

Social Data

		2017	2018	
GRI	Employment			
G102-8	Total workforce (active persons)*	14,615	13,222	
	Gender			
	men	8,695	8,052	
	women	5,920	5,170	
	% of women in the workforce	40.5%	39.1%	
	Age			
	up to 30 years of age	1,024	893	
	31-50 years of age	10,204	9,046	
	over 50 years of age	3,387	3,283	
	Full- time employees	14,587	13,197	
	men	8,688	8,047	
	women	5,899	5,150	
	Employees on open-ended contracts	14,128	12,761	
	men	8,485	7,842	
	women	5,643	4,919	
	Employees on fixed-term contracts	487	461	
	men	210	210	
	women	277	251	
	Full-time employees	14,514	13,139	
	men	8,678	8,038	
	women	5,836	5,101	
	Part-time employees	101	83	
	men	17	14	
	women	84	69	
	Outsourced employees (full-time equivalent)**	5,480	4,344	
	* active employees are employees whose remuneration for absence (e.g. sick leave) is paid by the employer. The exception are employees on parental leave, who are counted as active, despite the fact that the benefit is paid by ZUS (The Polish Social Insurance Institution).			
	** Only for Orange Polska- applies mainly to the call center for the customer service area, telesales and customer market service - operators.			
	Employees in managerial positions	1,819	1,643	
	men*	1,224	1,103	
	women	595	540	
	% of women in managerial positions	32.7%	32.9%	
	People with disabilities in general employment			
	% of employees with disabilities	1.7%	1.8%	
G405-2	Ratio of basic salary of women to men by employee position (men's salary = 100%)			
	general	79.4%	79.5 %	
	non-managerial positions	82%	81.8%	
	managerial positions	83.5%	82.5%	
	Ratio of salary of women to men within the same pay grades (men's salary = 100%)*	no data	97.1%	
* In order to better account for differences in salaries between men and women, we have introduced an additional indicator for individual pay grades. This shows a lower gender pay gap. It means that the differences between men's and women's salaries result from a different structure of positions, as more women hold low-wage positions (call center and outlet staff), while technical positions (network engineers, IT specialists) are held chiefly by men.				

		2017	2018	
G404-1	Development and education			
	Total employees trained (in '000)	15.14	13.9	
	Total hours of training (in '000)	484.5	348.2	
	Number of training hours per employee per year	32	25	
	Gender			
	men	30.0	23.6	
	women	35.9	26.9	
	Position			
	managers	35.8	35.5	
	non-managers	30.75	23.4	
	* data refer to Orange Polska and Integrated Solution. Data by the status of the training database - 31.12.2018			
	Human rights and ethics training			
	Total hours of ethics training of employees	635	259	
Total hours of ethics training of partners	588	208		
G205-2	Anti-bribery and corruption training*			
	Total hours of compliance training of employees (in '000)	1.8	1	
	Total hours of compliance training of partners* (in '000)	1	0.6	
	* persons employed by our Contractor, working for the benefit of Orange Polska			
G401-1	Professional mobility			
	Total number of new employee hires	552	476	
	Gender			
	men	307	275	
	women	245	201	
	Age			
	up to 30 years of age	238	223	
	31-50 years of age	293	238	
	over 50 years of age	21	15	
	Departures, total	1,301	1,487	
	Departures, excluding voluntary	568	469	
	Gender			
	men	359	285	
	women	209	184	
	Age			
	up to 30 years of age	154	90	
	31-50 years of age	376	343	
	over 50 years of age	38	36	
	Turnover*	3.8%	2.8%	
	Gender			
	men	4.0%	2.9%	
	women	3.4%	2.7%	
	Age			
	up to 30 years of age	16.8%	8.5%	
	31-50 years of age	3.5%	3%	
over 50 years of age	1.1%	0.5%		
* 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)				

		2017	2018	
G403-2	Occupational health and safety*			
	Number of accidents	45	26	
	Accident frequency rate**	3.0	2.2	
	Days off work due to work-related accidents	994	1,584	
	Accident severity rate***	22.1	61.0	
	fatal accidents	0	0	
	serious accidents	0	0	
	other accidents	45	26	
	* only for Orange Polska * only for Orange Polska * only for Orange Polska ** Number of persons injured in work-related accidents per 1,000 employees (the average number of employees at the end of each month) *** Number of days off per accident			
	Number of accidents *		31	
	Days off work due to work-related accidents		1,792	
	fatal accidents		0	
	serious accidents		0	
	other accidents		31	
	* for Orange Group			
G404-3	Employee assessment *			
	% of regularly evaluated employees **	94.4%	80.2%	
	Gender			
	men	94.8%	81.3%	
	women	93.8%	78.5%	
	% of employees with individual development plans **	82.3%	81.5 %	
	Scheduled development tasks	22,607		
	% of regularly evaluated outsourced employees	97.8%	35.7%	
	% of outsourced employees with individual development plans	73.4%	42%	
	* The development and education data for the Orange Polska Group cover the following: Orange Polska S.A., TP Teltech, Integrated Solutions and Orange Foundation. ** In 2018, the assessment system was changed to 360-degree Feedback, which resulted in a decrease in the share of evaluated employees.			
G202-1	Wages			
	Average basic salary (in PLN)	6,791	7,114	
	Ratio of wages at the lowest positions to the legal minimum wage	149%	138%	
	Working conditions			
	% of employees eligible for health care	100%	100%	
	% of employees covered by the Employee Retirement Plan*	81.5%	52.2%	
* The Employee Retirement Plan has been expanded to include additional companies. Now, employees of Orange Polska, Telefony Podlaskie, Orange Szkolenia, TP Teltech, Pracownicze Towarzystwo Emerytalne Orange Polska S.A., Fundacja Orange (Orange Foundation) and Integrated Solutions Sp. z o.o. are eligible for participation.				
G102-41	Social dialogue			
	% of employees in trade unions	30.8%	30.3%	
	% of employees covered by the Collective Labour Agreement persons employed by our Contractor, working for the benefit of Orange Polska	95.7%	95.3%	