Occupational health and safety

GRI:**403-9**,**403-5**,**403-6**

Health and safety of the employees are the focus of all the Company activities. Every year some accidents occur, however, actions have been taken to limit their number to the minimum.
At the Grupa Kęty S.A. Capital Group the ‘Safe Work’ programme has been implemented. It concentrates not only on the actions required by law, but mainly on raising the awareness of how the behaviour of one person affects the safety of other co-workers. There are provided additional training courses in OHS and fire safety, in reference to the specifics of operation of the respective company. Suggestions systems are also used to implement the programme objectives. The systems, being an additional source of information about the potential risks at work, encourage the employees to share their knowledge and enable them to suggest improvements. Thanks to the reporting system, the results of the undertaken measures and potential risks may be analysed on a current basis.

Our approach to OHS processes development

Grupa Kęty S.A. has appointed a team of OHS specialists responsible for monitoring the work environment. In addition, the managers of the particular organisational units appoint teams under their leadership composed of the Corporate OHS Officer, Employee Representative, Shift Foreman and other specialists, as appropriate, who:

- identify hazards that the employees and contract workers as well as visitors and other people in the workplace may face in a particular job or in a given area of the Company;
- identify the sources of hazards and possible effects of such hazards;
- estimate the occupational risk;
- suggest preventative measures aimed at reducing or eradicating occupational risks.

As a result of such measures, the occupational risk for a given job is assessed.

All of the Company employees are subject to the activities of teams responsible for safety at work.

Type and number of work-related injuries

GRI:**403-9**

In 2018, there were 49 victims of accidents at work (10 women and 39 men).

Accidents at work – persons injured by age groups

	Age	2017	2018
EPS	up to 20 years	0	0
EPS	21-25 years	3	1
EPS	26-30 years	2	1
EPS	31-35 years	3	2
EPS	36-40 years	1	1
EPS	41-45 years	1	1
EPS	46-50 years	2	0
EPS	more than 50 years	3	3
FPS	up to 20 years	0	0
FPS	21-25 years	1	1
FPS	26-30 years	1	1
FPS	31-35 years	1	0
FPS	36-40 years	1	0
FPS	41-45 years	1	0
FPS	46-50 years	0	0
FPS	more than 50 years	0	0
ASS	up to 20 years	2	0
ASS	21-25 years	2	6
ASS	26-30 years	4	10
ASS	31-35 years	3	2

	Age	2017	2018
ASS	36-40 years	4	7
ASS	41-45 years	4	5
ASS	46-50 years	3	2
ASS	more than 50 years	5	6

Accidents at work – persons injured by gender

		2017	2018
EPS	women	1	2
EPS	men	14	7
FPS	women	0	0
FPS	men	5	2
ASS	women	5	8
ASS	men	22	30

Accidents at work – persons injured by type of injury

		2017	2018
EPS	Flesh wounds	8	0
EPS	Bone fractures	3	5
EPS	Dislocations, sprains and strains	2	2
EPS	Accidental amputation (loss of a part of body)	0	1
EPS	Damage to internal organs	1	0
EPS	Numerous injuries	0	0
EPS	Other injuries	1	1
FPS	Flesh wounds	2	1

		2017	2018
FPS	Bone fractures	3	0
FPS	Dislocations, sprains and strains	0	0
FPS	Accidental amputation (loss of a part of body)	0	0
FPS	Damage to internal organs	0	0
FPS	Numerous injuries	0	0
FPS	Other injuries	0	1
ASS	Flesh wounds	16	17
ASS	Bone fractures	4	7
ASS	Dislocations, sprains and strains	3	8
ASS	Accidental amputation (loss of a part of body)	0	0
ASS	Damage to internal organs	4	5
ASS	Numerous injuries	0	1
ASS	Other injuries	0	0

OHS education

GRI:**403-5**

Number of OHS training hours

	Number of training hours for employees (employment contract staff)	of which training free-of-charge for the employee	of which training within working hours	of which the number of mandatory training hours (not only required by law but also by the employer)

		Number of training hours for employees (employment contract staff)	of which training free-of-charge for the employee	of which training within working hours	of which the number of mandatory training hours (not only required by law but also by the employer)
EPS	Compulsory training courses	3,764	3,764	Yes	3,764
EPS	Additional training courses	378	378	Yes	0
EPS	Total	4,142	4,142	-	-
FPS	Compulsory training courses	2,080.5	2,080.5	352.5	2,080.5
FPS	Additional training courses	240	240	0	240
FPS	Total	2,320.5	2,320.5	352.5	-
ASS	Compulsory training courses	9,142	9,142	9,142	9,142
ASS	Additional training courses	1,678	1,678	1,678	1,430
ASS	Total	10,820	4,154	10,820	-

Health promotion among the employees

GRI:**403-6**

Guided by the philosophy that employees belong to the leading stakeholders group, the Company has taken a number of measures to engage them in dedicated projects and initiate projects for them, with particular attention paid to health matters.

The idea of educating through sport

The Company cares highly for investing in the employees' health by proposing them a range of sports events, which are described in more detail in the chapter entitled , and by proposing the employees such market tools as Multisport cards or free-of-charge vaccination.

Medical insurance

All of the Polish companies of the Capital Group offer their employees a special additional medical insurance programme under the name **'Opieka medyczna S'**, in cooperation with the PZU Życie S.A. insurance company and the PWS Konstanta insurance broker.

Number of employees covered with the programme at the end of 2018

More than 2,700 people have joined the programme, which accounts for over 60% of all employees in Poland. The insurance is co-financed by the employer in roughly 70% on the average, depending on the package selected by employees.

The programme has been implemented as a part of the Corporate Social Responsibility Policy, which states that employees' health and safety are the guiding values of the Company.