions were invited to participate in the program. Lessons' scenarios on volunteering for different age groups were developed in consultation with specialists for the purposes of the program. 120 educational institutions and 4000 young volunteers joined the program.

"Small Volunteering" program was organized with the cooperation and under the auspices of provincial vice-governor of Wielkopolska. "Jedność" publishing house was a partner of the program and honorary patronage was taken by Wielkopolska Chief Education Officer.

 To learn more, visit the "Small Volunteering" on Facebook

#### Charity

Volunteers from the ENEA Capital Group are also involved in charitable activities.

- ENEA Wytwarzanie gave Christmas "Full of energy packages" to the charges of PANDA socialization institution in Koźienice and Special Purpose School and Education Center in Opactwo
- employees-volunteers of ENEA Centrum took part in a support action for a Single Parent Home organized by the Provincial Office in Poznań
- volunteers, i.e. BHU and Energomiar employees, took part in cleaning works for "Stworzenie Pana Smolenia" Foundation.

#### Examples of other activities

As part of National Tree Planting Campaign ENEA Capital Group volunteers planted 200 trees in Rogalin near Poznań, thereby enriching Rogalin space by a lime-tree alley.

Volunteers also helped during the Great Integration Gala organized on the occasion of the International Day of Persons with Disabilities. The event was organized by the Academy for Philanthropy Development and the Association of the Friends of Integration at the Palace of Culture and Science in Warsaw. Honorary patronage over the event was taken by the President Bronisław Komorowski.

## GLOBAL REPORTING INITIATIVE CONTENT INDEX

| GENERAL STANDARD DISCLOSURE – CORE        |  |           |                    |
|---|--|-----------|--------------------|
| Indicator                                 | GRI G4 Guidelines  | Omissions | External Assurance |
| STRATEGY AND ANALYSIS                     |  |           |                    |
| G4-1                                      | Statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization’s strategy for addressing sustainability. | Full      | None               |
| ORGANIZATIONAL PROFILE                    |  |           |                    |
| G4-3                                      | Name of the organization.  | Full      | None               |
| G4-4                                      | Primary brands, products, and/or services.   | Full      | None               |
| G4-5                                      | Location of the organization’s headquarters.   | Full      | None               |
| G4-6                                      | Number of countries where the organization operates.   | Full      | None               |
| G4-7                                      | Nature of ownership and legal form.  | Full      | None               |
| G4-8                                      | Markets served including geographic breakdown, sectors served, and types of customers and beneficiaries.   | Full      | None               |
| G4-9                                      | Scale of the organization.   | Full      | None               |
| G4-10                                     | Total number of employees by employment contract and gender.   | Full      | None               |
| G4-11                                     | Percentage of total employees covered by collective bargaining agreements.   | Full      | None               |
| G4-12                                     | Organization’s supply chain.   | Partially | None               |
| G4-13                                     | Any significant changes during the reporting period regarding the organization’s size, structure, ownership, or its supply chain.  | Full      | None               |
| G4-14                                     | Explanation whether and how the precautionary approach or principle is addressed by the organization.  | Full      | None               |
| G4-15                                     | Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.                              | Full      | None               |
| G4-16                                     | Memberships of associations (such as industry associations) and national or international advocacy organizations.  | Full      | None               |
| EU4                                       | The length of the overhead and underground transmission and distribution lines according to the relevant provisions.   | Full      | None               |
| IDENTIFIED MATERIAL ASPECTS AND BOUNDRIES |  |           |                    |
| G4-17                                     | Operational structure of the organization, including main divisions, subsidiaries, affiliates and joint venture with an explanation which ones are not included in the report.             | Full      | None               |
| G4-18                                     | Process for defining the report content and the Aspect Boundaries.   | Full      | None               |
| G4-19                                     | All the material Aspects identified in the process for defining report content.  | Full      | None               |
| G4-20                                     | Aspect Boundary for each material Aspect within the organization.  | Full      | None               |
| G4-21                                     | Aspect Boundary for each material Aspect outside the   | Full      | None               |

|                               |   |   |      |
|-------------------------------|---|---|------|
|                               | organization.   |   |      |
| G4-22                         | Explanations which relate to effects of any restatements of information provided in previous reports, and the reasons for such restatement and their influence (i.e., mergers, acquisitions, change of base years/periods, nature of business, measurement methods).  | Full. No adjustments.   | None |
| G4-23                         | Significant changes from previous reporting periods in the Scope and Aspect Boundaries.   | Full  | None |
| <b>STAKEHOLDER ENGAGEMENT</b> |   |   |      |
| G4-24                         | A list of stakeholder groups engaged by the organization.   | Full  | None |
| G4-25                         | The basis for identification and selection of stakeholders.   | Full  | None |
| G4-26                         | The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.  | Full  | None |
| G4-27                         | Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns with indication of the stakeholder groups that raised each of the key topics and concerns.  | Partially. No detailed information which aspects exactly and issues were indicated by various stakeholder groups. | None |
| <b>REPORT PROFILE</b>         |   |   |      |
| G4-28                         | Reporting period.   | Full  | None |
| G4-29                         | Date of most recent previous report.  | Full  | None |
| G4-30                         | Reporting cycle.  | Full  | None |
| G4-31                         | Contact point.  | Full  | None |
| G4-32                         | a. Indication of the reporting option the organization has chosen.<br>b. Table indicating where the standard information is placed in the report.<br>c. Indication of the reference to the external assurance, if the report has been externally assured.   | Full  | None |
| G4-33                         | Organization's policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explanation of the scope and basis of any external assurance provided and relationship between the organization and the assurance providers. | Full  | None |
| <b>GOVERNANCE</b>             |   |   |      |
| G4-34                         | Governance structure of the organization, including committees of the highest governance body with identification of the committees responsible for decision-making on economic, environmental and social impacts.  | Full  | None |
| <b>ETHICS AND INTEGRITY</b>   |   |   |      |
| G4-56                         | Organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.   | Full  | None |

| SPECIFIC STANDARD DISCLOSURE                      |            |   |  |                    |
|---|------------|---|--|--------------------|
| ASPECT  | Indicators | GRI G4 Guidelines   | Omissions  | External assurance |
| <b>Category: Environmental</b>                    |            |   |  |                    |
| Materials   | G4-EN1     | Materials/raw materials used by weight or volume.   | Partially. Information on the weight of key raw materials is reported.                         | None               |
| Materials   | G4-DMA     | How the organization manages the "materials" Aspect.  | Full   | None               |
| Energy  | G4-EN3     | Direct energy consumption including fuel types.   | Full   | None               |
| Energy  | G4-DMA     | How the organization manages the "energy" Aspect.   | Full   | None               |
| Water   | G4-EN8     | Total water withdrawal by source.   | Partially. No division to sources.   | None               |
| Water   | G4-DMA     | How the organization manages the "water" Aspect.  | Full   | None               |
| Emissions   | G4-EN15    | Total direct and indirect greenhouse gas emissions per weight.  | Full   | None               |
| Emissions   | G4-EN21    | NOx, Sox and other significant air emissions as per type and weight.  | Full   | None               |
| Emissions   | G4-DMA     | How the organization manages the "emissions" Aspect.  | Full   | None               |
| Effluents and Waste                               | G4-EN23    | Total weight of waste by type and disposal method.  | Partially. No division as to disposal method.  | None               |
| Effluents and Waste                               | G4-DMA     | How the organization manages the "effluents and waste" Aspect.  | Full   | None               |
| Compliance  | G4-EN29    | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.                                      | Full. No fines and non-monetary sanctions.   | None               |
| Compliance  | G4-DMA     | How the organization manages the "compliance" Aspect.   | Full   | None               |
| <b>Category: labour practices and decent work</b> |            |   |  |                    |
| Employment  | G4-LA1     | Total number of new employee hires during the reporting period, by age group, gender and region and total number and rate of employee turnover by age group, gender and region. | Full   | None               |
| Employment  | G4-LA2     | Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.                                      | Full   | None               |
| Employment  | G4-DMA     | How the organization manages the "employment" Aspect.   | Full   | None               |
| Occupational Health and Safety                    | G4-LA6     | Rate of injury, occupational diseases, lost days and absenteeism and total number of work-related fatalities by region and gender.  | Partially. No information on lost days. Companies report the indicator of accidents frequency. | None               |
| Occupational                                      | G4-DMA     | How the organization manages the  | Full   | None               |



|   |        |   |   |      |
|---|--------|---|---|------|
| Health and Safety                       |        | "occupational health and safety" Aspect.  |   |      |
| Training and Education                  | G4-LA9 | Average hours of training per year per employee by employee category.   | Partially   | None |
| Training and Education                  | G4-DMA | How the organization manages the "training and education" Aspect.   | Full  | None |
| <b>Category: society</b>                |        |   |   |      |
| Local Communities                       | G4-SO2 | Operations with significant actual and potential negative impacts on local communities.   | Full. Not reported.   | None |
| Anti-corruption                         | G4-SO5 | Confirmed incidents of corruption and actions taken.  | Full. Not reported.   | None |
| Anti-corruption                         | G4-DMA | How the organization manages the "anti-corruption" Aspect.  | Full  | None |
| <b>Category: product responsibility</b> |        |   |   |      |
| Product and Service Labelling           | G4-PR5 | Results of surveys measuring Customer satisfaction.   |   | None |
| Product and Service Labelling           | G4-DMA | How the organization manages the "product and service labelling" Aspect.  | Partially. No detailed information on key documents regulating this aspect. | None |
| Customer Privacy                        | G4-PR8 | Total number of substantiated complaints regarding breaches of Customer privacy and losses of Customer data.                    | Full  | None |
| Customer Privacy                        | G4-DMA | How the organization manages the "customer privacy" Aspect.   | Full  | None |
| Compliance                              | G4-PR9 | Monetary value of fines for non-compliance with laws and regulations concerning the provision and use of products and services. | Full  | None |
| Compliance                              | G4-DMA | How the organization manages the "compliance" Aspect.   | Full  | None |