

# Employment

GRI:102-8,405-1,401-1,401-2

## Headcount

GRI:102-8

At the end of December 2018, the headcount (based on employment contracts) in the business segments included in the report, i.e. the Extruded Products Segment, the Aluminium Systems Segment and the Flexible Packaging Segment, was 4,382 people. It represented 6% growth compared to 2017.

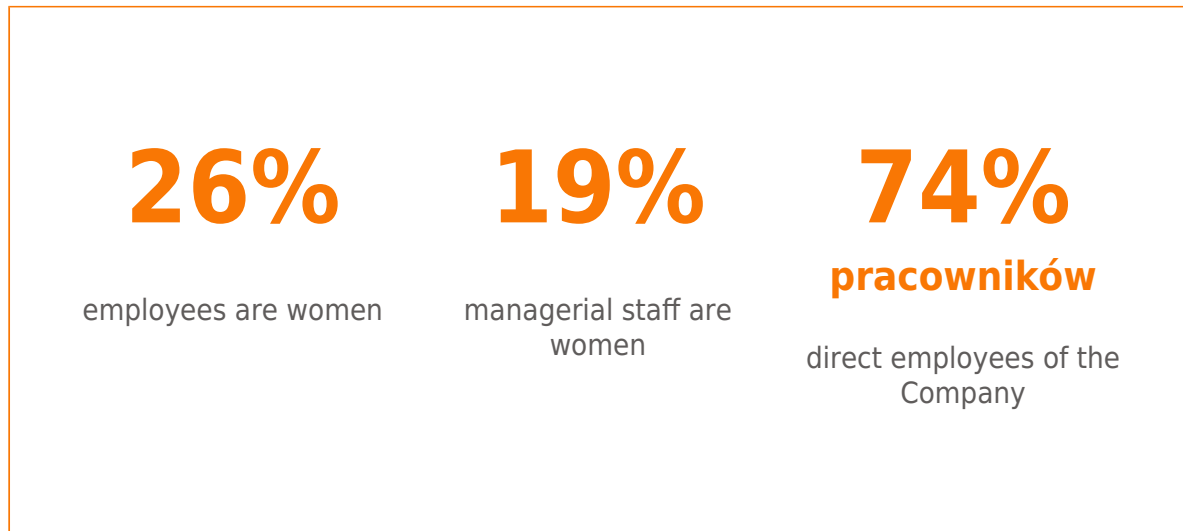
**In December 2018, 26% of all employees were women. 75% of employees worked under employment contracts for an unspecified period of time.**

	2017										2018									
	women	men	trial period contracts	permanent contracts	limited term contracts	replacement contract	specific task contracts	mandate contracts	other civil-law contracts	temporary employees	women	men	trial period contracts	permanent contracts	limited term contracts	replacement contract	specific task contracts	mandate contracts	other civil-law contracts	temporary employees
EPS management staff	2	28	0	0	0	0	0	0	0	0	6	28	0	0	34	0	0	0	0	0
EPS other white-collar staff	104	166	1	16	255	0	0	0	0	107	171	4	22	252	0	0	2	0	0	
EPS blue-collar workers	202	909	8	228	875		0	0	0	240	945	51	223	911	0	0	1	0	0	
EPS total	308	1,103	9	244	1,130	0	0	0	0	353	1,144	55	245	1,197	0	0	3	0	0	
FPS management staff	6	30	0	2	34	0	0	0	0	8	29	0	2	35	0	0	0	0	0	
FPS other white-collar staff	48	64	6	18	88	0	0	0	0	52	69	5	23	93	0	0	0	0	0	
FPS blue-collar workers	69	565	24	145	465	0	0	0	0	71	568	26	99	514	0	0	0	0	0	
FPS total	123	659	30	165	587	0	0	0	0	131	666	31	124	642	0	0	0	0	0	
ASS management staff	11	35	0	0	46	0	0	0	1	13	51	0	3	55	0	0	2	2	0	
ASS other white-collar staff	237	297	17	158	359	0	0	5	0	278	304	19	146	423	0	0	53	0	0	
ASS blue-collar workers	326	1,036	51	520	791	0	0	7	0	368	1,074	81	404	957	0	0	134	0	105	
ASS total	574	1,368	68	678	1,196	0	0	12	1	659	1,429	100	553	1,435	0	0	189	2	105	

## Headcount by age groups

GRI:405-1

58% of employees were aged between 30 and 50. In 2017, the level was 57%. The headcount in other age groups was similar as in the previous year, namely: 24% of employees aged up to 30 (25% previously) and 17% employees aged above 50 (18% previously).



#### Headcount by age groups

NUMBER	age group	2017				2018			
		men	women	blue-collar workers	white-collar staff	men	women	blue-collar workers	white-collar staff
EPS	up to 30 years	248	44	258	34	246	53	266	33
EPS	30-50 years	628	181	608	201	668	223	670	221
EPS	over 50 years	227	83	244	66	230	77	249	58
FPS	up to 30 years	158	20	152	26	147	19	136	30
FPS	30-50 years	436	65	392	109	441	82	409	114
FPS	over 50 years	65	38	90	13	78	30	94	14

NUMBER		2017				2018			
ASS	up to 30 years	424	151	444	131	430	177	449	158
ASS	30-50 years	691	352	659	384	738	405	722	421
ASS	over 50 years	253	71	259	65	261	77	271	67

#### Headcount by age groups in percent

NUMBER		2017				2018				
		age group	men	women	blue-collar workers	white-collar staff	men	women	blue-collar workers	white-collar staff
EPS	up to 30 years		17.58%	3.12%	18.28%	2.41%	16.43%	3.54%	17.77%	2.2%
EPS	30-50 years		44.51%	12.83%	43.09%	14.25%	44.62%	14.9%	44.76%	14.76%
EPS	over 50 years		16.09%	5.88%	17.29%	4.68%	15.36%	5.14%	16.63%	3.87%
FPS	up to 30 years		20.2%	20.6%	19.4%	3.3%	18.44%	2.38%	17.06%	3.76%
FPS	30-50 years		55.8%	8.3%	50.1%	13.9%	55.33%	10.29%	51.32%	14.3%
FPS	over 50 years		8.3%	4.9%	11.5%	1.7%	9.79%	3.76%	11.79%	1.76%
ASS	up to 30 years		21.83%	7.78%	22.86%	6.75%	20.59%	8.47%	21.5%	7.56%
ASS	30-50 years		35.58%	18.13%	33.93%	19.77%	35.34%	19.39%	34.57%	20.16%
ASS	over 50 years		13.03%	3.66%	13.34%	3.35%	12.5%	3.68%	12.97%	3.2%

## New employees

### GRI:401-1

In 2017, 852 new employees were hired at the EPS, the FPS and the ASS, and 36% of them were women. 47% of the new workforce were people aged 30 or younger, and 1% - people aged 60+.

In the same period, 619 employees left the Company (17% of women). Among the latter group 42% were aged up to 30, and 9% were aged above 60.

#### New employees by gender

		2017					2018				
gender		up to 30 years	31-40 years	41-50 years	51-60 years	over 60 years	up to 30 years	31-40 years	41-50 years	51-60 years	over 60 years
EPS	women	11	15	6	2	0	19	32	16	2	0
EPS	men	73	32	24	7	1	54	31	28	7	0
EPS	total	84	47	30	9	1	73	63	44	9	0
FPS	women	7	11	3	2	1	6	20	6	1	0
FPS	men	91	66	20	4	0	47	46	12	3	0
FPS	total	98	77	23	6	1	53	66	18	4	0
ASS	women	51	42	13	7	0	89	59	49	7	4
ASS	men	154	65	40	18	4	184	55	43	26	6
ASS	total	205	107	53	25	4	273	114	92	33	10

#### Leaving employees by gender

		2017					2018				
gender		up to 30 years	31-40 years	41-50 years	51-60 years	over 60 years	up to 30 years	31-40 years	41-50 years	51-60 years	over 60 years

	2017				2018					
EPS women	1	3	3	3	2	2	5	1	7	12
EPS men	26	15	4	9	8	36	23	8	3	13
EPS total	27	18	7	12	10	38	28	9	10	25
FPS women	4	7	1	6	1	7	11	0	7	2
FPS men	59	47	15	7	1	50	39	8	3	2
FPS total	63	54	16	13	2	57	50	8	10	4
ASS women	32	32	28	21	3	43	40	26	9	4
ASS men	143	73	24	23	10	119	57	42	17	23
ASS total	175	105	52	44	13	162	97	68	26	27

### Additional benefits

#### GRI:401-2

Regulations applicable to work rules, remuneration, incentive fund, and corporate social benefits fund describe in detail the conditions that must be met to obtain the respective benefits. Grupa Kęty S.A. has its Corporate Collective Bargaining Agreement, which applies to all employees of the Company, i.e. 100% of its workforce. The Agreement is a form of cooperation between the employer and trade unions, which represent the employees' interests.

Pursuant to the Trade Unions Act, the employer informs trade unions about any matters falling within their powers, in accordance with the deadlines laid down in the Act.



**All of the Capital Group companies offer pension schemes to their employees within the so called third pillar. The ‘Pogodna Przyszłość’ scheme covers all employees with at least one year of service at the Company. In 2018 that referred to 45% of headcount, including 86% at the EPS and 75% at the FPS. At the ASS it is only 5% due to the fact that a few years ago the programme was closed.**

#### Employee Pension Schemes

<b>2017</b>		<b>2018</b>	
Number of insured employees	% of insured employees	Number of insured employees	% of insured employees
EPS 1,257	0.867494824	1,284	0.86
FPS 568	0.73	599	0.75
ASS 116	0.08	109	0.05