

Human rights in relations with employees

At the LOTOS Group, great importance is attached to ensuring that human rights are respected in relations between employers and employees.

Our core corporate values are enshrined in the LOTOS Group Code of Ethics. In early 2019, the Grupa LOTOS Management Board resolved to strengthen protections for employee rights by adopting the Workplace Bullying, Harassment and Discrimination Prevention Policy, which contains provisions on how to identify unacceptable practices as well as mechanisms to be applied in case of misconduct that threatens values such as human dignity, social norms and mutual respect.

The Workplace Bullying, Harassment and Discrimination Prevention Policy requires that misconduct be reported to the Ethics Officer through one of the available communication channels. The Company also plans to launch a training programme on identifying behaviours that may be indicative of bullying, harassment or discrimination.