



# **CSR ACTIVITY REPORT**

ORLEN UNIPETROL GROUP  
**2020**

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# 1

## INTRODUCTION FROM CEO TOMASZ WIATRAK



Ladies and Gentlemen,

Although it may not seem like that at first sight, our group is your daily companion in almost all your activities. Our products are the initial material for end products in a clear majority of other industries, from the automotive industry, construction and electronics, to cosmetics and toys.

The refining, petrochemical, and energy industries are simply central components of contemporary society, contributing to its welfare and development. But this position entails and means significant responsibilities, not only the responsibility for continuous supplies of our products but also special social responsibility.

The twenty-first century is seeing many progressive changes which affect **ORLEN Unipetrol Group**. Our goal is to gradually shift the focus from the current traditional raw materials to **renewable sources**. To meet this target in the best possible time, we are adapting our strategies and mainly changing

our thinking and actions which impact the public and people around us.

In recent years, we have therefore reset and intensified our activities related to corporate social responsibility, in four key areas: **environmental protection, support of local communities, education of the upcoming generations, and care for the most significant asset we have – our employees**. Our **ORLEN Unipetrol Foundation** has a solid position in all these activities, and over the past five years, it has assumed a central role in fulfilling our CSR commitments.

**The global COVID-19 pandemic brought us to an unexpected and unprecedented situation last year. We had to shift our attention to other areas and replace the gradual, thought-out fulfilment of long-term objectives with immediate actions. You might guess that it was a genuine challenge for such a large corporation as we are.**



**We had to revise our priorities almost overnight to react to current events quickly and effectively.**

I am very happy that as a group of ten companies, five production plants and two research centres, we were not only able to maintain strategic fuel production, distribution and supplies, which was necessary for the continued running of the state but also to be a good and protective neighbour.

We provided support to towns and municipalities, hospitals, schools, integrated rescue system units and non-profit organisations in the vicinity of our production plants by distributing tens of thousands of litres of disinfectants and thousands of protective aids. We also distributed food aid to thousands of drivers queuing at the state border for several winter days.

I am also happy that we could continue implementing planned activities despite a heavy workload and extensive pandemic restrictions. You will read about them on the

following pages, but I want to highlight at least one of them. Our University Centre, which we operate together with the University of Chemistry and Technology, is a unique facility because it is the **only state-run institution of higher education which has its unit located directly on the premises of an industrial site.** This well-functioning cooperation between the industrial and academic sectors generates both expert university graduates with practical knowledge and many technological ideas. I am proud that we could further expand this unique project by collaborating with the Faculty of Mechanical Engineering of the Czech Technical University.

**Hence, the young generation has an additional opportunity to become a part of the transformation of traditional industrial pillars serving as one of the bases for our everyday present and sustainable future.**



# 2

## ABOUT US

We are the largest refining and petrochemical company in the Czech Republic. We focus on crude oil processing and the production, distribution and sale of vehicle fuels and petrochemical products – especially plastics and fertilisers. In all these areas, we are one of the critical players on the Czech and Central European markets. **ORLEN Unipetrol Group** encompasses refineries and production plants in Litvínov and Kralupy nad Vltavou, Paramo and its Mogul brand in Pardubice and Kolín, Spolana Neratovice, and two research centres in Litvínov and Brno. Our group also includes the network of Benzina ORLEN filling stations in the Czech Republic and Slovakia. With 419 filling stations, Benzina ORLEN is the largest chain in the Czech Republic. Since its entry in 2019 to Slovakia,

Benzina ORLEN has been one of the fastest-growing chains and currently has 20 stations in its network. We employ over 4,800 people. In addition to our business development, we are proud to be a socially responsible corporation. Therefore, we devote equal attention to initiatives which focus on the cultivation and support of sustainable development, education, local communities and the environment.

Since 2005, **we have been part of ORLEN Group**, the largest corporation in Central and Eastern Europe. It is included in prestigious global rankings such as Fortune Global 500 and Platts TOP250. The group is active in six markets: Poland, the Czech Republic, Germany, Lithuania, Canada and Slovakia. It owns state-of-the-art

integrated assets with an annual processing capacity of over 35 million tonnes of various oil types. Of this volume, almost eight million tonnes of oil were processed at two Czech refineries – in Záluží near Litvínov and in Kralupy nad Vltavou. ORLEN Group's portfolio includes over 50 world-class petrochemical and refining products sold in over 110 countries on six continents. In the retail segment, ORLEN Group sells its products via the most extensive regional network which comprises over 2,800 modern filling stations. The ORLEN brand is valued at CZK 30 billion. In the next ten years, ORLEN Group plans to reduce carbon emissions from its refining, petrochemical and energy operations by 33% and become carbon neutral by 2050.

### 2020



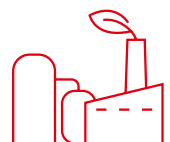
**4,800**  
EMPLOYEES



**CZK 10 BILLION**  
INVESTMENT



**6.1 MIL TONNES**  
CRUDE OIL PROCESSED



**5.3 MIL TONNES**  
SALE OF REFINERY PRODUCTS



**1.7 MIL TONNES**  
SALE OF PETROCHEMICAL  
PRODUCTS



**419 FILLING STATIONS**  
IN THE CZECH REPUBLIC

# 3

## CERTIFICATIONS AND SELECTED AWARDS

### CERTIFICATIONS:

- ISO 9001  
QUALITY MANAGEMENT SYSTEM
- ISO 14001  
ENVIRONMENTAL MANAGEMENT  
SYSTEM
- ISO 50001  
ENERGY MANAGEMENT SYSTEM  
(EnMS)
- OHSAS 18001  
OHSAS MANAGEMENT

### SELECTED AWARDS:

- Sodexo Employer of the Year  
1st place in the Ústí Region
- TOP EMPLOYER  
2nd place in the category of "Energy  
& Gas & Petrochemical Industry"
- Certificate of Family-friendly Company  
awarded by the Ministry of Labour and  
Social Affairs of the Czech Republic



# 4

## OUR CSR STRATEGY

Our goal is to carry out individual activities ethically and responsibly and continuously build and develop ORLEN Unipetrol Group and its relationship with the public based on generally recognised values and principles. Sustainability is in our heart. Environmental issues and societal interests are an integral part of our daily activities.

We want to develop a sustainable business and have therefore commenced implementing international CSR standards. All this forms the basis of our CSR strategy.

### OUR DEFINITION OF SUSTAINABILITY:

Sustainability forms the real essence of our group: consideration of environmental protection and societal interests forms a part of all our activities. The Board of Directors is responsible for the continuous development and integration of these values.

### OUR CREDO:

We process natural resources to **fuel the future**.

### OUR MISSION:

Our mission is to develop innovative, sustainable crude oil processing and alternative energy utilisation methods and to maintain a high sales and distribution volume for our top-quality fuel and petrochemical products. At the same time, we want to satisfy our stakeholders' and customers' needs through sustained company growth, maximizing employee potential and continuing to provide a high standard of quality to society and the environment.

### OUR VALUES:

**RESPONSIBILITY:** We value our customers, shareholders, employees, people in our community and the environment.

**DEVELOPMENT:** Together with our motivated and qualified employees, we attain pioneering solutions.

**ENERGY:** Our energy is the key to innovation and success.

**PEOPLE:** Creating added value begins with people and their abilities, knowledge, determination and openness.

**RELIABILITY:** We supply quality products and reliable services.

### OUR CSR APPROACH IS BASED ON FOUR PILLARS

- Education
- Local communities
- The environment
- Our people



# 5 EDUCATION

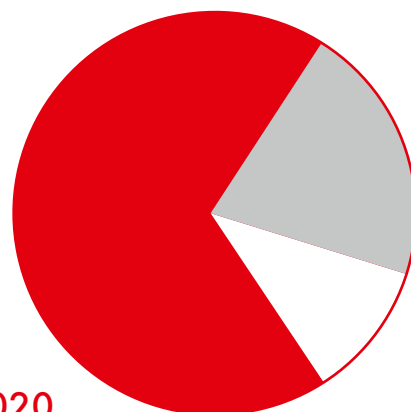
Education is the crucial foundation for the success of every nation. For this reason, we support existing significant projects and commit to devising new ones. Our EDU360° programme is a comprehensive education concept which covers a wide range of educational activities. This is how we achieve interlinked activities with a broad and sustained impact. We support all levels of education: primary and secondary schools and universities. We cooperate with schools, reward students with above-standard results, and focus on teachers, because education starts with them.

## ORLEN UNIPETROL FOUNDATION

Our Foundation was established in December 2016 and actively started pursuing its goals in 2017. The Foundation's main aim is to support education, mainly in chemistry and other natural sciences. The Foundation has three fundamental pillars of support:

### a) Scholarship programme for students

The scholarship programme is aimed at talented students of natural sciences with an emphasis on chemistry.



**2020**



Over its four years, the scheme distributed CZK 6.5 million to 196 secondary and university students. In 2020, ORLEN Unipetrol Foundation handed over scholarships to 57 secondary and university students worth CZK 1.5 million.

### b) Grant programme for schools

Secondary schools can apply for financial grants for interesting projects in chemistry and other natural sciences. The Foundation's grant scheme has already distributed CZK 8 million to 49 primary and secondary schools across the country to support their educational and scientific activities. In 2020, CZK 2.5 million went to 19 schools, including the upper-secondary school in Sokolov, which received an extraordinary CZK 0.5 million grant for a mobile scientific laboratory.

### c) Grant programme for teachers

We launched the grant programme for teachers in 2019 to support and motivate



chemistry and natural sciences teachers at primary and secondary schools. We have already distributed CZK 770,000 to 16 educators under this scheme. In 2020, nine teachers received CZK 400,000.

## NOTABLE PROJECTS OF ORLEN UNIPETROL FOUNDATION:

### A WONDERFUL DAY WITH CHEMISTRY

Together with UCT Prague and ORLEN UniCRE, ORLEN Unipetrol Foundation organises the event 'A Wonderful Day with Chemistry'. In 2020, it was attended by 400 children. The project aims to show pupils of primary and upper-secondary schools, in an entertaining way, that chemistry is a modern and attractive science whose study brings an infinite number of discoveries. It is also an excellent opportunity for future employment. The most recent event of this cycle was held in March; others were cancelled due to

the coronavirus pandemic and closure of schools. This is why we produced its online version, [A Wonderful Chemistry Lesson](#).

### HORIZON GRAND PRIX

We value creativity among the young and encourage school children and students to participate in the educational project, Horizon Grand Prix. Every year, student teams from around the world compete in a race to make hydrogen-powered remote-control cars. We believe that hydrogen is the fuel of the future. This is why in 2020, too, we supported the participation of six student teams in the programme by purchasing the necessary materials to assemble a hydrogen-powered car model. The programme is based on project learning and enables students to acquire the relevant knowledge and skills in science, technology and engineering. The aim of all competitors' efforts over several months was to build a model of an electric car powered by a hydrogen fuel cell. Six school teams received

money to design an innovative model to compete with other international teams. The total amount of support for all teams was CZK 600,000.



### EDUBUS

EDUbus is a mobile polytechnic laboratory which offers a series of educational programmes and experiments for children and their teachers. Schoolchildren can try out various chemical experiments in an entertaining way and peek at modern methods of teaching chemistry. The Foundation has been a partner of the project since its inception. However, EDUbus managed to visit only two schools in the Ústí Region because of the coronavirus pandemic.

### PC BAZAAR

In 2019, ORLEN Unipetrol Foundation started a project called PC Bazaar. It lined up with the already existing Chemical Swap Meet. It offered refurbished computers previously used by ORLEN Unipetrol Group staff. In 2020, the Foundation distributed 75 computers, including monitors, to six primary schools and one children's home. In total, we donated 95 computers and 135 monitors to 11 institutions.





## EXAMPLES OF OTHER ORLEN UNIPETROL GROUP PROJECTS:

### COOPERATION WITH UCT PRAGUE

We established a collaboration with the University of Chemistry and Technology in Prague (UCT) more than 19 years ago. We finance many interesting projects, e.g., A Modern Chemistry Lesson, which shows that chemistry lessons can be an exciting experience even at primary schools. In exchange, we created a relaxation zone for students at the university. We also finance the Chemistry Olympics for secondary schools. Our strategic partnership allocation is worth CZK 1,300,000 a year.

### UNIVERSITY CENTRE LITVÍNŮV

The long-term cooperation with UCT in Prague culminated in 2015 with the establishment of the University Centre UCT Prague-ORLEN Unipetrol directly at the Litvínov production site. The Faculty of Mechanical Engineering of the Czech Technical University (FME CTU) joined the cooperation in 2020, which is why the University Centre changed its name. The University Centre Litvínov

UCT – FME CTU – ORLEN Unipetrol (In Czech: Univerzitní centrum Litvínov VŠCHT – FS ČVUT – ORLEN Unipetrol) is a unique combination in the Czech Republic and Europe, where a public institution of higher education is located directly in a commercial production site. The signing of a memorandum of cooperation with the Faculty of Mechanical Engineering of the Czech Technical University in Prague, which joined the University of Chemistry of Technology in this collaboration, was a significant milestone in the Centre's development. The Faculty of Mechanical Engineering will commence lessons at the Centre in 2021. It is a remarkable and attractive study opportunity in the Ústí Region. Three Bachelor



and one follow-up study programmes are now available to 35 undergraduates.

### COOPERATION WITH SECONDARY SCHOOLS

We have been long-term partners with two secondary schools. Both Litvínov-based Schola Humanitas and the Educhem secondary school in Meziboří are located close to our production plant in Litvínov-Záluží. We support students through scholarships, practical training at the plant, and student jobs offered at ORLEN Unipetrol Group. We are also helping modernise the interior and equipment at both schools. Scholarships, practical training, student jobs and excursions are also available to students from other schools.

### THE YOUNG CHEMIST

We traditionally support the nationwide competition called The Young Chemist. It is organised for eighth and ninth graders at primary schools. We contribute CZK 65,000 to organizing the competition. The national finals did not take place in 2020 because of the coronavirus pandemic.



# 6 LOCAL COMMUNITIES



We contribute to the well-being and development of the regions where we operate. We want to be seen as responsible neighbour, so we talk to the local authorities about the challenges of life in towns and cities and communicate with the locals to learn more about what they need.

## PROJECT EXAMPLES:

### COOPERATION WITH TOWNS AND MUNICIPALITIES

We provide funding to the towns and municipalities located close to our operating plants to support the development of social and cultural life, sports activities, and modernisation and development of local communities. The funds are allocated to road and cycle path repairs, modernisation of public lighting, furnishings for nursing homes, purchase of new vehicles for the local police, etc. In 2020, we donated CZK 3.14 million to 27 towns and municipalities.

### UNIPETROL LIDEM

Halfway through 2019, we announced the #UnipetrolLidem campaign. Residents of Most and Litvínov were asked to submit potential investment proposals that would contribute to local community development

and well-being. The idea-collection points were at city hall buildings, local tram stops, and other public places. Residents submitted a total of 260 ideas; they then voted for the best investment project. The two winning projects, which were finally



selected by the inhabitants of Most and Litvínov (one for Most and one for Litvínov), were implemented in 2020 with our financial support. The total sum allocated to the implementation of both projects reached CZK 2 million.

## EMPLOYEE CHARITY – FULFILLED WISHES

Christmas time is an ideal opportunity to do a good deed. With our traditional charity collection, we help non-profit organisations care for people in need. We held the tenth annual charity in 2020. How does it work? Our employees receive a Fulfilled Wishes leaflet on which they select an organisation(s) to support and indicate the

amount to be donated. Then the flyer is given to the payroll clerk. The total amount is taken from the employee's pay and forwarded to the selected organisation's account. ORLEN Unipetrol Group matches each donated sum. During the charity held at the turn of 2020/21, we distributed CZK 593,000 to seven non-profit organisations.

## COOPERATION WITH VIZE 97 FOUNDATION

The Dagmar and Václav Havel Foundation covers a broad range of interests and activities, including culture and health care. We find many of them exciting, which is why we have been supporting their activities since 2014. In 2020, the Foundation again

received prepaid fuel cards worth CZK 200,000.

## KONTO NAŠEHO SRDCE OF HC VERVA LITVÍN OV

The team HC Verva Litvínov has been playing continuously in the Czech top-class league since the 1959 season and in the Czech extra league since the 1993/1994 season. The club won the Czech Championship title in the 2014/15 season. Konto našeho srdce (Our Heart's Account) promotes sports among children and supports educational and cultural projects. It supports valuable charity initiatives in the joint projects of HC Verva players and fans. In 2020, the funds collected in the transparent account helped 45 children and the former player and friend, Jan Alinčo, and the families of the prison service officers who were shot dead in Ostrava Hospital. 'Our Hearts Account' also delivered protective aids to the children's ward of Most Hospital, purchased medical aids for Ostrava Hospital, secured protective aids for non-profit organisations in Most, helped the Diahelp and Nové háro Most associations, purchased an electric wheelchair for a patient from Ústí, distributed Christmas presents for care and children's homes together with Benzina ORLEN, purchased oxygen concentrators for a hospital and a care home together with its partners, and furnished a new room for cancer patient 13-year-old Bára from the Louny district. And they did not forget about Ivan Hlinka's Endowment Fund and feed for a dog pound in Litvínov. The total donation amount for 2020 was CZK 717,091.





# 7

## THE ENVIRONMENT

ORLEN Unipetrol has been long engaged in environmental protection activities. We continuously upgrade our manufacturing facilities, reduce emissions and waste substances, and optimise energy efficiency.

In 2020, the Group's total investment in environmental protection and safety reached **CZK 1.98 billion**. The total capital expenditure on environmental protection and safety was CZK 458 million. Detailed information is available on the website in the [Joint Report on Occupational Health, Safety and Environmental Protection](#)

### THE MOST SIGNIFICANT INVESTMENT PROJECTS IN OUR OPERATING SITES:

- Construction of a new steam cracker boiler in Litvínov - Záluží: CZK 326 million
- Addressing the issue of sulphide lye in wastewater from the refinery: CZK 35 million
- Industrial sewerage renovation in Litvínov Záluží: CZK 20 million
- New piping for purified water from the wastewater treatment plant in Kralupy n. Vltavou: CZK 18 million
- Consolidation of chemicals storage in Litvínov - Záluží: CZK 13 million



Environmental protection is essential to us, which is why we pay great attention to activities in this area over the long term. We closely cooperate with local non-profit organisations and institutions.

### EXAMPLES OF OUR ACTIVITIES:

#### STOCKING THE BÍLINA AND ELBE RIVERS WITH FISH

In cooperation with local anglers, we support the periodic release of fish into the

Bílina and Elbe. The events are attended by children from local primary schools, who not only have an exciting experience but also get information through games to raise their awareness about the environment.

These activities are rendered by a local environmental centre. During the 11 years of cooperation between ORLEN Unipetrol and anglers, a total of 8.2 tonnes of fish worth CZK 800,000 have been released into the Bílina. Over 3.5 tonnes of fish have been released into the Elbe since 2013.







## NESTING PROJECT FOR PEREGRINE FALCONS

Together with the ALKA Wildlife non-profit association, we care for the peregrine falcons nesting at our production sites in Litvínov, Kralupy nad Vltavou and Neratovice. Thirty chicks of this critically endangered species have hatched at our sites since 2011. Those interested were able to watch the peregrines nesting **in a live broadcast** for the first time in 2020.

## BEEES

The surroundings of Spolana Neratovice are full of diverse fauna and flora, also thanks to the nearby flowing Elbe. In 2018, beekeepers from the local organisation came up with the idea of keeping bees at the former chocolate and saccharine production site. Bees are vital not only for producing honey and other substances, they help monitor environmental quality and pollinate cultivated crops and wild-growing vegetation. Besides, the honey from Spolana meets all the standards required by the specialist tests of the Beekeeping Research Institute and has won gold medals for top quality in the 'Czech Honey' competition. This was also the case in 2020.





## **DOST BYLO PLASTU**

In 2018, the Ministry of the Environment of the Czech Republic entered into agreements with a range of companies who committed themselves to reducing single-use plastic consumption at their sites and operations. The aim is to provide customers with alternatives which do not impact the environment or their wallets.

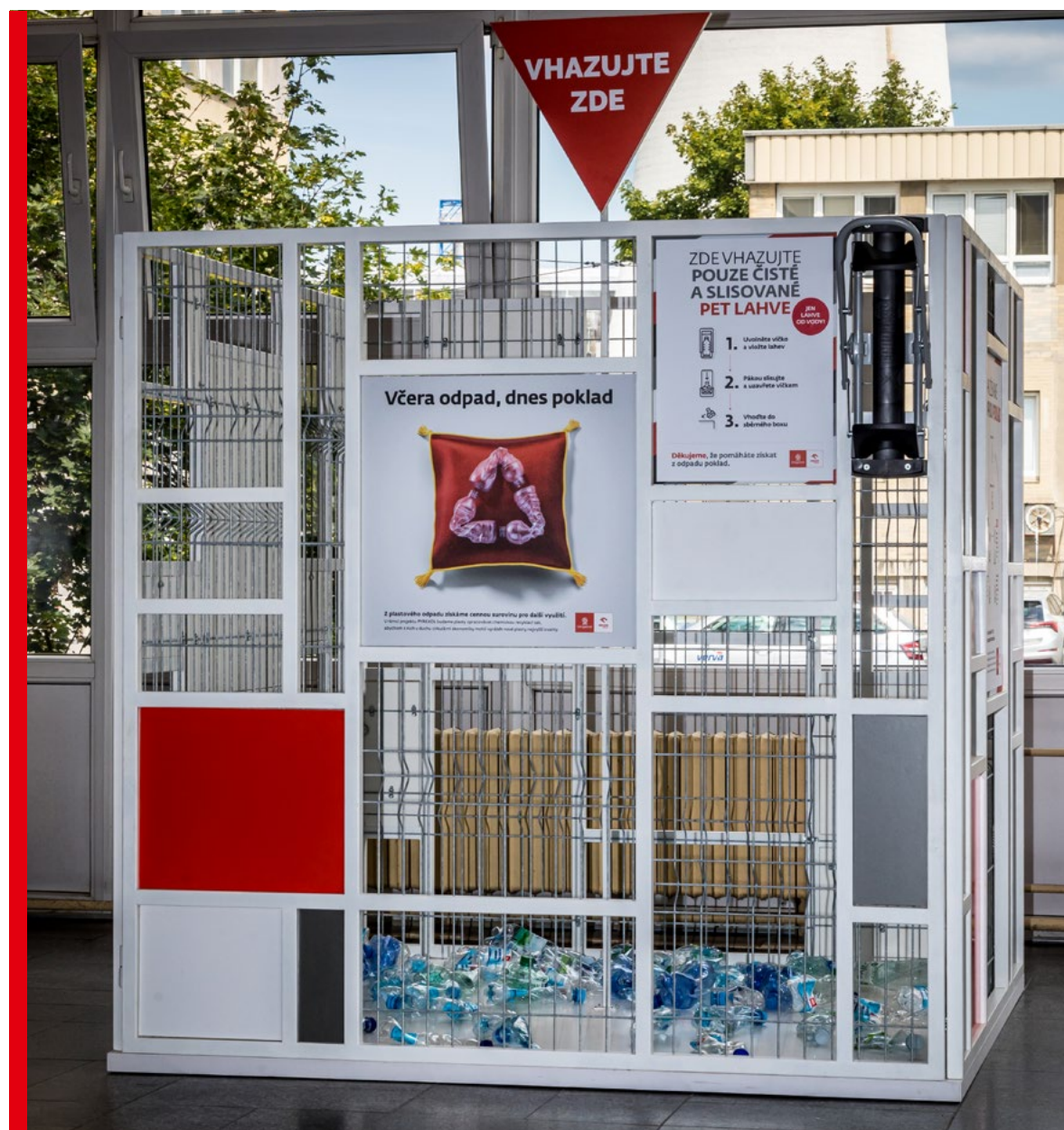
The Benzina ORLEN network of filling stations also participates in this programme. Under this initiative, Benzina ORLEN follows voluntary commitments which are expected to bring significant savings in the use of plastic materials. Benzina ORLEN saved around 4.3 tonnes of plastic packaging in 2019 and almost 17 tonnes in 2020.

We are currently looking for an environmentally friendly alternative for disposable coffee cups. We encourage our customers to choose reusable Thermo cups to buy hot drinks from vending machines.

## **PET BOTTLE COLLECTION AT OUR SITES**

In 2020, we started collecting PET bottles in special collection boxes at our Litvínov and Prague locations. We will definitely use them. As part of our PYREKOL project, we are developing a method for best recycling plastic waste and extracting its valuable materials for re-use. We want to process plastics through chemical recycling and produce new quality materials in the spirit of the circular economy.

Every year, over 400,000 tonnes of plastic waste is produced in the Czech Republic. Of this volume, 45% is neither re-used in energy nor recycled. We are now exploring options of how to treat this waste and remelt it into a valuable material. We plan to build a pyrolysis unit at our Litvínov plant, where



we will recycle plastics using the chemical process of pyrolysis. Pyrolysis, or material degradation under high temperatures, is a very interesting technology for treating plastic waste. It provides high gains of fluid products suitable for the production of new plastic products of top quality. Plastic waste is currently treated rather mechanically, enabling only the production of lower quality products with limited applications. The planned pyrolysis unit will test various types of input materials, including single-type

plastic waste. These materials include PET bottle, which are both suitable for this type of treatment and easily accessible.

## **COLLECTION OF PET BOTTLE CAPS**

In 2020, we also started collecting PET bottle caps at all our locations. We will donate the funds raised to the non-profit organisation, Borůvka Praha. We also cooperate with them on the employee charity, Fulfilled Wishes.





## LET'S TALK ABOUT IT

A series with interviews with experts and innovators, 'Let's talk about it', focuses on the latest sustainable development trends. It is an idea-sharing platform which explores new ideas and organises authentic debates on future development. It also provides the space for dialogue on upcoming changes and their impact on consumers and manufacturers. We increasingly realize that current economic models cannot be sustained in the long term. We therefore need to cooperate on innovations and the creation of new structures. However, this change requires a well-considered debate, a search for creative solutions, and cooperation. The most recent podcasts focus on bioplastics, the plastic age, hydrogen fuels, circular economy, etc.

## RECPLAST 2020

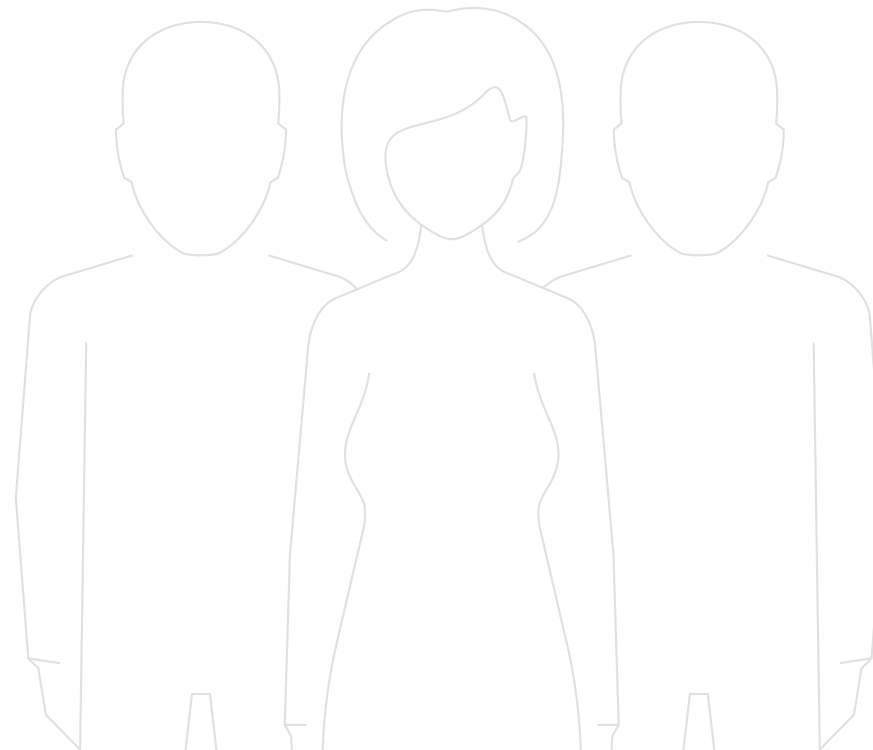
The third consecutive Czech-German-Polish workshop for experts focused on the effective use of carbon-based raw materials. It took place at the premises of ORLEN UniCRE on 16 January 2020. Plastics recycling was the central topic of the workshop.

## UP! SUSTAINABLE BUSINESS FORUM 2020

We were the ambassador of this Forum last year. It is organised by Byznys pro společnost. The forum discusses the trends which we should reflect on TODAY for our sustainable TOMORROW. We were actively involved with our contribution related to the circular economy.



# 8 OUR PEOPLE



Finally, we pay attention to our most important asset – our employees. We are considered one of the top employers in the chemicals industry and one of the best potential employers for students and graduates.

We are proud of our almost 5,000 people on board. This is why we give them outstanding care to make their workplace as friendly as possible. To make sure everything is just and fair, we established an Ombudsman to whom people can report inappropriate behaviour in colleagues, harassment and bullying, corrupt behaviour, or any other actions which cause harm to the company and its employees. The Ombudsman also deals with violations of corporate values and acts as a mediator.

## EXAMPLES OF OUR EXCEPTIONAL APPROACH TO EMPLOYEES:

### WE ARE ENGAGED IN A DIALOGUE WITH OUR EMPLOYEES:

- Our employees can express their views through a discussion forum.
- We regularly organise an employee satisfaction survey and address major issues. We measure employee satisfaction at work and take all comments about their work seriously.
- Each department has a responsible HR Business partner who can deal with any problem.

### WE CARE FOR THE HEALTH OF OUR EMPLOYEES:

- In 2020, we arranged 4,368 employment-related medical check-ups for our employees.



**4,368**  
EMPLOYMENT-RELATED MEDICAL  
CHECK-UPS

### OUR EMPLOYEES HAVE ABOVE-STANDARD BENEFITS, SUCH AS:


- Family support: we provide a day off for employees on the first day of school of their children, contribute to children's recreation, etc.
- We have an end-to-end range of employee training: soft skills, language courses, professional seminars, educational and development programmes.
- The weekly hours of work are 37.5 hours. Our employees have five to six weeks of holidays a year.





- For the convenience of our employees, we offer up to 30 home office days a year.
- We provide a financial reward for recommending a new employee.
- We give employees a financial contribution at the birth of a child.
- We pay for a day of volunteering in a non-profit organisation.

## WE HAVE A TRANSPARENT REMUNERATION SYSTEM FOR ALL EMPLOYEES.

We use the potential of employees of all ages (age management strategy), primarily through a programme of mentoring and training new employees for the operator's position at the Training Centre. 

## EXAMPLES OF SPECIAL EVENTS AND ACTIVITIES:

### komUNIta

Launched in 2020, this is an internal platform for our employees' volunteering projects. The idea for the platform was devised by the employees alone. It offers a simple and easy principle: any employee can find an organisation or institution to help in their neighbourhood. They contact the organisation and agree on specifically needed work. Then they register the project in the platform and state the organisation's name and method of help and whether they need other volunteers or funding. If a special commission approves the project, ORLEN Unipetrol Group provides a donation by covering the costs associated with volunteering. We managed to implement

three exciting projects in 2020, despite the coronavirus pandemic.

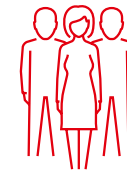


## ORLEN UNIPETROL GROUP AWARD

We present this award to employees of ORLEN Unipetrol Group companies for their extraordinary work performance. In 2020, the tenth annual award was given to 20 employees from production and support organisation units. The number of nominations from colleagues at ORLEN Unipetrol Group is the main criterion.

## GRADUATE PROGRAMME

We have a graduate scheme in place for graduates up to two years after graduation. They undertake a two-year placement at ORLEN Unipetrol Group companies. If they prove successful, they can select the job position they like. Twelve young colleagues participated in the programme in 2020.



## TWELVE YOUNG COLLEAGUES

### IDEA Platform

The scheme lets our employees suggest innovative solutions for adoption by the company. Every year, we give recognition to the best initiatives and their implementation. Selected employees get a cash prize for their improvement suggestions. In 2020, rewards were given for 100 approved employee ideas and 62 successfully implemented initiatives.

### SAFETY DAYS

Every year in autumn, Safety Days take place at all ORLEN Unipetrol Group locations. They focus on personal and procedural safety, emphasising practical use in everyday life. They offer both theoretical lectures and practical training (e.g., first aid). In 2020, they were only held online.





## FINANCIAL REWARD FOR RECOMMENDING A NEW EMPLOYEE

With this project, we want to increase the involvement of existing colleagues. We changed the payment method in 2020. The first part of the bonus (CZK 7,500) is paid to the recommending employee if the recommended colleague remains with the company longer than the probationary period and meets other pre-requisites. The other part (CZK 10,000) is paid if the recommended employee's employment contract is also extended after the first year of employment.

The second part of the reward (i.e., after the first year) was paid out to 94% of the recommending colleagues. Only 6% of the recommended employees terminated their employment earlier. This platform is currently our most significant source of new candidates.

## UNIRIDERS GRACEFUL RIDE

ORLEN Unipetrol Foundation, HC VERVA Litvínov and Čepro organised the first Uniriders ride in 2019. Over 250 motorbikes passed through Litvínov, Most, and the Bohemian Highlands. The ride was linked to a charity collection. The funds raised were fairly allocated to the medical care of ill boys whose parents work for either ORLEN Unipetrol Group or Čepro. In 2020, the ride took place in Kralupy nad Vltavou, and due to the pandemic restrictions, involved only die-hard members of the Uniriders club. The event could be watched online on Facebook. An incredible CZK 108,000 to support Ondra, who has a disability, was collected in the charity over the following eight days.

## RUNNING CLUB OF ORLEN UNIPETROL EMPLOYEES

The Running Club is one of our employee initiatives. We noticed that running is a popular activity with our employees, so we decided to encourage them. For example, we contribute to the employees' entry fees in running races. But what is more, the company pays CZK 100 to charity for each kilometre run. The money raised in 2020 totalled CZK 200,000. ORLEN Unipetrol Group distributed the funds to the hospice in Most, infant homes in the Ústí Region, and three families who care for children with disabilities.



# 9

## COLLABORATION WITH ORGANISATIONS AND INSTITUTIONS

### CZECH-POLISH COLLABORATION

We have long encouraged and supported the development of Czech-Polish relations. We collaborate with the Embassy of the Republic of Poland in the Czech Republic, the Polish Institute in Prague, the Polish Capital Club in the Czech Republic, and many other organisations. Many cultural and social events could not take place because of the coronavirus pandemic. Nonetheless, we are optimists and are looking forward to new organisational challenges, diligent preparations, and beautiful experiences.

### CZECH-POLISH BALL

We regularly support the Czech-Polish Ball organised by the Polish Capital Club in the Czech Republic. It was held last year – on 22 February 2020 at the Ambassador – Zlatá Husa Hotel on Wenceslas Square.

### POLISH DAY IN THE GARDENS

This June family day in the Polish Embassy's garden in Prague presents an introduction to individual Polish regions, but it was only held online in 2020. Still, it attracted 56,000

viewers, who could dive deeply into Polish traditions, interesting things, curiosities and places, and culture.



### MEMBERSHIP IN THE 'BYZNYS PRO SPOLEČNOST' PLATFORM

We became a member of the Byznys pro společnost platform in 2019. We therefore had an opportunity to obtain a prestigious quality mark of social responsibility, inspirational networking and proven best practices, comparative data on CSR strategies in our industry and across the market, etc. We moved our CSR activities even further last year, for example, by participating in the UP! forum on sustainability and during a Green Deal workshop.

We believe we will soon become a leader in corporate social responsibility and pass our insights and experience on to others.

### ECO-CENTRE IN MOST & KRALUPY NAD VLTAVOU

We are one of the founding members of the Eco Centres in Most and Kralupy nad Vltavou. We cooperate with them in informing the public about the current issues in our operations. Both centres are also involved in other activities we offer. For example, they prepare an educational programme for children who attend the fish-releasing projects into the rivers Bílina and Elbe.

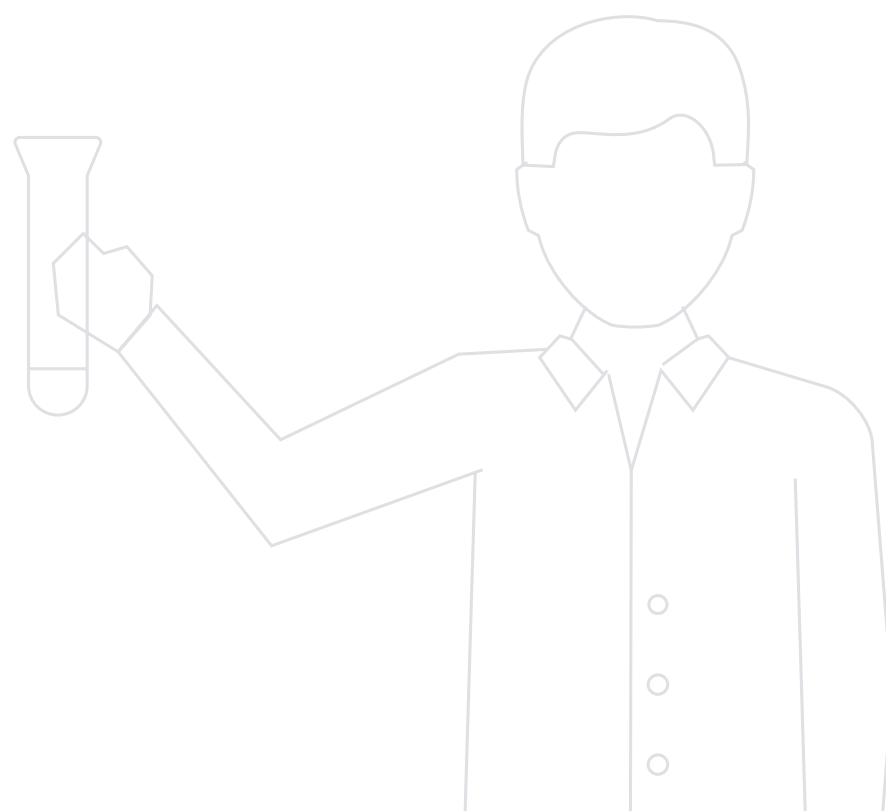
### CZECH TOP 100

To further cement Czech-Polish relations, we presented the ORLEN Unipetrol award to the ČEZ Group representatives last year for a significant Czech investment in Poland. This event took place in cooperation with Czech Top 100.



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## SPECIFIC ACTIVITIES IN THE CORONAVIRUS PANDEMIC



### DISINFECTANTS



Because the ORLEN Unipetrol Centre of Research and Education in Záluží produces disinfectants, together with our corporate firefighters and the Foundation, we distributed 35,000 litres of disinfectants to schools, authorities, hospitals, and other institutions in the Ústí Region and Prague. We donated face masks, protective suits, and refreshments to the needy – all of this for over CZK 1.2 million. Ice hockey players from HC VERVA Litvínov, ORLEN Unipetrol Foundation and the Benzina ORLEN network were also engaged in our activities against COVID-19. For example, Benzina ORLEN installed antivirus air purifiers at its sites.



**35,000 LITRES  
OF DISINFECTANTS**

### EMPLOYEE AWARDS FOR EXTRAORDINARY PERFORMANCE DURING THE STATE OF EMERGENCY

After the spring pandemic wave, we rewarded 66 employees for their extraordinary work performance during the state of emergency. All of them deserve special thanks for their engagement beyond their ordinary day-to-day work duties.



### CRISIS COUNSELLING

ORLEN Unipetrol Foundation continues its successful cooperation with two organisations, extending a helping hand to those who need it

in these complicated times. They are 'Women for Women' and 'Most k naději' (in English: A Bridge to Hope). The collaboration was launched in March 2020 and continues until now.

### 3D PRINTER FOR PROTECTIVE SHIELDS

The 3D printer for the private secondary school in Litvínov provided space to print protective shields for hospitals and essential institutions in Most and Litvínov. The school won the printer during one of the first Wonderful Days with Chemistry organised by ORLEN Unipetrol Foundation. The Foundation donated another printer to the school in April 2020 to support teachers' dedicated work and efforts to help the needy as quickly as possible and with as high volumes as possible.

### PROMOTION OF KHAN ACADEMY INSTRUCTIONAL VIDEOS

In the last school year, the Foundation also supported the KHAN ACADEMY teaching platform with its grant for schools. The Khan School and its videos with many interactive

exercises and programming lessons provided free of charge have become the desired working tool for both teachers and schoolchildren and their parents in these challenging times of distance learning. Both teachers and their students benefit from real-time assignment of tasks checks and monitoring of results under extraordinary circumstances in education.

### A WONDERFUL CHEMISTRY LESSON

This educational project is an online equivalent to the Wonderful Day with Chemistry. In the video, schoolchildren of the second level of primary education are presented with the chemistry curriculum using practical and object experiments. For additional information about the project, go to page 9.

### EDUCOVID

This short instructional video designed for children of the first level of primary school explains details of viruses. It describes essential hygienic habits and the rules of wearing a face mask, keeping distance, and washing hands. It also demonstrates how to use a face mask correctly.

### FRIDAYS WITH SCIENCE

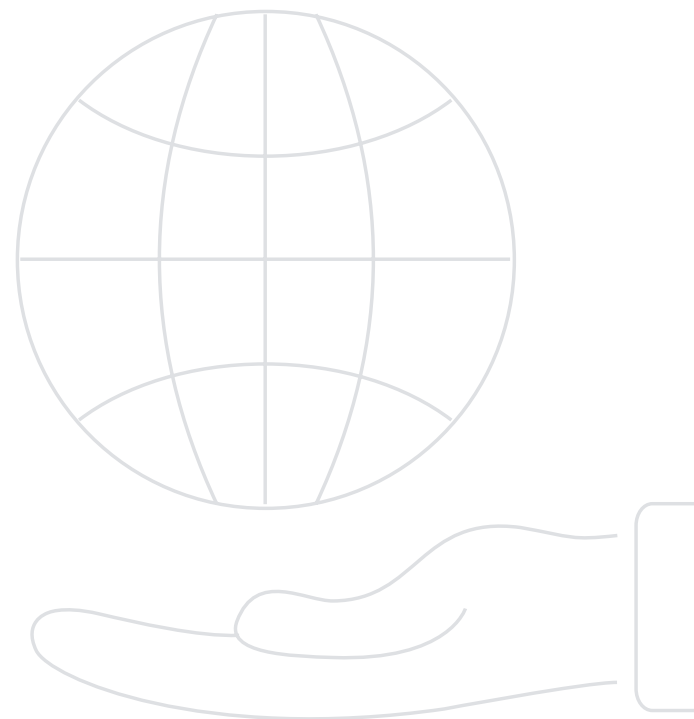
Online lectures of prominent scientists and personalities aimed at boosting the interest of secondary school students in science and research. The lecture series was opened by Doctor Ruth Tachezy, who spoke about the prevention of viruses.



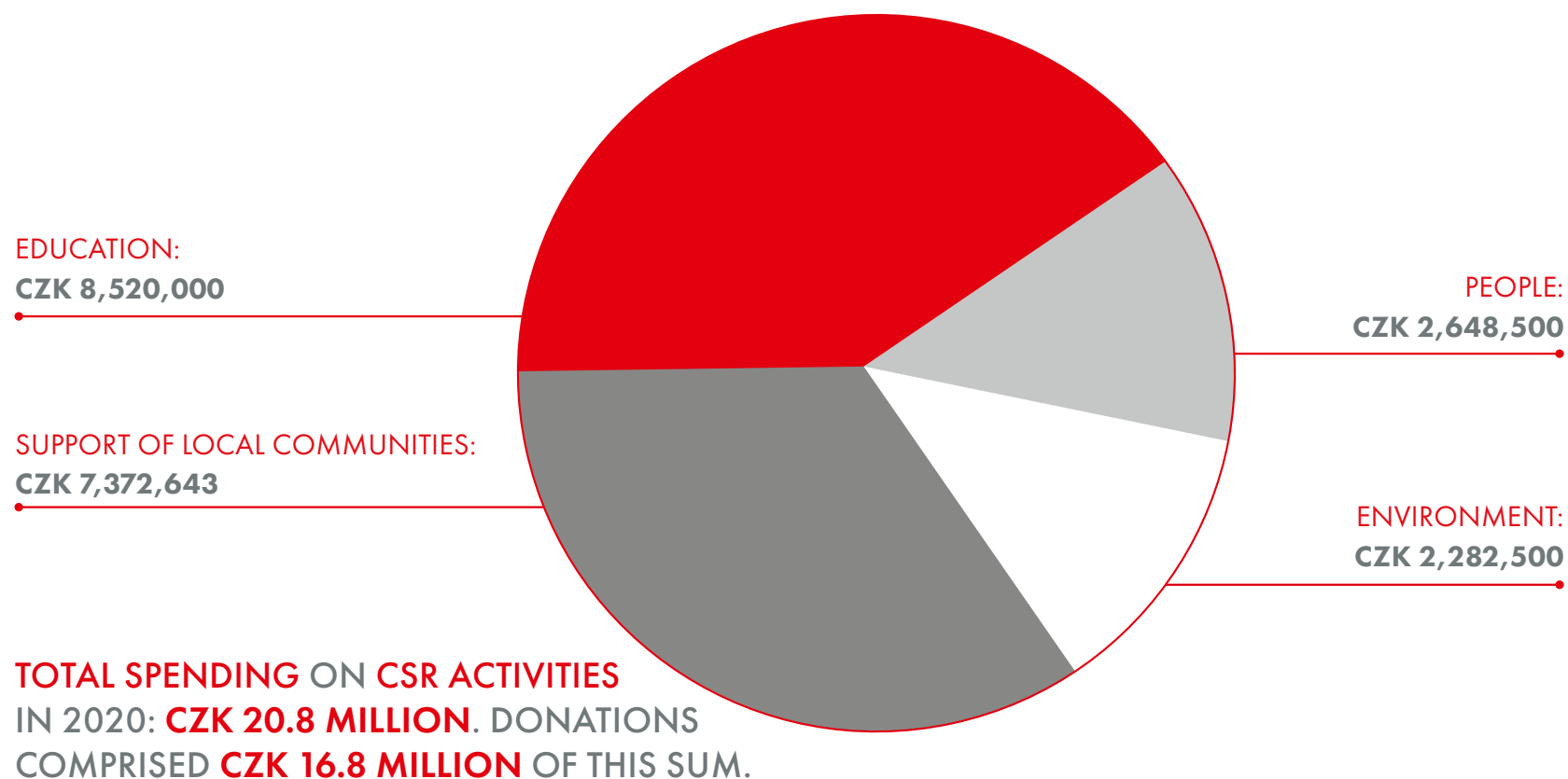


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## SUMMARY



IN 2020, ORLEN UNIPETROL GROUP INVESTED  
IN PROJECTS IN THE FOLLOWING AREAS:





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