

5. Community

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5. COMMUNITY

Activities carried out in ENEA Capital Group for the community sake are managed on the basis of a comprehensive *Corporate Social Responsibility Strategy of ENEA Capital Group*, implemented in 2011. It is supplemented by the *ENEA Capital Group Policy of Social Engagement*. Both documents specify two development directions of social commitment activities: **Environment and Community**. Companies of ENEA Capital Group can support various community initiatives if they are in accordance with those directions.

"Environment" direction - includes all activities promoting environmental protection. ENEA Capital Group companies operate for the sake of environment through own educational projects directed to stakeholders such as "In contact with nature" and by supporting projects carried out by social partners, such as "Clothes in motion" by Anna Dymna "After all" Foundation.

In accordance with the *ENEA Capital Group Policy of Social Engagement* companies have an opportunity to support ecological activities through financial or in kind donations, provision of services free of charge, as well as provision of logistic or factual support.

"Community" direction - includes initiatives aimed at supporting development of local communities, where ENEA Capital Group companies operate. Companies accomplish their own projects and co-operate with social partners-associations, schools, universities, orphanages, social centres, hospitals and other institutions for the public good. ENEA Capital Group supports projects and activities aimed at local development, safety improvement, health and promotion of a healthy lifestyle.

Potential partners and beneficiaries have an opportunity to apply for support of community initiatives, among others, by filling in the application form placed on the ENEA S.A. website. According to the *Rules for granting donations by the ENEA S.A. Management Board* the following issues are taken into account during the evaluation of applications: experience of the submitting organization in the accomplishment of social projects, statutory objectives, level of initiative cohesion with the directions of social engagement of ENEA Capital Group, number of direct beneficiaries and benefits the project shall bring to the involved parties.

Information on the rules for granting donations are available in the CSR section on the ENEA S.A. website. The total amount of donations made by the reporting companies of ENEA Capital Group amounted to **PLN 1 239 720.74** in 2012.

5.1. Co-operation with local authorities

One of the main objectives of the *Corporate Social Responsibility Strategy of ENEA Capital Group* is to develop a dialogue with stakeholders, including local communities, and taking into account their voice in the business operations. Long-term and based on mutual trust relationships with the citizens of areas where the companies of the Capital Group operate are built through the activities for the sake of local communities.

Development of local communities is also affected by long-term investments made by individual companies. For example ENEA Wytwarzanie has begun construction of a new power block no. 11 with a capacity of 1075 MW in 2012. It is the largest energy investment in Poland crucial for the country's energy security. Its construction will take approximately five years and shall increase the power capacity by as much as 30%. Construction of the new unit is an opportunity for economic development of the region. Nearly 2,500 people will work during the construction and nearly 300 shall be employed permanently.

Co-operation with the Foundation for Talents Development

The Foundation for Talents Development supported by ENEA S.A. organized workshop to develop social skills directed to high school students, entitled: "The future is in your hands."

500 hundred students from Mosina district, Secondary School in Tarnów Podgórny and International School of Poznań took part in individual and group classes. Young people learnt, among others, methods of work organization and communication techniques.

These same students participated in the second part of workshops in September during which their individual predispositions were diagnosed. Secondary school students got to know methods supporting learning process and the most important factors influencing the choice of their future education.

Purpose of the "Future is in your hands" Program is a diagnosis of predispositions and development of pupils. When knowing their 'talents' students make better, more conscious education decisions, and through workshops develop skills needed in the labour market. Involvement of such companies like ENEA S.A. in social programs enable us to provide students with the knowledge and skills which are necessary in adult life, both personal and professional.

Anna Korzeniewska

Founder of the Foundation for Talents Development

"Five senses. PAUSE" Program

ENEA S.A. is involved in activities to counteract social exclusion due to disability. The Company has supported educational and cultural project "Five senses. PAUSE" in September 2012. It was organized by the Educational Association MCA and More Than One Production agency. The aim of the project was to activate the environment of the deaf and hearing impaired to actively participate in cultural life.

The program consisted of theoretical and practical music workshops led by musicians, musicologists and specialists in sign language. Workshops were held, among others, by *Amadeus Chamber Orchestra* of *Polish Radio* conducted by Agnieszka Duczmal. During workshops deaf people prepared a song that will be presented on 14 November 2012, during the final concert.

"Five senses. Pause" allowed deaf people to participate in educational and cultural events, to which they did not have access previously. Its uniqueness is to provide our participants with certain areas of cultural life, which had previously been entirely excluded. The project was a trip into the unknown for

the deaf and its effect was to arise interest in music and organise similar events not only in Poznań, but nationwide.

Paweł Gogołek , More Than One Production

Anna Dymna "After all" Foundation

The Supervisory Board of ENEA S.A. adopted a resolution on establishing long-term cooperation with the Anna Dymna "After all" Foundation. The Company submitted within the project "Our energy in the Valley of the Sun" financial support for the implementation of the statutory activities of the Centre for Rehabilitation and Therapy "Valley of the Sun" in Radwanowice, caring for people with intellectual disabilities.

ENEA S.A. was also one of the main sponsors of the Marek Grechuta Enchanted Song Festival organized by the Foundation in 2012. The Company has funded two major awards for vocally talented, disabled persons. The winners received their prizes from ENEA S.A. brand ambassador - Actor Michał Żebrowski.

Every day we are helping adults with intellectual disabilities who are not able to ask for support themselves. Problems of their daily lives and they themselves are often pushed to the margins of society. We are encouraged that ENEA S.A. decided to help them. ENEA S.A. has supported us in our activities related to overcoming barriers and stereotypes. The Company has decided to join the Foundation's three projects through the involvement of its employees and financial support. Our charges were given specific and material assistance. We are aware that this was possible only thanks to the sensitivity of the Management Board of the Company, professionalism and exceptional commitment of its employees.

*Michael Serwiński, Head of Fund raising
Anna Dymna "After all" Foundation.*

Cooperation with the public sector and universities

In order to support local development and promote innovation, companies belonging to the Capital Group cooperate with local governments and universities. Energomiar company presented in 2012 reports addressed to local authorities on the quality and cost-effective operation of street lighting for rational spending budgets of cities and districts.

ENEA Operator in cooperation with the Institute of Electrical Power Engineering of Poznań University of Technology organized in the academic year 2011/2012, a postgraduate program for the employees of the company and the local government. Studies related to local energy planning and energy management at local government units. The program included, among others, subject of sustainable development, including methods of reduction of energy consumption in the areas administered by local authorities. Studies at the beginning of 2012 have been began by 38 persons.

In February 2012, ENEA Wytwarzanie and authorities of the Wrocław University of Technology signed a letter of intent initiating a long-term scientific cooperation. Employment of trained specialists is essential for the development of the Company. Students will have the opportunity to gain work

experience during placement in Kozienice power plant. Previously, the Company entered into a similar collaboration with the Warsaw University of Technology.

ENEA Capital Group companies also conduct activities to improve safety. For example, ENEA Wytwarzanie supported statutory activities of the Volunteer Fire Department in Stanisławice financing the purchase of equipment of watchtower in 2012. It also donated funds for statutory activities of Association of Voluntary Fire Brigades in Kozienice.

Cooperation with cultural institutions

ENEA S.A. continues activities related with restoring the splendour of the Royal Łazienki Museum in Warsaw through the "Proud of Heritage" program. The Company wishing to express its commitment in the Polish culture and its place in the minds of people all over the world, became the patron of the famous palace complex in 2011. Until the end of 2013 the electrical system will be replaced. Furthermore, works under the effective lighting of buildings shall be completed. Enefos company is responsible for the completion of all above mentioned works.

As a result of the on-going works, among others, Belvedere Pond, Myśliwiecki Palace, and the Temple of Diana were illuminated in June 2012. Furthermore, works under the illumination of the Palace on the Island were completed. All works are supervised by the preservation officer.

Elektrociepłownia Białystok was one of the ENEA Capital Group companies that conducted activities aimed at supporting culture. The Company gave financial donations to the *Leon Schiller National Higher School* of Film, Television and Theatre in Łódź, to the "Music of the Orthodox Church" Foundation in Hajnówka to support XXXI International Festival of Orthodox Music "Hajnówka 2012" and for the development of Białystok Fine Arts Society.

CASE STUDY

NEW FORMS OF COMMUNICATION WITH LOCAL STAKEHOLDERS

Reporting in accordance with the GRI standard

Both: sustainability report for the year 2011 and this report for the year 2012 have been prepared on the basis of friendly to stakeholders, international reporting standard, the Global Reporting Initiative (GRI). Data in reports are presented in such a way to allow stakeholders learn on the full picture of the Capital Group operations, including those for the environment and local communities.

ENEA Wytwarzanie in a local TV

A thirty minute program about ENEA Wytwarzanie, its current affairs, accomplishment investments and employees activities were broadcast in the "Kozienice Chronicle" on a local cable channel in Kozienice. "ELKO News" was broadcast on the last weekend of the month from December 2011 to December 2012. The program was a response to the interest of employees and local community with events taking place in the power plant.

Integration Foundation Certificate

ENEA S.A. adapted its website to the requirements of users with disabilities in December 2012. For this action the Company was the first one in Poland to receive the Integration Foundation Certificate "Website disabled friendly to people with disabilities."

5.2. Employee volunteering

General outline of rules for supporting employee volunteering integral with the *ENEA Capital Group Policy of Social Engagement* were adopted in 2011.

Employees who wish to personally involve in social activities may report to the designated volunteer coordinators. Volunteers operate in accordance with the *Volunteer Ethics Code* available for download on the ENEA S.A. website in the section *Employee Volunteering of ENEA Capital Group*.

Volunteer activities focused in 2012 on the main educational programs: "Electricity is not so terrible" and "First Aid - premedical rescue".

Effectiveness of the Employee Volunteer Program of ENEA Capital Group and the scale of impact on local communities are measured on the basis of the beneficiaries number, volunteers carrying out projects, hours devoted to volunteering and assisted institutions.

253 employees involved in volunteering
48% increase of employees involved in volunteering compared to 2011
1 444 total number of hours spent on voluntary actions
26 085 number of beneficiaries who received support

Voluntary activities of the Capital Group are valued in competitions. ENEA Capital Group has been awarded 100 Percent Employee Volunteering Awards, organized by the Volunteer Centre in December 2012. The prize was granted in the debut category. The jury appreciated the comprehensive approach to the management of the program in the Capital Group, which merges employee volunteer activities carried out within the dispersed units.

ENEA Operator received a special award during the 15 edition of the National Competition for the title Benefactor of the Year, for the "First Aid – premedical rescue". Furthermore, ENEA S.A. received Friend of the Benefactor of the Year Competition title.

Employee volunteering in ENEA Capital Group

CATEGORY	2011	2012	Change % y/y	In total from the beginning of Employee Volunteering
Number of active volunteers	171	253	+48%	253
Number of beneficiaries	14 141	26 085	+84%	40 226
Number of beneficiaries <i>"Electricity is not so terrible"</i>	7 345	11 264	+53%	18 609
Number of beneficiaries <i>First Aid...</i>	5 293	10 204	+93%	15 497
Number of schools and kindergartens	127	295	+117%	422

In accordance with the *ENEA Capital Group Policy of Social Engagement*, all initiatives undertaken by the companies should engage stakeholders and contribute to a positive change in communities in which they operate. These assumptions are achievable through the implementation of original projects, involving employee volunteers and the cooperation with NGOs.

Volunteers teach that "Electricity is not so terrible"

How to safely handle electricity? How to save energy? Elementary school pupils learn the answers to these and other questions related with the safe and rational use of electricity during special classes conducted by ENEA volunteers. The program has been developed in collaboration with teachers, educationalists and received the patronage of the Ministry of Education, Wielkopolska School Superintendent, Wielkopolska Province Governor and the Mayor of Poznań. 11 264 students benefited from the program in 2012.

Knowledge that saves lives

Young people during the classes "First Aid - premedical rescue" learn about how important and necessary is knowledge of first aid. Classes are held by trained volunteers – rescuers from ENEA Operator. Instructors teach young people what to do when they witness an accident and how to help a victim while waiting for an ambulance. 10 204 students participated in classes in 2012.

5.3. Pro-environmental activities

One of the main objectives set out in the *Corporate Social Responsibility Strategy of ENEA Capital Group* is to promote practices and behaviour for environment protection. ENEA Capital Group companies pursue this goal, among others, through educational activities directed to the stakeholders.

"In contact with nature"

ENEA S.A. conducted the second edition of action and competition: "In contact with nature" in 2012 - a nationwide environmental education project. On the Wkontakcieznatura.pl website users may have submitted their own environmental initiatives and present them through blogs, photos and videos. In the second edition of the competition in 2012, 53 initiatives were reported. Authors of five most interesting received 10 000 PLN to be spent on pro-environmental activities.

"Natural sciences on the stage"

ENEA S.A. supported the implementation of a nationwide festival "Natural sciences on the stage" for the third time. The project is targeted to high school students from across the Poland. The festival was organized in 2012 at the Faculty of Physics of Adam Mickiewicz University in Poznań. The festival promotes achievements of science among young people: physics, chemistry, astronomy, biology, ecology and mathematics. In each edition more than 300 students take part.

Charity recycling

ENEA S.A. joined charity and ecological action in 2012 "Clothes motion" organized by the 3R Recycling Solutions company. In the ENEA S.A. offices located in n Poznań, special containers were placed, where one could dispose of unwanted clothing and shoes. The material from which things are made will be re-used. Part of the proceeds from the sale of used clothing will be donated to charges of Anna Dymna "After all" Foundation.

Printers in good hands

ENEA SA donated 67 used laser printers to schools and non-profit organizations from vicinity of Szczecin, Wrocław and Poznań. The equipment was sent to three umbrella organizations: *Foundation* of Support for NGOs "*Umbrella*" from Wrocław, the Association "Polites" from Szczecin and Wielkopolska Coordinating Council of NGOs Association from Poznań. They provided printers to the organizations most in need, including the 23 sites identified by the ENEA Capital Group employees.

In-kind, financial or service assistance offered by the Company to organizations which support NGO, such as our foundation, translate into development of many local organizations. Thanks to the incubators, many of them take advantage of a comprehensive, professional infrastructure and factual support. Printers allowed for the improvement of the current work and reduction of IT costs spent on professional printing.

Beata Partyka
Wrocław Centre for NGO Support Section 3
Foundation of Support for NGOs "Umbrella"

Szczecin NGO Support Centre Sector 3 announced a competition "The Magic of Cooperation", in which a number of NGOs have decided to undertake joint actions to be able to receive the printer. With the ENEA S.A. support several organizations have been equipped with valuable printers, for the purchase of which they could not afford. Printers went to organizations that handle a variety of activities: sports, cultural, for the animals and activating local communities.

Wojciech Spychała - President of the POLITES Association
Szczecin Centre for NGO Support Section 3

Environmental education of employees

ENEA Capital Group pays a great importance to environmental education of employees – its key stakeholders. EP Zakład Transportu Company conducted training for employees of the Capital Group in the field of safe and eco-driving in 2012. Furthermore, ENEA S.A. Company has introduced measures to reduce paper consumption in office buildings. Printers were set for two-sided printing. The Company's employees are also encouraged to segregate waste paper and used batteries. Special containers for waste segregation are located in the office buildings.