

Social Data

GRI	Social Data	2017	2018	2019
GRI102-8	Employment			
	Total workforce (persons)*	14,615	13,222	12,058
	Gender			
	men	8,695	8,052	7,406
	women	5,920	5,170	4,652
	% of women in the workforce	40.5%	39.1%	38.6%
	Age			
	up to 30 years of age	1,024	893	1,004
	31-50 years of age	10,204	9,046	8,378
	over 50 years of age	3,387	3,283	2,676
	Regular employees (active full-time positions)	14,587	13,197	12,034
	men	8,688	8,047	7,399
	women	5,899	5,150	4,634
	Employees on open-ended contracts	14,128	12,761	11,611
	men	8,485	7,842	7,184
	women	5,643	4,919	4,427
	Employees on fixed-term contracts	487	461	447
	men	210	210	222
	women	277	251	225
	Full-time employees	14,514	13,139	11,978
	men	8,678	8,038	7,390
	women	5,836	5,101	4,588
	Part-time employees	101	83	80
	men	17	14	16
	women	84	69	64
	Outsourced employees (full-time positions)**	5,480	4,344	3,203
	* Active employees (without NetWorkSI) 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	1,447	
men	1,224	1,103	974	
women	595	540	473	
% of women in managerial positions	32.7%	32.9%	33%	
People with disabilities				
% of employees with disabilities	1.7%	1.8%	2%	

GRI	Social Data	2017	2018	2019
GRI405-2	Ratio of basic salary of women to men by employee position (men's salary = 100%)			
	general	79.4%	79.5 %	80.2%
	non-managerial positions	82%	81.8%	82.4%
	managerial positions	83.5%	82.5%	82.9%
	Ratio of salary of women to men within the same pay grades (men's salary = 100%)*	no data	97.1%	97.7%
	* 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 grade positions (call center and points of sales staff), while technical positions (network engineers, IT specialists) are held chiefly by men. The presented indicator applies only to specialist positions.			
	Development and education			
GRI404-1	Total employees trained (in '000)	15.14	13.9	10.1
	Total hours of training (in '000)	484.5	337.8	301.9
	Number of training hours per employee per year	32	25	25
	Gender			
	men	30.0	21.09	22.9
	women	35.9	25.03	28.4
	Position			
	managers	35.8	35.5	47.3
	non-managers	30.75	23.4	22
		* Data refer to Orange Polska and Integrated Solution, TELTECH, Orange Szkolenia. Orange Energia, Fundacja Orange. Data by the status of the training database - 31.12.2019		
GRI412-2	Human rights and ethics training			
	Total hours of ethics training of employees	635	259	5
	Total hours of ethics training of partners	588	208	22
GRI205-2	Anti-bribery and corruption training			
	Total hours of compliance training of employees (in '000)	1.8	1.1	0.9
	Total hours of compliance training of partners (in '000)*	1.0	0.6	0.2
	* Persons employed by our Contractor, working for the benefit of Orange Polska			
	Professional mobility			
GRI401-1	Total number of new employee hires	552	476	492
	Gender			
	men	307	275	284
	women	245	201	208
	Age			
	up to 30 years of age	238	223	228
	31-50 years of age	293	238	251
	over 50 years of age	21	15	13
	Departures, total	1,301	1,487	1,489
	Departures, excluding voluntary	568	469	474
	Gender			
	men	359	285	308
	women	209	184	166
	Age			
	up to 30 years of age	154	90	122
31-50 years of age	376	343	322	
over 50 years of age	38	36	30	

GRI	Social Data	2017	2018	2019	
GRI401-1	Turnover*	3.8%	2.8%	3%	
	Gender				
	men	4.0%	2.9%	3.3%	
	women	3.4%	2.7%	2.5%	
	Age				
	up to 30 years of age	16.8%	8.5%	10.9%	
	31-50 years of age	3.5%	3%	3%	
	over 50 years of age	1.1%	0.5%	0.7%	
	* Rate of turnover, excluding voluntary departures (for reasons unrelated to the employee) and departures at the employer's initiative, as well as intra-group transfers				
GRI403-2	Occupational health and safety*				
	Number of accidents**	45	26	32	
	Accident frequency rate***	3.0	2.2	2.7	
	Days off work due to work-related accidents (calendar days)	994	1,584	1,120	
	Accident severity rate****	22.1	61.0	35	
	fatal accidents	0	0	0	
	serious accidents	0	0	0	
	other accidents	45	26	32	
		* Only for Orange Polska			
		** An event caused by an external cause causing injury or death, which occurred in connection with work			
		*** Number of persons injured in work-related accidents per 1,000 employees			
		**** Number of days off per accident			
		Number of accidents*		31	36
		Days off work due to work-related accidents (calendar days)		1,792	1,449
	fatal accidents		0	0	
	serious accidents		0	0	
	other accidents		31	36	
	* For Orange Group				
GRI404-3	Employee assessment*				
	% of regularly evaluated employees**	94.4%	80.2%	80.2%	
	Gender				
	men	94.8%	81.3%	81.3%	
	women	93.8%	78.5%	78.5%	
	% of employees with individual development plans**	82.3%	81.5%	81.5%	
	% of regularly evaluated outsourced employees	97.8%	35.7%	35.7%	
	% of outsourced employees with individual development plans	73.4%	42%	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.				
	** The assessment of employees and managers is based on 360 feedback, and the related development plans are implemented on a two-year basis. The last feedback process was completed in 2018 and another edition is scheduled for 2020. Only with front-line employees (responsible for customer care), development conversations are carried out annually.				
GRI202-1	Wages				
	Average basic salary (in PLN)	6,791	7,114	7,423	
	Ratio of wages at the lowest positions to the legal minimum wage	149%	138%	141%	
GRI102-41	Working conditions				
	% of employees eligible for health care	100%	100%	100%	
	% of employees covered by the Employee Retirement Plan*	81.5%	83.3%	83.6%	
		* 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.			
GRI102-41	Social dialogue				
	% of employees in trade unions	30.8%	30.3%	31.4%	
	% of employees covered by the Collective Labour Agreement	95.7%	95.3%	94.8%	

All indicators for the Orange Polska Group unless indicated otherwise dated on 31 December 2019.