

# Career

More than 2,000 people combine to form what is one of the most precious assets of GAZ-SYSTEM – an employee team whose professionalism and involvement contribute to the success and development of the Company.

GAZ-SYSTEM's workforce appreciate their work satisfaction and synergy between the Company's systems and practices. Thus they promote the Company's image as an organisation which cares for employment conditions while maintaining highest available safety standards, nurtures good interpersonal relations in different organisational levels, encourages development, and supports its workforce.

The Company encourages team-work culture, constructive and open dialogue, and collaboration geared towards achieving its goals.

Thanks to exceptional working conditions offered by GAZ-SYSTEM S.A. to its employees, in **2014** the Company has been awarded with **the Certificate of Top Employers Poland**. The employment policy of GAZ-SYSTEM S.A. was assessed above the 2014 certification threshold.

In 2013 **GAZ-SYSTEM S.A.** has been awarded **first place** in the **Best Employers 2013** study in the category of very large companies employing more than 1000 employees in Poland. The study was conducted by Aon Hewitt. GAZ SYSTEM S.A. was among the laureates for the fourth time in a row.

## Recruitment

Recruitment depends on current Company needs. Each recruitment process begins with looking for suitable candidates within the Company's internal resources. This focus on workers' internal promotion is one important feature of the Company's HR policy. If no one suitable is found, external recruitment is launched.

The basic element in each recruitment process is examination of the applications sent to the Company (CV, cover letter). On this basis, potential candidates are qualified to subsequent recruitment stages:

1. Interview (usually, there are several interviews, depending on the position on which the recruitment is focused).
2. Tests to verify the candidate's aptitude.
3. Tasks to complete, which are selected specifically for each position profile, to verify the candidates' knowledge and skills.