



## People

The LOTOS Group conducts its pro-social activities in line with the mission and development strategy of the Company.

### THE FIRST PILLAR OF THE LOTOS GROUP'S CORPORATE SOCIAL RESPONSIBILITY STRATEGY

#### PEOPLE = SOCIAL RESPONSIBILITY

task = to create social values

*working conditions, diversity, human rights, preventing exclusion*

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### Employees

The management of the LOTOS Group strives to build responsible relations with its employees through its recruitment policies, work relations, ensuring safety of the employees and developing the social dialogue within the LOTOS Group.

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### Society

Open relations with its social environment which are built on confidence and cooperation constitute an important value for the LOTOS Group. We have a significant non-economic influence on the society. The completion of the 10+ Programme serves as a clear proof for it. For years, the LOTOS Group has also invested in comprehensive projects aimed at counteracting social problems in its environment such as increasing traffic safety and protecting endangered species as well as in long-term sporting education programmes for children and youths.