



Social DATA

	Social Data	2018	2019	2020	
GRI	Employment				
G102-8	Total workforce (persons)*	13,222	12,058	10,967	
	Gender				
	men	8,052	7,406	6,776	
	women	5,170	4,652	4,191	
	% of women in the workforce	39.1%	38.6%	38.2%	
	Age				
	up to 30 years of age	893	1,004	822	
	31-50 years of age	9,046	8,378	7,481	
	over 50 years of age	3,283	2,676	2,664	
	Regular employees (active full-time positions)	13,197	12,034	10,952	
	men	8,047	7,399	6,770	
	women	5,150	4,634	4,182	
	Employees on open-ended contracts	12,761	11,611	10,583	
	men	7,842	7,184	6,593	
	women	4,919	4,427	3,990	
	Employees on fixed-term contracts	461	447	384	
	men	210	222	183	
	women	251	225	201	
	Full-time employees	13,139	11,978	10,912	
	men	8,038	7,390	6,763	
	women	5,101	4,588	4,149	
	Part-time employees	83	80	55	
	men	14	16	13	
	women	69	64	42	
	Outsourced employees (full-time positions)**	4,344	3,203	2,534	
	<p>* 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).</p> <p>** Only for Orange Polska- applies mainly to the call center for the customer service area, telesales and customer market service - operators</p>				
		Employees in managerial positions	1,643	1,447	1,339
	men	1,103	974	896	
	women	540	473	443	
	% of women in managerial positions	32.9%	33%	33.1%	
	% managers up to 30 years of age	2.0%	2.3%	1.7%	
	% managers 31-50 years of age	76.1%	78.5%	77.5%	

	% managers over 50 years of age	21.9%	19.1%	20.8%
	Supervisory Board			
	% of woman			22.4%
	% members up to 30 years of age			-
	% members 31-50 years of age			44.9%
	% members over 50 years of age			55.1%
	Management Board			
	% of woman			18.2%
	% members up to 30 years of age			-
	% members 31-50 years of age			76.7%
	% members over 50 years of age			23.3%
	People with disabilities			
	% of employees with disabilities	1.8%	2%	2%
	* applies mainly to the call center for the customer service area, telesales and customer market service - operators.			
G405-2	Ratio of basic salary of women to men by employee position (men's salary = 100%)*			
	general	79.5 %	80.2%	81%
	non-managerial positions	81.8%	82.4%	81.7%
	managerial positions	82.5%	82.9%	85.8%
	Ratio of salary of women to men within the same pay grades (men's salary = 100%)*	97.1%	97.7%	97%
	* 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. Only for Orange Polska			
G404-1	Development and education*			
	Total employees trained (in '000)	13.9	10.3	11.2
	Total hours of training (in '000)	337.8	304	272.6
	Number of training hours per employee per year	25	25	24.3
	Gender			
	men	21.09	24.3	23.3
	women	25.03	29.4	25.9
	Position			
	managers	35.5	47.3	30.7
	non-managers	23.4	22	23.6
	* From 2020 data refer to Orange Polska and Integrated Solution, TELTECH, Orange Szkolenia. Orange Energia, Fundacja Orange, Pracownicze Towarzystwo Emerytalne. Before only from Orange Polska. Data by the status of the training database - 31.12.2020			
GRI412-2	Human rights and ethics training			
	Total hours of ethics training of employees	259	5	156
	Total hours of ethics training of partners	208	22	28

GRI205-2	Anti-bribery and corruption training			
	Total hours of compliance training of employees (in '000)	1.1	0.9	16
	Total hours of compliance training of partners (in '000) *	0.6	0.2	11.3
	* persons employed by our Contractor, working for the benefit of Orange Polska			
GRI205-2	Professional mobility			
	Total number of new employee hires	476	492	311
	Gender			
	men	275	284	195
	women	201	208	116
	Age			
	up to 30 years of age	223	122	131
	31-50 years of age	238	322	158
	over 50 years of age	15	30	22
	Departures, total	1,487	1,489	1,218
	Departures, excluding voluntary	469	474	375
	Gender			
	men	285	287	260
	women	184	187	115
	Age			
	up to 30 years of age	90	122	77
	31-50 years of age	343	322	261
	over 50 years of age	36	30	37
	Turnover*	2.8%	3%	2.4%
	Gender			
	men	2.9%	3.3%	2.8%
	women	2.7%	2.7%	1.8%
Age				
up to 30 years of age	8.5%	10.9%	4.4%	
31-50 years of age	3%	3.0%	2.5%	
over 50 years of age	0.5%	0.7%	1.2%	
* 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				
	Occupational health and safety*			
	Number of accidents	26	32	26
	Accident frequency rate**	2.2	2.7	2.4
	Days off work due to work-related accidents	1,584	1,120	859
	Accident severity rate***	61.0	35	33
	fatal accidents	0	0	0
	serious accidents	0	0	1

G403-2	other accidents	26	32	25
	* Only for Orange Polska ** Number of persons injured in work-related accidents per 1,000 employees *** Number of days off per accident			
	Number of accidents *	31	36	31
	Days off work due to work-related accidents	1,792	1,449	1,076
	fatal accidents	0	0	0
	serious accidents	0	0	1
	other accidents	31	36	30
	* for Orange Group			
GRI404-3	Employee assessment			
	% of regularly evaluated employees*	80.2%	80.2%	97%
	Gender			
	men	81.3%	81.3%	97.4%
	women	78.5%	78.5%	96.2%
	Age			
	up to 30 years of age			90.8%
	31-50 years of age			96.9%
	over 50 years of age			98.4%
	% of employees with individual development plans **	81.5 %	78.6%	52.1%
	% of regularly evaluated outsourced employees	35.7%	35.7%	43.8%
	% of outsourced employees with individual development plans	42%	42%	25.4%
* The assesment data for the Orange Polska Group cover the following: Orange Polska S.A., Integrated Solution, Orange Energia 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 (2018, 2020). Only with front-line employees (responsible for customer care), development conversations are carried out annually. ** Only for Orange Polska				
GRI404-3	Wages*			
	Average basic salary (in PLN)	7,114	7,423	8,070
	Ratio of wages at the lowest positions to the legal minimum wage	138%	141%	131%
	* Only for Orange Polska			
	Working conditions			
	% of employees eligible for health care	100%	100%	100%
	% of employees covered by the Employee Retirement Plan*	83.3%	83.6%	84.1%
* 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.				
G403-2	Social dialogue			
	% of employees in trade unions	30.3%	31.4%	31.1%
	% of employees covered by the Collective Labour Agreement	95.3%	94.8%	94%