



## EMPLOYMENT

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## NUMBER OF EMPLOYEES AT THE GRUPA AZOTY GROUP

XLS

Employee group	as at Dec 31 2014	as at Dec 31 2013
blue collar employees	9,034	9,057
white collar employees	4,946	4,822
<b>TOTAL</b>	<b>13,980</b>	<b>13,879</b>

## NUMBER OF EMPLOYEES AT CONSOLIDATED SUBSIDIARIES

XLS

Employee group	as at Dec 31 2014	as at Dec 31 2013
blue collar employees	7,731	7,759
white collar employees	4,161	4,048
<b>TOTAL</b>	<b>11,892</b>	<b>11,807</b>

## NUMBER OF EMPLOYEES AT THE GROUP: AVERAGE FOR THE YEAR AND AS AT THE END OF 2014

XLS

Employee group	average annual	as at Dec 31 2014
blue collar employees	9,048	9,034
white collar employees	4,909	4,946
<b>TOTAL</b>	<b>13,957</b>	<b>13,980</b>

## NUMBER OF EMPLOYEES AT CONSOLIDATED SUBSIDIARIES: AVERAGE FOR THE YEAR AND AS AT THE END OF 2014

XLS

Employee group	average annual	as at Dec 31 2014
blue collar employees	7,752	7,731
white collar employees	4,119	4,161
<b>TOTAL</b>	<b>11,871</b>	<b>11,892</b>

## EMPLOYEE TURNOVER FROM JANUARY 1ST TO DECEMBER 31ST 2014

XLS

Employee group	2014
blue collar employees	697
white collar employees	596
<b>TOTAL</b>	<b>101</b>

## EMPLOYMENT BY SUMMARY EDUCATION

XLS

Description	Year	Total employment	University or equivalent	Secondary	Vocational	Primary
Number of employees	2014	13,980	3,722	5,757	3,610	891
Number of employees	2013	13,879	3,479	5,760	3,717	923

## EMPLOYMENT BY LENGTH OF SERVICE

XLS

Description	Year	up to 5 years	6-10 years	11-20 years	above 20 years
Number of employees	2014	1,583 11.3%	1,908 13.6%	2,764 19.8%	7,725 55.3%
Number of employees	2013	1,419 10.2%	1,823 13.1%	2,503 18.0%	8,134 58.6%