



## Sustainability

### Mission, vision, values

We declare the intention to pursue strategic goals in compliance with corporate social responsibility principles. Our commitment towards local communities and the environment is to ensure that no social or environmental damage is caused by our activities.

### People

The strategy which aims to transform the human resources into the capital of the Company addresses the need to adjust the qualitative and quantitative employee structure to the fast-changing market environment, modify the internal labour market, and reward excellent employee performance with a variety of incentive mechanisms.

### Environment

The environmental policy of the LOTOS Group is oriented towards a steady reduction of consumption of utilities and raw materials, reduction of pollutant emissions, waste management and security of industrial processes so as to effectively prevent failures.