



THE UNIPETROL GROUP'S CORPORATE SOCIAL RESPONSIBILITY ACTIVITIES 2019



FOREWORD BY CEO TOMASZ WIATRAK



Dear friends,

Welcome to the Annual Report on the Corporate Social Responsibility activities of the Unipetrol Group for 2019 – a set of information on the history of Unipetrol's CSR, our social responsibility strategy, corporate foundation,

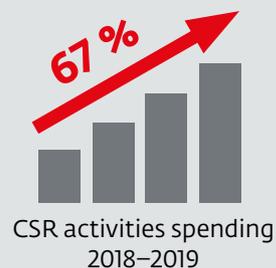
partnership with Byznys pro Společnost, and all activities we undertook in 2019. Unipetrol, and its chain of Benzina fuel stations are well known to the public. Still, I believe it is worth sharing less known facts about the corporate social responsibility that contribute to the better future of the Czech Republic either in

the sense of education, environmental protection and the branch of economy we represent.

We are pleased with the dynamic development of corporate social responsibility. This topic is increasingly perceived as an organic part of the existence of all companies. There are initiatives both at international and national levels encouraging companies to be even more active in CSR. Sustainable Business Goals are one of them. Corporate social responsibility also owes its development to the requirements set by business partners. We expect it from our associates, and we give it to our stakeholders in return.

Sustainability is one of our priorities – we integrate environmental and social considerations into our daily operations, and the Board of Directors is responsible for its development and integration. We are making progress each year. I do hope that the next reports will prove our continuous engagement in educational, social, and environmental issues.

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2 ABOUT THE COMPANY

The Unipetrol Group is the largest refinery and petrochemical company in the Czech Republic. In 2005 it became a member of the ORLEN Group, the largest crude-oil processor in Central Europe. Since the end of 2019, society could have noticed a combination of the two brands coexisting together.

Unipetrol focuses on crude-oil processing and the production, distribution and sale of vehicle fuels and petrochemical products, particularly plastics and fertilisers.

UNIPETROL IS THE 100% OWNER OF THE FOLLOWING COMPANIES:

- Unipetrol RPA – manufacturer and vendor of refinery, petrochemical and agrochemical products, the largest crude oil processor in the Czech Republic for a wide range of products with a total annual capacity of 8.7 million tonnes. Benzina petrol stations network is a registered branch of Unipetrol RPA.
- Unipetrol Doprava – a provider of professional railway transport for chemical, petrochemical and other products, and the related services.

- Paramo – the largest manufacturer of bitumen, lubricants, fuel oil and other refinery products.
- Spolana – a part of the Unipetrol Group since 2016 and manufacturer of polyvinyl chloride, caprolactam, sulfuric acid and ammonium sulphate.

The Unipetrol Group encompasses refineries and production plants in Litvínov and Kralupy nad Vltavou, Paramo with its Mogul brand in Pardubice and Kolín, Spolana Neratovice, and two research centres in Litvínov and Brno.

Unipetrol also includes a network of Benzina petrol stations in the Czech Republic and Slovakia. With 417 stations, Benzina is the largest chain in the Czech Republic.

Unipetrol is one of the largest companies in the Czech Republic in terms of turnover (according to CZECH TOP100, the sixth-largest company in 2019). In 2019 it earned over CZK 129 billion and employed more than 4,800 people.

Certifications:

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



CORPORATE SOCIAL RESPONSIBILITY STRATEGY

Our goal is to conduct our activities ethically and responsibly and to approach the constant development of the Unipetrol Group and its relationship with the public based on an accepted system of values. We have sustainability at our heart: we integrate environmental issues and societal interests into our daily activities.

We want to develop a scheme for sustainable business. That is why we started introducing international standards in the field of corporate social responsibility. This background enhanced us to set the CSR strategy.

OUR DEFINITION OF SUSTAINABILITY:

Unipetrol leads activities ethically and responsibly, approaching the constant development of the organisation and

its relationship with the community based on an adopted system of values. Sustainability is at the heart of our company – we integrate environmental and social considerations into our daily operations. The Board of Directors is responsible for constant development and continuous integration.

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 maintain a high volume of sales and distribution for our top-quality fuel and petrochemical products while satisfying our stakeholders and customers 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

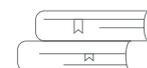
Development: Together with our motivated and qualified employees, we bring forth pioneering solutions

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 provide quality products and reliable services

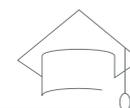
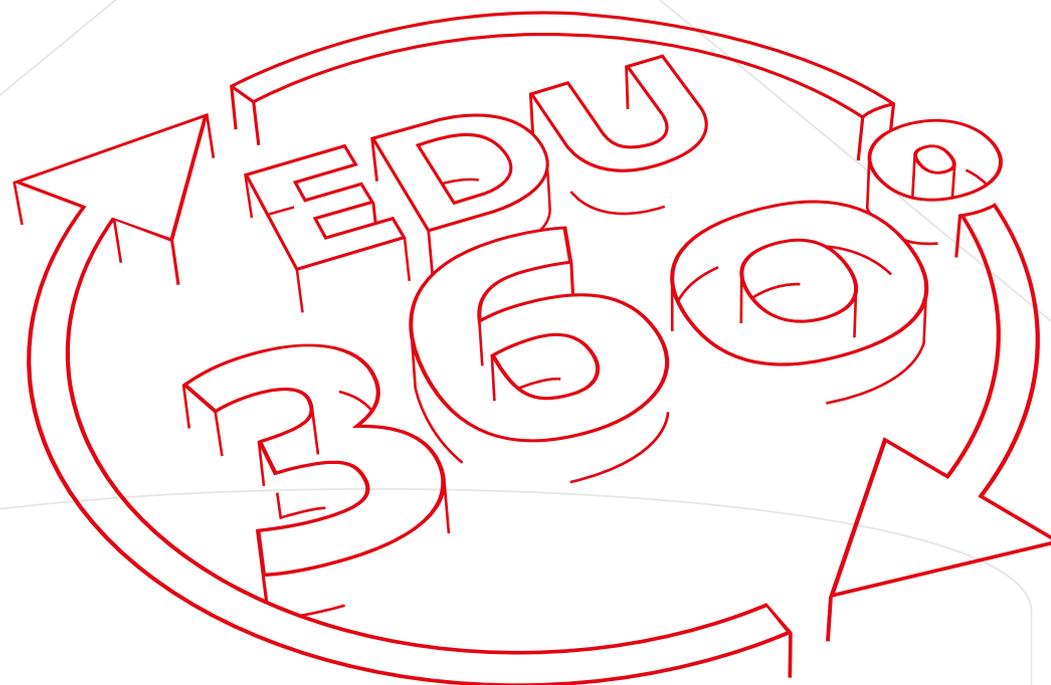
Our CSR approach is based on four pillars: education, local communities, the environment, and the people.



4 EDUCATION

We believe that education is a crucial foundation for the success of every nation, and that is why we invest in improving education for everyone. Our **EDU360** programme is a comprehensive circular educational support concept we have developed over time. That means we provide complete coverage. Instead of random CSR projects, our broad programme incorporates multiple facets, which work together to influence the Czech community as a whole positively. A circular approach to any system emphasises the maximum possible use of resources and keeping them running in continuous loops. Our circular approach to educational CSR projects means that our contribution is connected, far-reaching and perpetual. We obtain that by supporting education at all stages.

Starting with the youngest, we implement projects in primary schools, secondary schools, and universities, and we formally honour high-performing students and teachers. Even the national institutions or business organisations rarely address their CSR educational programmes to teachers. We believe that education starts with them, and so we focus as much on them as we do on the students.



THE UNIPETROL FOUNDATION

The Unipetrol Foundation was established in December 2016. The main aim of the Unipetrol Foundation is to support education, mainly in chemistry and other natural sciences. There are three fundamental pillars to support:

A) SCHOLARSHIP PROGRAMME

The scholarship programme is designed for talented students in the field of natural sciences with an emphasis on chemistry and technology. During the three years of its scholarship programme, 136 secondary and university students received scholarships in the fields of science and technology in the total amount of CZK 5 million. In 2019, the Unipetrol Foundation handed over scholarships to secondary and university students in the total value of CZK 1.56 million.

B) GRANT PROGRAMME FOR SCHOOLS

Secondary schools can apply for financial grants for interesting projects in

chemistry or other scientific fields. The grant programme of the Foundation has already distributed CZK 5.5 million among thirty primary and secondary schools across the country to support their educational and scientific activities. In 2019 CZK 2.8 million went to 18 schools. The awarded schools included the Masaryk Secondary School of Chemistry, Mensa Gymnázium, or Gymnázium T.G. Masaryka in Litvínov.

C) PROGRAMME FOR TEACHERS

The grant for teachers aims to support and motivate teachers of chemistry and natural sciences at primary and secondary schools. A total of CZK 370,000 was distributed to seven educators as part of this grant in 2019.





SPECIAL PROJECTS OF THE UNIPETROL FOUNDATION:

4EDU CONFERENCE

To obtain a high-quality education, you need enthusiastic teachers who do not get lost in the machinery of modern trends and technologies, nor the complexity of new scientific directions and procedures. Every good educator dedicated to their mission draws inspiration for work from the experience of other colleagues. The conference on innovative education and its current trends called 4EDU consists of expert-led workshops and significant additional help, such as sharing best practices.

THE AIM OF THE CONFERENCE IS:

- to support teachers and schools in the country
- to inspire for a proactive approach to education
- to introduce new trends and technologies in current education for pedagogical and non-pedagogical public
- to open a debate on high-quality education through the exceptional stories of leaders involved in transforming current education

The 4EDU Conference took place on 3 October 2019 in Litvínov. Almost 300 participants, including teachers, school principals, school founders, students, and the public, attended a full-day

programme of specialised lectures and workshops.

The event was organised under the auspices of the town of Litvínov by the Unipetrol Foundation, the Litvínov Private Sports Primary School, and the HC Verva Litvínov hockey club. The Litvínov City Hall appreciated the activity to such an extent that the next edition will take place in partnership.

A WONDERFUL DAY WITH CHEMISTRY

In cooperation with UCT Prague and Unipetrol Centre of Research and Education (UniCRE), the Unipetrol Foundation holds an event called A Wonderful Day with Chemistry. It was



attended by more than 1,900 children in 2019. The project aims to show pupils of primary and upper-secondary schools that chemistry is modern and attractive science, the study of which brings an infinite number of discoveries, and it is also an excellent opportunity for future employment.

HORIZON GRAND PRIX

We appreciate creativity among the young and encourage school children to take part in innovative scientific projects. One of them includes the HORIZON GRAND PRIX where best teams from all over the world compete in a race of self-made hydrogen-powered remote-control cars.

We believe that hydrogen is the fuel of the future. So, it will not come as a surprise that we invited all Czech schools to participate in the Horizon Grand Prix. In 2019, the Unipetrol Foundation supported the participation of six student teams in the Horizon Grand Prix programme. The learning programme is based on project teaching and enables students to acquire relevant knowledge and skills in science, technology, and engineering. The aim of all competitors' efforts over several months was to construct



a model of an electric car powered by a hydrogen fuel cell. Six school teams get money to design an innovative car model to compete with other international teams. One of the Czech teams gained the 10th position in the final international race. We supported all teams with the amount of CZK 1,100,000.

EDUBUS

EDUbus is a mobile polytechnic laboratory, which offers a series of

educational programmes & experiments and is designed for children and teachers. Pupils can try out a variety of chemical experiments in a funny way and take a peek at modern methods of teaching chemistry. The Foundation has been a partner of the project since its inception. In 2019, the Unipetrol Foundation organised the EDUbus roadshow at 20 schools in the Ústí Region. The amount of support reached CZK 500,000.

STUDENT SCIENTIFIC CONFERENCE

For the fifth time, the University Centre of UCT Prague-Unipetrol, which is located in the Unipetrol production site in Litvínov, held the Student Scientific Conference, sponsored by the Unipetrol Foundation since 2017. The Student Scientific Conference is an ideal platform



and a unique showcase of scientific and research projects from talented secondary school and university students not only from the Ústí Region but from the entire Czech Republic.

During the conference, 46 students presented their scientific and research projects in science and technology, with an emphasis on chemistry. The Unipetrol Foundation commended all participants and authors of the best projects with monetary rewards in the total amount of CZK 120,000.

CHEMICAL SWAP MEET

The theory is important, yet the practical side of science speaks louder. That is why we provide schools with laboratory equipment, starting in 2018. In a Chemical Swap Meet, the Unipetrol Foundation offers used laboratory and classroom equipment, furniture, and chemical consumables for teaching for free. These chemistry teaching aids are used, but functional, or with limited functionality, and they are suitable for schools. From the things offered, schools can select specific items and numbers of pieces. The Foundation holds the Chemical Swap Meet several times a year, depending on the volume of the decommissioned goods.

PC BAZAAR

In 2019, the Unipetrol Foundation started a project called PC Bazaar. This project lines up with the already existing Chemical Swap Meet. The aim of the PC Bazaar is to put to good use refurbished computers that used to be in service by the Unipetrol Group staff. The Unipetrol Foundation plans to distribute around 300 computers among 16 primary schools. The first school to receive the donation was the Meziboří Primary school with a Kindergarten, which obtained 20 PCs from the Unipetrol Foundation.



Examples of other Unipetrol Groups projects:

COOPERATION WITH UCT PRAGUE (UNIVERSITY OF CHEMISTRY AND TECHNOLOGY IN PRAGUE)

Over 18 years ago, we established collaboration with University of Chemistry and Technology in Prague (VŠCHT). We finance many interesting projects, such as a project called A Modern Chemistry Lesson. It shows that chemistry lessons can be an exciting experience even at primary schools. So that students also get something in return, we made a relax zone for them at the University. Finally, we finance the Chemistry Olympics for secondary schools. Our strategic partnership allocation is worth CZK 1,300,000 yearly.





UNIVERSITY CENTRE UCT PRAGUE - UNIPETROL

As part of the long-term cooperation, we set up the University Centre UCT Prague – Unipetrol inside the Unipetrol production plant in Litvínov in 2015. It combines study with real-life practice. It is a unique project in the region. The University Centre provides students in bachelor's, master's and doctoral degree programmes with professional activities and practical technical skills training. The University Centre also organises events as an exemplification of the so-called "third role". It provides informational and advisory services, promoting science and technology education, supporting a variety of primary and secondary schools in the region, fostering international cooperation, organising technical seminars, and hosting other social events.

Cooperation with secondary schools

We have been cooperating with two partner schools for a long time. [Schola Humanitas](#) in Litvínov and [Střední škola Educhem](#) in Meziboří, both are located close to our operating plant. We support students with scholarships. They come to our production plant for practice, and they can also take a part-time job within the Unipetrol Group. We also help improve the interior of both schools and their equipment.

THE YOUNG CHEMIST

We traditionally support the state competition called The Young Chemist. It is organised for eighth- and ninth graders at primary schools. We contribute CZK 65,000 to the organisation of the competition.

CHALLENGE FOR A CHEMIST (VÝZVA PRO CHEMIKA)

Challenge for a chemist is a chemical competition organised by Spolana Neratovice in cooperation with the Václav Třebízský School in Slaný and the Fire and Rescue Service of the Central Bohemian Region. This competition is held for pupils in the 8th and 9th grades of primary schools to enforce them to love chemistry and other natural sciences.



5 LOCAL COMMUNITIES

We contribute to the well-being of communities where we operate. We want to be seen as a responsible neighbour, so we talk to the local authorities about the challenges for the cities as well as we communicate with people to learn what they need.

Project examples:

COOPERATION WITH MUNICIPALITIES

We make financial contributions to towns located near our production plants to support the development of social, cultural and sports life, and modernisation and development of local communities. The donations are allocated to road and cycle path repairs, public lighting modernisation, nursing home furnishings, or to build school annexes. In 2019 we donated CZK 2,450,000 to 16 towns.

A NEW FIRE ENGINE FOR THE VOLUNTEER FIREFIGHTERS

The Litvínov council and Unipetrol signed a contract of donation for the purchase of a new fire engine for the volunteer firefighters of the town of Litvínov. They thus acquired a firefighting vehicle for about CZK 7 million. Unipetrol donated CZK 2,850,000; the remaining amount was paid from the town's fund of development and reserves.



UNIPETROL LIDEM

Halfway through 2019, we announced #UnipetrolLidem campaign. Inhabitants of Most and Litvínov submitted their investments proposals that would contribute to the well-being of the local communities. The idea-collection points were located in city hall buildings, local tram and other public places. The inhabitants submitted a total of 260 ideas; then they voted for the best investment.





The two winning projects which were finally also chosen by the inhabitants of Most and Litvínov inhabitants (one for Most and one for Litvínov) will be implemented with Unipetrol's financial support in 2020. In 2020 we will spend CZK 2,000,0000 on Unipetrol Lidem.

UNIRIDERS GRACEFUL RIDE

In 2019, the Unipetrol Foundation, HC Verva Litvínov and Čepro organised the first Uniriders Graceful Ride. More than 250 motorbikes went through Litvínov, Most and the Bohemian Highlands. The event was connected with a charity fundraising event.



The funds collected were fairly distributed to medical care for sick boys whose parents work for either the Unipetrol Group or Čepro. Specifically, one-third of the amount was given

to the family of 13-year-old disabled Roman. He has other serious health problems. The second went to the family of mentally disabled Jan, who is also physically limited, and the last to the family of six-year-old Svatopluk who suffers from a skin disease called butterfly wing disease. The participants in the Graceful ride contributed CZK 108,000 to 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. How does it work? Our employees receive a Fulfilled Wishes leaflet on which they choose an organisation(s) that they want 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 employees' pay and forwarded to the account of the selected

organisation. The Unipetrol Group matches each donated amount, thus doubling the final sum. In 2019 we gave together CZK 464,000.

COOPERATION WITH VIZE 97 FOUNDATION

The Dagmar and Václav Havel Foundation covers quite a broad range of interests and activities.



The Foundation focuses on events in culture and medical assistance. We found many of them exciting, and since 2014 we have been supporting their activities. In 2019 they got the fuel order worth CZK 200,000.



UNIPETROL'S RUNNING CLUB HELPS

The Running Club is our sports initiative for employees. We noticed the interest of our employees in running and decided to assist them in that hobby. We contribute to the employees' entry fees in cross-country races. But what is more, for each run kilometre, the company pays CZK 100. The collected money is spent on medical treatment of children in need in the area of our operations. In 2019 we helped with CZK 200,000.



KONTO NAŠEHO SRDCE OF HC VERVA LITVÍNŮV

The team HC Verva Litvínov has been playing continuously in the Czech top-class league since the 1959 season. It has been present in the Czech extra league since the 1993/1994 season. In the 2014/15 season, the club won the Czech Championship title. Konto našeho srdce (Our Heart's Account) promotes sports among children, supports education and cultural projects. It supports valuable charity initiatives in joint projects of HC Verva players and fans. In 2019, thanks to the collected money, six young cancer patients obtained wigs and/or medical treatment. Disabled former players, as well as para hockey players, got funds, too. In 2019 the total donation reached CZK 277,300.

SPORTBOX

SportBox is a collection of sports equipment provided by our employees and customers. Selected Benzina stations offer containers where everyone can put a new or used sports equipment. After its renovation, it is taken to children's homes.

KIDS ON TRIP

Kids on Trip is a project dedicated to children's homes. We send kids for trips,

and in the meantime, we renovate their house. In 2019 we spent CZK 1,500,000 on these activities.

BLOOD DONATION SUPPORTED BY UNIPETROL

In cooperation with the Motol University Hospital in Prague, we organise blood donations for our employees in Prague and Litvínov.



6 THE ENVIRONMENT

Unipetrol has been engaged in environmental protection efforts for the long term. We continuously update our manufacturing facilities, reduce emissions and waste substances, and optimise energy efficiency. In 2019, the Unipetrol Group's environmental protection investment reached a historically highest level of CZK 2.26 billion. We increased this sum by 20 per cent compared to 2018. Investments went mainly to the construction of new facilities and renovation of the existing ones. In five years, the capital and operating expenditures on environmental issues amounted to CZK 7.8 billion. Detailed information is available in the joint report on occupational health, safety and environmental protection:

[JOINT REPORT](#)

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

Examples of our activities:

STOCKING THE BÍLINA AND ELBE RIVERS WITH FISH

In cooperation with local fishers, we fund the periodic releasing of fish into the rivers Bílina and Elbe. Since 2010 we have released more than 8,000 pounds of original fish species into Bílina's waters to a total value of CZK 700,000. Since 2013, the fishermen have released over 2,000 kg of fish into the River Elbe.



FALCONS

Together with the Alka Wildlife Association, we care for peregrine falcons who nest in the production facilities in Litvínov, Kralupy nad Vltavou and Neratovice. In 2019, two pairs of peregrine falcons nested in Litvínov, which is rare in the Czech Republic. Between 2011 and 2019, 25 young falcons have hatched in our production plants.



BEEKEEPING

At our subsidiary, Spolana Neratovice, not only do we care about environmental protection but also support its development. The area surrounding the production site, especially the clearing tank, is a sought-after haven for many protected and endangered animal species. The presence of the Eurasian otter, Eurasian teal, common kingfisher, and river trout, i.e. animals extremely sensitive to the quality of the environment, confirms the cleanliness of the site. Since 2018, we have looked after our beehives located on the site of the old chocolate and saccharin production site and regularly bottle flower honey of excellent quality, as confirmed by the tests run by the accredited laboratory of the Bee Research Institute. Beekeeping would not be possible without collaboration



with the Czech Beekeepers Association. In 2019, the bee colony grew from the original three to five beehives. The high quality and exquisite taste of the produced honey has been confirmed by the accredited laboratory of the Bee Research Institute, which organises the Czech Honey competition each year. In 2018, Spolana won the gold medal and successfully defended it in 2019.

PODCASTS **LET'S TALK** **ABOUT IT**

“Let’s talk about it” is a series of interviews with experts and innovators about sustainability trends. It is a place for sharing perspectives, exploring new ideas and having an authentic discussion about the future. It is also a space for dialogue about forthcoming changes and how they affect both consumers and producers. More and more, we realise that current economic models are not sustainable in the long term. That is why we must work together on innovations and create new structures. Such a transition requires a thoughtful discourse, exploring creative solutions and cooperation. Among recent podcasts, you may find the following topics: Bioplastic, The Plastic Age, Hydrogen Fuel, Circular Economy, etc.

DOST BYLO PLASTU

In 2018, the Ministry of the Environment of the Czech Republic entered into voluntary agreements with a range of companies which committed themselves to reduce the consumption of plastics and single-use tableware in their sites and operations. The aim is to provide customers with alternatives which would neither impact the environment nor their wallets.

The Benzina network of filling stations [participates in the programme](#). As part of the initiative launched by the Ministry, the company has followed the voluntary commitments expected to bring significant savings in the use of plastic packaging materials. Benzina saved around 4.3 tonnes of plastic packaging in 2019 and plans to save more than six tonnes in 2020.

We are currently looking for an environmentally friendly alternative to disposable coffee cups. We will also encourage our customers to buy reusable Thermo cups at our outlets when they purchase hot drinks from vending machines.



7 THE PEOPLE

Last but not least, we pay attention to our greatest asset – the employees. We are considered to be one of the top employers in the chemistry industry and one of the best Czech companies to work for among students and graduates, which is an honour. We obtained many prestigious awards:

- The Employer of the Year 2019 title in the Ústí Region
- The 3rd place in The Employer of the Year 2019 in the Czech Republic
- We got the Family Friendly Certificate by the Ministry of Labour and Social Affairs of the Czech Republic

We are proud of our 4,800 people on board, and so we offer them outstanding social care to make their workplace as friendly as possible. To make sure everything is just and fair, we established the position of the Ombudsman to whom people can report inappropriate behaviour of colleagues, various forms of harassment and bullying, corrupt behaviour or any other act causing harm to the company and its employees. The Ombudsman also deals with

violations of corporate values and acts as a mediator.

EXAMPLES OF OUR ABOVE-STANDARD APPROACH TO OUR EMPLOYEES:

We have a dialogue with our employees:

- Our employees can express their views through a discussion forum
- We regularly organise a satisfaction survey of our employees, and then we 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

Our employees have above-standard benefits, such as:

- Family support – e.g. a free day on the first day of school of our employee's children, a contribution to children's recreation, etc.

- A complete offer of employee training: Soft & hard skills, language courses, professional seminars, educational and development programmes
- Attractive working schedule – we work 37.5 h/week. Our employees have five to six weeks of holidays.
- Home office – for the convenience of our employees, we brought up 30 home office days.
- Financial reward for recommending an employee
- Financial contribution at the birth of a child
- Volunteering – we pay for a day of volunteering

We have a transparent remuneration system for all employees.

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



Examples of special events and activities:

UNIPETROL GROUP AWARD

Award for employees of the Unipetrol Group companies for extraordinary work performance. In 2019, the 9th year took place, 20 employees from production and support organisational units were awarded. The main criterion is the number of nominations of employees across the Unipetrol Group who nominate their colleagues.

UNIPETROL FUN PARKS

In cooperation with the respective towns, we organise the Unipetrol Fun Park in all production locations of the Unipetrol Group. They include entertaining and popular educational programmes for employees, their families, and residents of the towns.

TALENT PROGRAMME

A total of 37 employees were offered a two-year programme during which we train them to develop their skills. The

programme took place from January 2018 to December 2019 and allowed us to identify, find and give development opportunities to employees with the potential to take on key positions in the group.

GRADUATE PROGRAMME (ABSOLVENT)

The Graduate Programme is for graduates up to two years after graduation, who go through a two-year round in the Unipetrol Group companies and, if they prove successful, they can choose a job position that they liked.

IDEA PLATFORM

A platform for our creative employees to suggest innovative solutions to be adopted by the company. Every year we appreciate the best initiatives and their implementation. The selected employees receive a financial reward for their improvement suggestions.

SAFETY DAYS

They take place in all locations of the Unipetrol Group every year in autumn. They focus on personal and procedural safety with an emphasis on practical use in everyday life. Implementation in the

form of theoretical lectures and practical training (first aid).

FINANCIAL REWARD FOR RECOMMENDING AN EMPLOYEE

With this project, we want to reduce the financial costs of recruiting employees and increase the involvement of the existing employees. In 2019, 70% of the recommended employees held the position for more than one year.

SENIOR EVENT

We take care of our former employees by organising a Senior meeting every year in November in Litvínov. Former employees of the Unipetrol Group companies are invited to the event. Approximately 300 people participate (they can also be accompanied). The Unipetrol Group is regularly represented by members of the top management.



COOPERATION WITH ORGANISATIONS

MEMBERSHIP AT BUSINESS FOR SOCIETY (BYZNYS PRO SPOLEČNOST)

In 2019, we became a member company of the Business for Society. Thus, we got an opportunity to obtain a prestigious quality mark of social responsibility, analytical tools to set, manage and measure CSR in the company, inspirational networking and lessons learned from good practice, comparative data on CSR strategies within the industry and across the market, etc.

We believe that shortly, we will become a leader in the field of corporate social responsibility, and we will be able to share and pass on our experience to others.

ECO CENTRE MOST & ECO CENTRE KRALUPY NAD VLTAVOU

We are one of the founding members of the Eco Centres in Most & Kralupy nad Vltavou. We cooperate with them when it comes to alerts and information system for the public regarding our operations. Both centres are additionally involved in other Unipetrol activities such as the fish planting programme for the local schools.



9 SUMMARY

**IN 2019, THE
UNIPETROL
GROUP SPENT
A TOTAL OF:**

CZK 25,420,472 on CSR activities:¹

- CZK 1,295,000 on the environment
- CZK 9,377,472 on people
- CZK 11,888,000 on education
- CZK 2,860,000 on the support of local communities

ENVIRONMENTAL PROTECTION OVER THE PAST FIVE YEARS (2015–2019)

**PRODUCER
OF STRATEGIC RAW
MATERIALS IN CR**

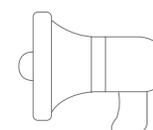
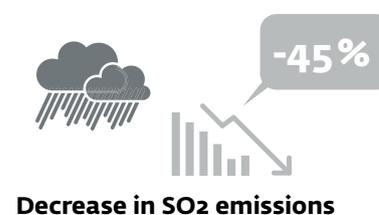
CZK 7,75 bn

**Total spending
on environmental
protection**

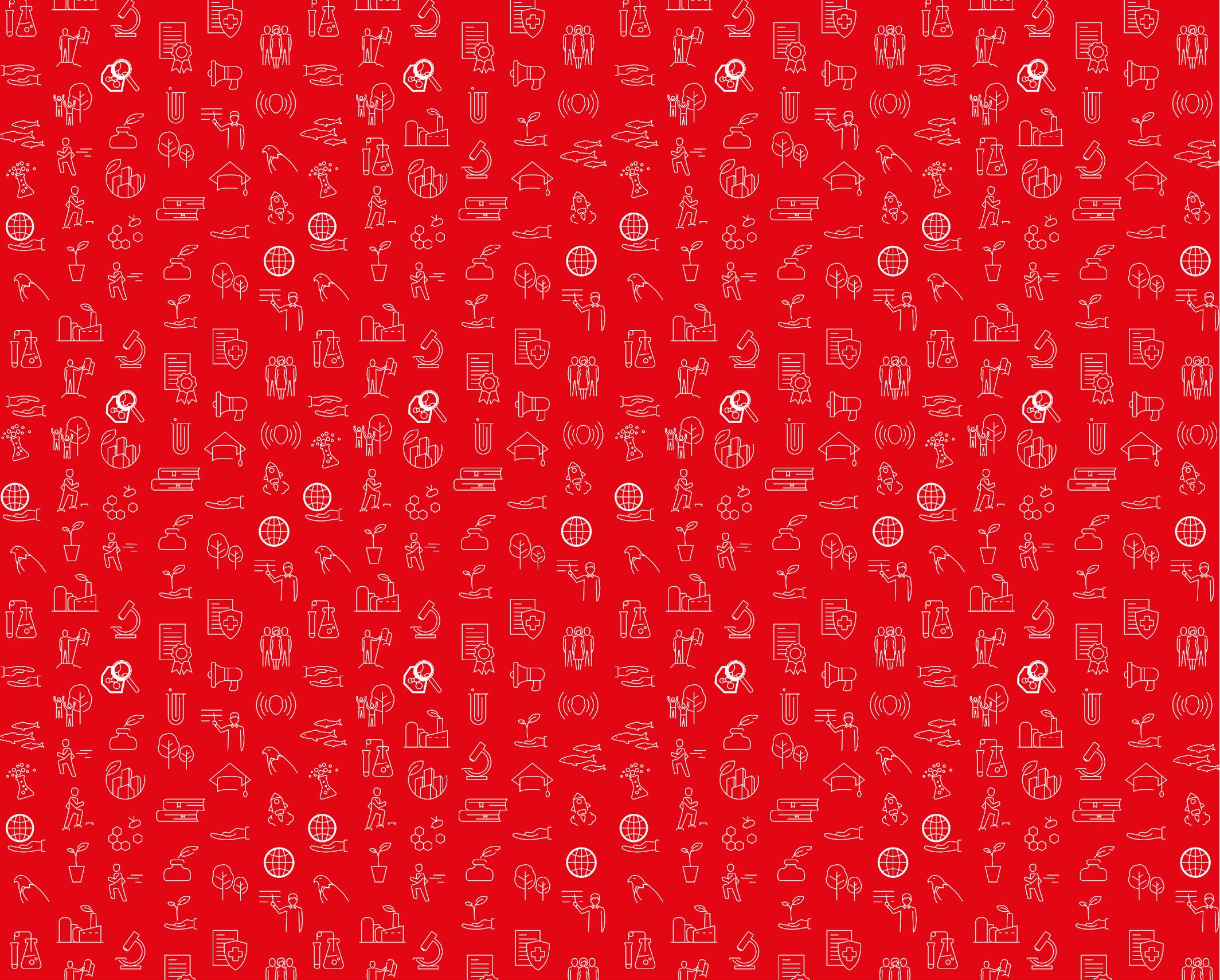


+20%

Year-on-year growth



¹Total environmental investments in 2019: CZK 2.26 billion



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