



Engineering Design Center

Engineering Design Center (EDC) is an engineering alliance between General Electric Company Polska Sp. z o.o. and Institute of Aviation



**15 years of cooperation
between the Institute of Aviation
and General Electric Company Polska**

CSR report for 2015

Fifteen years of the Engineering Design Centre

In April 2000, one of the world's largest corporations, GE, launched its cooperation with a Polish scientific-research unit of long-standing traditions – the Institute of Aviation. Based on this agreement, a Warsaw-based engineering centre was created, known as the Engineering Design Centre (EDC). This incredible combination of employees from both companies was an ambitious challenge for all those who created it at that time. Initially, the activities of the Polish centre were concentrated on aviation-related issues. Our engineers analysed and tested their capacity and verified the needs of our foreign partner. Using its knowledge, corporate culture and state-of-the-art business solutions, they created their own, original model of an organisation based on the extensive Polish scientific experience.

As a result of continuous development and investments in talented, young engineers, the EDC team, initially consisting of several members, soon became an organisation of more than a hundred employees. We have been regularly checking the level of demand and areas in which we can provide our services. We have turned unique skills and the constantly growing research infrastructure into our capital. The development of laboratories has effectively supported a number of key ventures executed in the EDC up to the present day. The result of these actions and the sign of trust from our foreign partner was the fact that we assumed increasing responsibility in the area of works on aero-engines. Initially, the Polish engineers were focused on designing and streamlining single parts. However, a few years later, being organised in numerous teams, they were able to embark on larger projects related to entire aero-engines and their key components.

This international relationship soon demonstrated that our Warsaw-based engineering centre could also be extended by completely different technological segments, which would be equally effective in supporting such areas as energy and oil industry. In the subsequent years, starting from 2005, the EDC grew by further hundreds of employees who created teams dealing with areas other than aero-engines: GE Aviation Systems, Power and Oil & Gas (2007), Energy Connections (2014) and Transportation (2016).

Year 2015, being the jubilee of the EDC's 15th anniversary, demonstrated the long way we had gone through, from a modest idea and a reliable business experiment, through to a thriving engineering centre with 1,800 employees. Using the language of contemporary business, the past decade shows that start-up ideas were already present at the beginning of the 21st century, with our organisation being an excellent example of this. With two facilities – scientific and commercial – we have created a place where we generate unique ideas, design them, test and launch into the world so that our business partners could implement them in real products.

Since the beginning we have also been involved in a series of activities related to corporate social responsibility. We constantly contribute to the popularisation of technical faculties at universities, participate in events of scientific and popular-science nature, promote the management of diversity and organisational culture based on direct relations in which all the parties involved may fulfil their goals and develop themselves in their fields. The mission of our organisation is to create such a workplace where technological knowledge and professional experienced are spread in the atmosphere of mutual respect and kindness.

The report is a guidebook on the most important events that took place in the jubilee year of 2015.

Areas of activity of the Engineering Design Centre (EDC)



GE Aviation is one of the six businesses of General Electric, with its share in the Warsaw Engineering Design Centre (EDC). The engineers employed with GE Aviation design, streamline and supervise the production of parts for jet engines used in the civil and military aviation throughout the world. Additionally, engineers at the EDC work on projects related to energy turbines used in power plant and on ships. The EDC is also responsible for solving technical problems of the airlines that use the GE engines. Currently, GE Aviation produces over 37 types of engines (including GENx, LEAP, Passport 20, and Honda) which drive approximately 91 types of airplanes. In 2015, the Warsaw-based GE Aviation, in cooperation with the GE branches in Italy and the Czech Republic, began designing a new ATP engine line. The plans for the year 2016 include further works on the construction of the ATP engine (preparation for tests, designing and production of components), as well as the reorganisation of GE Aviation, i.e. changing the operational model, which will streamline the supervision over projects, management and communication within the entire area.



The GE Aviation Systems has been functioning in our organisation since 2005. This area is subdivided into two parts, namely Aviation Systems Mechanical and Aviation Digital. The Aviation Systems Mechanical is mainly involved in designing composite and metal elements for aerostructures, propeller systems and nacelles of such customers as Airbus or Bombardier. Additionally, the employees of the Aviation Systems Mechanical participate in the design works on generators and electric power distribution systems, heat exchangers and de-icing systems.

Aviation Digital conducts works on the systems and software that constitute the equipment of such airplanes as Boeing, Airbus or Gulfstream. The technologies developed here include not

only the technologies related to displays, or the cockpit instruments, but also those related to the steering systems of aero-engines, fuselages or control surfaces. The Avionics and Digital Systems Laboratory was established in 2015. It specialises in researching the functioning of equipment and systems, as well as their testing, verification and validation. Detailed tests are performed with the use of modern oscilloscopes, multi-metres, generators, interface cards for data communication protocols and signal amplifiers.

GE Power in the EDC was appointed in 2007. This area is one of the biggest global suppliers of technologies and equipment for electricity production. The portfolio of GE Power's products encompasses, in particular, gas and gas-steam turbounits, the technologies for generating energy from renewable and nuclear sources, combined heat and power solutions for municipal and industrial applications as well as coal gasification systems. Since 2012, the GE Power area has consisted of two sections. One of them is the Distributed Power which specialises in piston engines. The other section is formed by the Gas Turbine Centre, concentrated on comprehensive designing and servicing of all gas turbines present in the GE's portfolio. Both sections are directed towards a series of comprehensive actions concerning turbines, ranging from the preparation of product specifications, through its design, support, construction, to tests and servicing.



GE Oil & Gas is considered to be the world leader of advanced technologies in almost all segments of the broadly-conceived oil industry. The London-based company with branches in all corners of the world provides integrated solutions for products and services in all the areas of the fuel and energy as well as the chemical sectors, from the extraction of oil and gas, through their transmission, processing technologies, to the maintenance services related to the modernisation of installations and devices on drilling platforms as well as in refining and petrochemical plant and chemical plants. Moreover, during the contemporary digitisation of

industry, GE Oil & Gas introduces innovative solutions in the steering systems and software of its devices, creating new-generation equipment – monitored, analysed and adjusted in real time. The Engineering Design Centre is one of the key locations of GE Oil & Gas, and our engineers mark their presence as experts in the most significant global projects of the company.

In 2014, our engineers also began their activities in the area of **Energy Connections**. It is represented by the Power Conversion Rotating Machines department which deals with designing synchronous and induction electric motors as well as power generators. Energy Connections executes projects concerning the transmission, distribution and conversion of electric energy by ensuring secure, reliable and effective solutions for the energy, maritime, extractive and mining industries. This team cooperates with numerous engineering offices and factories, particularly from England, France, Brazil and Canada.

The research infrastructure created for the purposes of the EDC

Thanks to the demarcation of relevant teams and skilful selection of personnel, the quality of the services provided is at the world's highest level. As an international organisation, we place great emphasis on improving the skills of our professional staff.

The design and research works are supported by a series of perfectly-equipped laboratories, where our employees can conduct all the tests and develop themselves in numerous technological fields. We strive to develop our research and scientific as well as the engineering facilities. Our infrastructure, qualified personnel and broad portfolio place us amongst the top research institutes in Poland and Europe.

The cooperation between the Institute of Aviation and General Electric manifests itself in the creation of the most modern plants and laboratories in the world on the premises of our EDC.

Our research infrastructure is an ideal proof of how we increase the innovativeness of the Polish economy.

From amongst the most modern and best equipped laboratories in the EDC, we can pride ourselves on the following:

Materials Science Laboratory is one of the best equipped research facilities in Poland and the European Union. The laboratory specialises in material testing of commercial engines, gas turbines, steam turbines, reciprocating compressor, wind turbines and coating elements.

The **Engine Training Laboratory** is a place where our engineers can participate in numerous theoretical and workshop training sessions dedicated to aero-engines. The laboratory is equipped with the CF6-80C2 and CFM56-7 turbojet engines used for propelling large passenger aircrafts, the CT7 turboprop engine for propelling civil and military helicopters and short range passenger aircrafts, as well as the GE J85 and PZL K-15 for combat aircrafts. There are also showcases with various components of aero-engines as well as audio-visual equipment with didactic materials for beginning and advanced engineers, so that they could expand their knowledge and skills in aviation. This purpose is also fulfilled by special instruments for technical inspection of the engines, their dismantling and servicing, which are used during practical training sessions.

The **Pressure Test Laboratory** is one of the three facilities in the world to specialise in the pressure and temperature testing of GE Oil & Gas products (particularly for underwater technologies), the support for the product lines launched, the participation during the implementation of new products and the sales support. Here, our engineers – using professional equipment – are able to conduct the tests for the approval of devices and products used in the extractive industry and in the oil and gas processing industry, as well as the tests for handling the aviation and energy industries.

In the **Bearing Test Laboratory**, our specialised staff can conduct endurance and functional tests of objects rotating at the speed of up to 22,000 r.p.m. A highly advanced data acquisition and steering system makes it possible for the engineers to conduct tests in a manual mode or in a fully automatic mode, while registering such parameters as temperature, speed, pressure, vibration, flow rates and tension, at a sampling rate of up to 25 kHz. The equipment of the laboratory makes it possible for engineers to test not only aviation bearings, but also gear boxes, oil-air separators, mechanical seals as well as non-aviation parts and systems.

The **Control Systems Laboratory** is equipped with several testing stations which make it possible for our employees to conduct compliance tests, measurements and coordination of works on the development of equipment for controlling the oil and gas extraction from the bottom of the ocean.

The main application of the **Controls Laboratory for Gas Turbines** in the work of our engineers is the simulation, development and technical support for applications, communication interfaces and control sequences implemented in the software of gas turbines.

The **Repairs Laboratory** provides our engineers with the possibility to repair and renovate components by welding, soldering, thermal processing, reconstruction / supraconstruction of surfaces as well as designing and manufacturing prototypes of various types of instruments. The mission of our engineering team is the continuous improvement of the technology related to repairing the components of gas turbines. Our experienced specialists optimise and develop the existing processes as well as train other engineers and operators not only from our organisation but also from the entire world.

Thanks to the **Heat Transfer and Fluid Mechanics Laboratory**, our specialists can provide support to other engineering departments in the process of designing and testing the components of aero-engines and industrial gas turbines. The laboratory is equipped with a state-of-the-art base of test and measurement equipment with two measurement stations for

work in a manual control mode and in a fully-automatic mode. The high-class equipment of the laboratory makes it possible for the engineers to register the precise parameter measurements, i.e. the temperature, humidity, pressure, flow rate, speed and the three-dimensional level of turbulence.

The **Avionics and Digital Systems Laboratory** makes it possible for our specialist staff to test the electrical parameters of devices, develop firmware as well as conduct formal tests the results of which are submitted during the certification process of aircrafts.

Thanks to the constantly expanding infrastructure of the Engineering Design Centre and the increasing portfolio of services, our engineering teams can not only get involved and fulfil global ventures in various sectors of the heavy industry, but they can also gain the necessary professional experience, enhance their own skills and develop the Polish engineering ideas.

General Electric (GE)

General Electric was founded in 1892 in consequence of the merger of two businesses: the Edison Electric Light Company managed by Thomas A. Edison and the Thomson-Houston Electric Company, run by Charles A. Coffin. General Electric manifests its leading position in the market by providing services to customers in over 100 countries and employing more than 300 thousand people worldwide. The company uses advanced technologies, undertakes challenges in the field of energy, medical and transportation infrastructure, consumer technologies and financial services.

Thanks to its diverse portfolio, General Electric undertakes to solve the most difficult global problems. The GE corporate culture, which makes it possible to cooperate with numerous companies, business and scientific groups, as well as local communities and the government, have become the key to our company's success. Thanks to specialised employees, services and top technologies, GE speaks the industrial language, shapes new rules of competition for

companies worldwide and shows other organisations (irrespectively of their size, level of complexity or history) how to progress.

The Institute of Aviation (ILOT)

The Institute of Aviation in Warsaw was established as a Technical Research Institute of Aviation in 1926 and had its share in the tests of almost all Polish aircraft. The current name of the Institute comes from 1952. The activities of the facility are focused on the provision of the highest quality design, engineering and research services that provide solutions to the problems faced by the contemporary aviation and space industry. The Institute is in close cooperation with the world leaders in the aviation industry, such as General Electric, Boeing, Airbus or Pratt and Whitney. It also cooperates with numerous technical universities, scientific institutes, R&D units, knowledge transfer centres and industrial organisations, both in Poland and abroad. This international cooperation makes it possible to use the achievements of top-class scientists, as well as participate in the execution of projects not only in the field of aviation. By investing in the development of staff and scientific-research infrastructure, the Institute of Aviation is consistently committed to achieving the position of one of the best research institutes in Europe and to being competitive on the global research market. The Institute of Aviation features 6 professional sections as well as 30 well-equipped and specialised laboratories.

CSR at General Electric – a statement by Marian Lubieniecki, President of the Management Board of General Electric Company Polska Sp. z o.o.



Dear All,

I remember the EDC at the very beginning in 2000: a group of people with indefatigable enthusiasm to cross the borders and reach the summits built the engineering centre from scratch. Out of our ideas and enthusiasm, we gradually created the foundations of the organisation. We materialised our ideas and captured our energy into a certain framework. Out of laboriousness and faith in success, we built a machine which moved forward, waiting for an opportunity to accelerate the development.

A breakthrough came at the end of 2000s. The competences of the Polish engineers employed in Warsaw by the Aviation business became well-known across the company to such an extent that they drew the attention of other businesses which also decided to open up their branches in the EDC. What happened afterwards was not a period of mere development – we participated in the process of increasing competence and responsibility on an unprecedented scale. We employed hundreds of engineers per year, built laboratories, opened up new teams. The EDC has become a major brand both in the global GE and within the local engineering environment.

Today, we are standing on the threshold of 2017, looking back at over 15 years of the EDC's activities. On board, we have key experts of one of the biggest companies in the world; we cooperate during the most important project in all parts of the globe. It would seem that, in such a situation, it is possible to rest on one's laurels. However, we are lucky that, in the EDC, the desire for challenges and the enthusiasm for stretching one's own capabilities have never faded away. Today, like 15 years ago, we are committed to learning and entering new areas of

competence. In the EDC, as in the world, we are moving forward with the digitisation of our teams, making our processes flexible in the FastWorks philosophy, as well as working on the development of incremental technologies. We are creating the future of Polish engineering.

Marian Lubieniecki

EDC Site Leader

President of the Management Board at General Electric Company Polska Sp. z o.o.

**CSR at the Institute of Aviation – a statement by Witold Wiśniowski,
Director of the Institute of Aviation**



Dear All,

Since its establishment, the Institute of Aviation have set up contacts that helped to develop and export the Polish technical know-how abroad. We have been consistently following this spirit since nearly 90 years. Along with the political changes as well as the economic and technical growth, the Institute of Aviation extended its network of contacts worldwide. The Accession of Poland to the EU helped to intensify the scientific and research contacts with numerous well-respected institutions around the world.

The breakthrough occurred in April 2000, when the Institute of Aviation signed an agreement with General Electric. Within the 15 years of its activities, the Engineering Design Centre appointed by both institutions grew from a small organisation to one of the most recognised design and test centres in the world. Splendour to the jubilee year of our cooperation was added by the ceremonious gala attended by the President of General Electric, Jeff Immelt. This means that the huge success of the Warsaw-based EDC is noticeable not merely within Europe, but also in the world.

Our activities have not escaped the attention of Polish diplomats either. They have come forward with the idea of expanding our activities by one more, promising continent, namely the South America. On 15 April 2015, in the building of the Ministry of Foreign Affairs, there was a ceremony of signing an agreement between the Institute of Aviation and the University in Brazil, pursuant to which the Polish-Brazilian Centre of Excellence in Aviation and Space High Technology was established. In the framework of this cooperation, we undertook – amongst others – to organise the First Polish-Brazilian Conference on Science and Technology, whose goal was to bring closer and establish cooperation between universities, institutions, the industry and governmental agencies of both countries. The Institute of Aviation is also planning to introduce joint research in the field of modern material and space technologies with its partners from Brazil.

The Institute of Aviation is also strengthening its position by joining significant initiatives for the aviation industry. The “Just Culture” Declaration, which was signed by the Institute of Aviation in 2015, is intended to increase the level of safety in civil aviation. We are also involved in sponsoring social and educational initiatives such as the dissemination of technical knowledge amongst the students of the aviation class in the local lower-secondary school, the organisation of demonstration classes for children within the framework of the “Fun with science” programme, as well as the organisation of the popular-science event known as “The Night in the Institute of Aviation”, which – due to its huge popularity – attracted as many as 30,000 visitors in 2015.

Cooperation through exchanging experience is the motto we would like to follow in the following years as well.

Associate Professor Witold Wiśniowski Eng.

Director of the Institute of Aviation

General financial data for General Electric Company Polska Sp. z o. o. and the Institute of Aviation

Data in PLN '000 for General Electric Company Polska Sp. z o. o.

| Description | 2015 | 2014 |
|---------------------|-----------|-----------|
| Balance sheet total | 165,731.8 | 148,545.7 |
| Equity | 126,513.2 | 85 405.7 |
| Revenue on sales | 295,375.7 | 253,237.6 |
| Gross profit | 32,782.3 | 5,780.9 |
| Net profit | 26,107.5 | 4,011.5 |
| Employee costs | 192,564.5 | 179,638.3 |
| Number of employees | 1,069 | 978 |

Data in PLN '000 for the Institute of Aviation

| Description | 2015 | 2014 |
|--|-----------|-----------|
| Balance sheet total | 426,531.4 | 360,825.2 |
| Equity | 113,360.5 | 84,297.8 |
| Revenue on sales | 263,533.1 | 188,348.0 |
| Gross profit | 40,034.8 | 18,797.3 |
| Net profit | 39,359.3 | 18,064.1 |
| Employee costs (payroll and supplementary payroll with mark-ups as well as employee funds) | 135,103.8 | 121,547.7 |
| Number of employees | 1,213 | 1,168 |

The execution of CSR projects in the EDC in 2015

Business ethics in the EDC

Constant maintenance and cultivation of compliance with the corporate requirements at the EDC constitutes an integral part of the business ethics in force at all the GE entities worldwide. It is the policy of compliance with the rules, regulations and principles. The clearly-specified rules support our employees in their daily duties. Moreover, they help increase the global and local awareness and responsibility. The code of conduct in the EDC is treated as an integral part of our organisational culture and as a signpost on which our decision-making processes are based.

The scope of the business ethics activities in the EDC encompasses the issues regulated by the GE code of ethics, namely “The Spirit & The Letter”. These include:

- protection of information and intellectual property;
- export control;
- counteracting conflicts of interest
- business ethics;
- equal opportunities in employment;
- vouchering.

Since 2015, the compliance with procedures at the EDC has been supported by a team of specialists dedicated to the particular areas and issues. They have been fulfilling their tasks by using the support and knowledge of their colleagues from other teams operating in the GE organisation worldwide.

The business ethics at the EDC is mostly manifested in the activities related to the open reporting policy. It involves sharing a series of channels for the employees to achieve maximum simplification in the processes of communicating violations, remarks and queries in the area of compliance with corporate requirements. The solutions adopted under the EDC business ethics are communicated to employees mainly through training sessions, the weekly news bulletin,

posters, the EDC TV and the dedicated website “EDC Compliance & Export” as well as the meetings with the participation of the above-mentioned team of specialists.

A team of experts in business ethics also conducts thematic reviews of the particular areas, aimed at streamlining the processes occurring in our organisation.

Development in the EDC is the priority

At the Engineering Design Centre, continuous improvement is our priority. Our ambition is to build a strong organisation with the participation of mature managers and fully-engaged employees.

Employee recruitment principles

The recruitment processes in the Engineering Design Centre are carried out according to clearly specified procedures and objective principles.

We carry out two types of recruitment: internal and external. The former encompasses all the employees employed in our organisation, irrespective of their position. Through internal recruitment we are trying to show our employees different forms of professional development and the possibilities of changing their career paths. The job offers encompassed by the internal recruitment process can be found in the weekly news bulletin. External recruitment, on the other hand, is addressed to candidates who are not members of our personnel. We are trying to reach a broad spectrum of candidates and talented individuals with extraordinary qualifications we are seeking. Job advertisements can be found at www.edc.pl and other work-related websites. Moreover, we mark our presence at job fairs.

The EDC's participation in job fairs

| | | |
|---|--|---|
| <p>March' 2015</p> <p>BEST Engineer Job Fairs</p> <p>Gdańsk, Warszawa, Kraków</p> | <p>April' 2015</p> <p>Meeting with an employer</p> <p>AGH University of Science and Technology, Kraków University of Technology</p> | <p>May' 2015</p> <p>Meeting with an employer</p> <p>Rzeszów University of Technology</p> |
| <p>October' 2015</p> <p>Job Fairs for Electricians and IT specialists</p> <p>Warsaw University of Technology</p> | <p>November' 2015</p> <p>Graduate job fairs</p> <p>AGH</p> | <p>December' 2015</p> <p>Power Academy</p> <p>Warsaw University of Technology</p> |

Job offers at the EDC are selected on the basis of strictly specified criteria, depending on the position – each is associated with specific competences resulting from the knowledge and skills possessed and necessary for the performance of relevant tasks. The values we cherish as the biggest design and engineering centre in Europe include, amongst others, good relations with our contractors which determine our success, mutual inspiration and continuous learning.

The process of candidate selection consists of several stages, whose level of advancement depends on the position being recruited for. During the recruitment, we analyse the level of the substantive knowledge, competences and potential of the candidates. Our qualified staff members perform a thorough analysis of each candidate's profile, using dedicated tools designed according to the specific tasks which will be fulfilled in a given position.

Career paths

The basis of EDC's proper functioning is the investments in friendly personal policy. Our organisation considers the needs of employees and makes it possible for them to develop along the clearly-defined career paths, with specified requirements for concrete positions. In 2015, there were two primary career paths in the Engineering Design Centre, namely the technical

and the managerial one, as well as the newly-created designing path. Completing the successive stages depends on the employee's competences, his/her individual predispositions and plans for the future. After working through a specific period, each employee can make up his/her mind on which career path to follow. As a rapidly developing organisation, we ensure the implementation of training systems that allows for the personal fulfilment of the employees within the company. Another possibility of career development is to gain experience in miscellaneous teams and projects.

Training

Quick and effective onboarding of employees is important for their efficiency. We really want the newly-employed to become independent as soon as possible so that their work could bring benefits for the organisation. The employees at Engineering Design Centre may count on a series of employment-related benefits.



Newly-employees individuals are encompassed by a special programme which helps them become familiar with their new workplace. They are sent to a series of training sessions where they learn about the principles applicable in our organisation, the generally accepted corporate culture, the development options and the non-fiscal incentives we offer. The training sessions are conducted by employees who are well-qualified in the particular fields. They are available both during and after the sessions to explain any unclear issues. An all-day package of training sessions includes, amongst others, meetings with the Management Board, classes in laboratories and a tour around our organisation.

Moreover, each employee has a dedicated supervisor, who will not only answer all the questions related to the work performed, but also introduce the employee into the life of the team and accompany him/her as long as it is needed. We do our best to make every single employee feel at ease from the very first day – there is a chance that this will help him/her get to know the organisational culture more quickly. Each new employee receives a start-up

package, containing – amongst others – the code of ethics in force at the EDC and company-related materials.

The employees at the Engineering Design Centre have access to a wide variety of tools that support their development and help them search for “the idea for themselves”. The introduction and popularisation of each such tool is accompanied by strengthening the employees’ sense of responsibility for their own career. It is the individual involvement of an employee that determines the direction, quality and speed of his/her professional development.

In 2015, there were:

- as many as 456 preliminary training sessions for new recruits;
- 19 language courses;
- 388 technical training sessions;
- 70 technical training sessions organised in an employee’s own time;
- 132 training sessions on the improvement of soft skills;
- 82 training sessions as part of the Centre of Skills Excellence (Close).

Technical training

With the manager’s consent, the employees are referred to various classes dedicated to technical issues, in order to expand their knowledge and develop in a given position. The package of training sessions includes obligatory courses as well as voluntary sessions which can be attended by the employees after work – during their free time, according to their individual needs and interests.

All the technical training is divided into two types:

- stationary – conducted at the EDC by our experienced specialists,
- global – conducted in English via tele-presentation tools or an Internet messenger.

Soft skills training

These training sessions are conducted in the form of workshops. They concentrate on the development of employees' competences (interpersonal, communication and presentation), allowing them to better perform their official duties. The classes employ various activating techniques and exercises, thereby making the training not only interesting but also effective.

Soft skills training sessions are selected for our employees by their immediate superiors or by the employees themselves based on their own needs. The participation in them generates a series of practical benefits that can be used straight away and constitute an excellent source of inspiration for managing a team and projects.

Technical programmes for development and recruitment

“Edison Engineering Development Program (EEDP)“

The programme has been implemented at all EDC's businesses. It is aimed at young, gifted engineers who are just beginning their professional career. The daily work is combined with learning and dedicated training sessions. The programme is particularly focused on increasing technical skills, learning the methods for problem solving in engineering projects as well as on effective teamwork.

Throughout the programme, the engineers circulate amongst three or four different teams. Such rotation makes it possible to better familiarise oneself with the organisation and the various areas of engineering work. At the same time, the programme's participants receive a large dose of knowledge.

In the Aviation, Power and Oil & Gas, engineers can participate in classes pertaining to the assembly and dismantling of a turboprop and turbofan engine, an industrial gas turbine and a piston engine, as well as the equipment for offshore extraction of oil and gas. Practice shows that selected young people take active part in all the classes and do their best to take full advantage of them.

Industry-based training – with respect to the business area

The priority for each employee is to gain the status of a professional in his/her field. As an organisation friendly to employees and supporting their professional goals, we make it possible for our specialists to use developmental programmes and training sessions.

The development programmes differ across all the areas of our organisation. We mostly offer programmes oriented towards a goal set by employees at a specific time.

These programmes are diversified and dependent on numerous variables, including experience. The employees use a tool based on functional models, allowing them to assess the level of their knowledge and plan their own technical development.

A useful tool for planning their professional career is offered by matrices with templates of technical and soft competences specified at the particular levels of the employment structure. Using such matrices, the employees analyse their specific skills and predispositions, and then – based on the observations – they receive dedicated development path directed towards the selected area. The matrices stimulate the employees to learn and allow them, despite the rush of daily activities, to remember about the further perspective and their own development. They are also useful for the management of our organisation in their daily managerial activities, in assigning tasks or planning the workload. Thanks to the competence matrices, we can discern and monitor the path leading to an ideal state in which we have a fully flexible team that can swap the tasks performed.

Furthermore, our organisation has been practicing the process of “exchange”, which makes it possible for the employees to acquire knowledge about the projects executed in each of the departments. The value of such a solution is the possibility of exchanging views and experiences between employees of the same business area, the openness to new solutions and the attempts to diversity the work performed. The criteria for the exchange are manifold – the employees migrate between departments or within specific programmes, or due to available resources in the particular teams. In 2016, particularly amongst the employees covered by the

Talent Development Program, we are planning to disseminate the process of exchange, which will be based on the “one for one” basis – the exchange of employees will not disturb the sizes of the individual teams.

Mentoring

The mentoring in EDC has been shaped as a response to specific employee needs. Our organisation cherishes the culture of knowledge sharing. We can assume that all the employees mentor one another. Mentoring activities involve learning from the expertise of a specialist in one’s own field. We place great emphasis that this relationship be characterised by partnership. Therefore, the mentoring in the EDC is primarily of an informal nature. Each employee can choose a mentor for himself/herself or ask the superior to do it. A mentor is a person who has experience and knowledge in a given field. The role of a mentor is to support mentorees in the solution of any emerging problems and to provide them with specialist knowledge about the daily work routines. Mentoring in this context is mutually beneficial: the mentoree develops self-awareness and strives to fulfil his/her own potential, while the mentor perfects his/her interpersonal skills.

Internship and apprenticeship programmes

As part of our strategy to build the position of an attractive employer, the students of higher education institutions are offered a year-round paid student internship program, during which they can work on engineering programmes as well as explore and, at the same time, become familiar with the organisational business culture. The primary goal of this type of actions is to acquire talented and entrepreneurial students who could be employed with our company in the future. The internship programmes we offer usually last for 1 to 2 months and are based on a contract of employment. The individuals who have gained experience in our organisation during their internship are often offered the possibility of further cooperation.

Every year, we participate in the nation-wide competition known as “Grasz o staż” (Play for your Apprenticeship), organised by Gazeta Wyborcza and PwC. The winners of the competition can practically verify their knowledge as well as engineering and soft skills. We guarantee quick implementation and active participation in team assignments. In 2015, we invited three people to participate in an apprenticeship programme in our organisation, offering them the possibility to gain experience in the areas of GE Power and GE Aviation.

Cooperation with technical universities



As the largest engineering and design centre in Europe, we provide the best Polish technical graduates with self-development opportunities, thereby making it possible to keep the most talented engineering graduates in Poland.

The Engineering Design Centre is in close cooperation with leading Polish universities of technology by organising numerous apprenticeship programmes and technical training sessions, as well as by supporting contests for engineers and student scientific associations.

In May 2015, our design office in Warsaw took the patronage over the 34th International Seminar of Students' Scientific Groups. It is a periodic event organised by two faculties of the Military University of Technology, namely the Faculty of Mechanical Engineering and the Faculty of Logistics. During the seminar, we awarded two winners of the ‘best paper’ contest, by funding one-month apprenticeship for the speakers.

In 2015, we once again funded the scholarship in memory of Justyna Moniuszko – a student of the Faculty of Power and Aeronautical Engineering from the Warsaw University of Technology who died tragically in the plane crash in Smoleńsk, on April 10, 2010. The objective of the scholarship is to financially support the most gifted students of the Faculty of Power and

Aeronautical Engineering from the Warsaw University of Technology. In 2015, we selected two winners, whom we provide with monthly financial support for 3 semesters of their master studies.

A few years ago, our organisation also implemented the EDC Ambassador Program. Through Ambassadors, i.e. students of various technical universities, we find it easier to stay in touch with the world of science and keep abreast of all the student initiatives that are worth taking part in.

As in the previous years, in 2015 our engineers also took part in a series of laboratory classes organised by the Mechanical Faculty of Energy and Aviation of the Warsaw University of Technology. During the meeting, the students had a chance to become familiar with the issues concerning the testing of aero-engines, i.e. the construction and functional principles of the turbine engine test bed and the testing procedures of turbine engines.

Employee support

The Engineering Design Centre offers its employees a series of social benefits ensuring health, relaxation and the sense of security.

Medical care

Each person employed under an employment contract may benefit from private healthcare which encompasses programmes, prevention as well as daily support in the case of any health problems. Within the scope of the subscription, our employees have unlimited access to specialist consultations during illnesses, chronic disease exacerbation and assistance in emergency cases. The specialist consultations include medical history, specialist counselling along with the basic procedures necessary to make the diagnosis, the taking of appropriate decision concerning therapy and treatment monitoring.

Taking care of the health of our employees' family members, under a medical contract we negotiated preferential rates of the medical packages for their spouses, partners and children under 26 years of age, parents and in-laws. The scope of the medical packages makes it possible to fulfil both the health prevention programmes and specialist treatment in the case of a sudden illness.

Life insurance

The employees can subscribe to a group life insurance on favourable terms. If an employee wishes to participate in the insurance coverage, s/he needs to complete a suitable declaration. The insurance coverage encompasses the life and health of each subscribed employee and, to the extent specified, his/her closest family members. As a result, the employee can rely on receiving payment in the case of an illness or accident, leading to his/her hospitalisation or incapacity for work. The employee insurance contribution is paid by our organisation. Each employee is also able to co-insure his/her closest family, by extending the insurance cover.

MultiSport card

Thinking about our employees, we offer them numerous options for actively spending their free time by using the MultiSport programme. The personal card that we give to our employees gives them unlimited access to the recreational and sports services throughout Poland. It is possible for our employees to purchase additional, personal MultiSport cards for family members. Each of our employees can register one person over 15 years of age as well as three children up to the age of 15.

Subsidies

Taking care of families and healthy relaxation, within the framework of our Company Social Benefits Fund, we subsidise our employees before Easter and Christmas as well as during the summer holiday season. Moreover, we pay out bonuses, grant housing loans and give special

assistance grants, as well as guarantee maternity leaves for young mothers, and paternity leaves.

Moreover, it is possible for our employees to apply for funding to buy eye glasses if they need to use them while working in front of a computer screen.

We continuously invest in our employees, financing or subsidising their training sessions, workshops, seminars, post-graduate studies or language courses. The EDC employees have access to the eDeck training database from which they can choose the offers they find interesting. Moreover, they can use the BrilliantU e-learning platform via which they fulfil courses and training sessions. We also provide our staff members with the possibility to learn such foreign languages as English, Italian, Russian and Polish (for foreigners) at four different levels: beginner, elementary, intermediate and advanced. The meetings are held in the company (full financing of the course) or in a language school personally chosen by the employee – upon presentation of a relevant certificate confirming the completion of a language course, we refund part of the costs incurred by the employee for development purposes.

We jointly develop our individual professional potential

The employees are eager to use their potential if they receive suitable conditions from the employer and pleasant atmosphere in which they can fulfil all their tasks. Wishing to provide them with a friendly working environment, in some businesses we have implemented the Performance Development system based on an individual approach to every single employee.

This tool makes it possible to not only to verify the fulfilment of the employees' individual or team goals, but also to specify the strengths and areas for development of the individual employees. Performance Development is a system used by the employees at all levels of our organisation, allowing them to work on their efficiency, manage their own career and create their professional development path.

Another novelty is the possibility to receive feedback not only from the immediate superior but also from colleagues. Our priorities and constant interaction with the surrounding make it possible for us to work upon ourselves on a result basis and design our professional future.

Employee groups in the EDC

HealthAhead (HA) – health is the priority

The Engineering Design Centre has been involved in activities to promote an active lifestyle for many years. We realise that by promoting health we contribute to the improvement of our employees' condition and well-being. Within the framework of the HA programme, we promote healthy eating, prevention and examination of health, physical fitness, safety, stress management and smoking cessation.

In 2015, the EDC employees were able to participate in numerous special events organised to promote a healthy lifestyle. It is particularly worth noting here the next edition of the HealthAhead Week, which was held in September 2015. Throughout the week, the engineers could enjoy such attractions as endurance tests, training courses in first aid, as well as consultations with specialists about healthy eating and physiotherapy. The HA Week was preceded by the "EDC Challenge" – the competition was spread over three weeks and included the following events: football, volleyball and swimming.

The presence of HealthAhead was also visible during the Family Picnic of 2015 – an annual event organised for the employees and their families. The healthy food stand attracted the visitors. Moreover, the adults had an opportunity to consult a dermatologist and undergo a quick first aid course. During the Picnic, we encouraged smokers to quit their addiction and promoted bone marrow donation awareness by offering the opportunity of being registered as a potential donor.

One of the campaigns that have become a permanent part of our organisation is “the fruity Wednesday”. On this day, our organisation is supplied with various types of fruit.

As an active organisation, we support the various passions of our employees. We can boast numerous groups acting within the framework of HealthAhead.

Groups acting within the framework of HealthAhead

| | | | |
|----------------|--------------|---------------|------------------|
| EDC Bikers | EDC Runners | EDC Climbers | EDC Calisthenics |
| EDC Volleyball | EDC Soccer | EDC Hockey | EDC Swimmers |
| EDC Squash | EDC Kayakers | EDC Triathlon | EDC Basketball |

The enthusiasts of the particular sports meet periodically, on scheduled days of the week, to train and develop their interests together. We try to create the best conditions possible for our employees so that they could develop their sport-related passions, also by co-financing their participation in competitions or purchasing professional sportswear.

One of the longest existing and most numerous (over 230 people) groups in our organisation is the EDC Runners. Every year, its members participate in numerous marathons in Poland and across the world. One of the most important events in 2015 for our runners was the 37th Warsaw Marathon. The event attracted over 11 thousand participants, including 26 members of the EDC Runners. All our participants fought very bravely and some even broke their

personal records. An unbelievable achievement of our colleagues was the first place in the combined category, i.e. a marathon – 42.195 km, quick run for 5 km and a relay marathon – 8.5 km + 12.6 km + 21.1 km = 42.195 km. Our team completed the race with an impressive time of 6:52:49, which paved the way for our victory.

Another important event in the life of our runners was the 2nd Run of the Institute of Aviation, which was held during one of the Sunday mornings in October. It was an open event also for all comers, including those from outside the Institute of Aviation. The race saw over 500 runners, including 75 representing the EDC Runners. The route of the run led along the paths of the Institute of Aviation and was 5 km long.

Each year, members of the EDC Runners participate in a marathon relay race: Ekiden. The competition is organised for teams of six members each. The runners of each relay have to cover the total distance of a marathon race, namely 42.195 km. Every year, our progress is more visible, as demonstrated by the results of the relay race: the 1st place in the 'Fastest Company' category and 3rd place in 'The Most Active Company of 2015'. The group of our running employees is growing both in terms of quantity and quality, which undoubtedly gives us a reason to be proud.

The premises of the EDC are also marked by the presence of the active members of the EDC Bikers. Our company is expanding in terms of the number of people who commute to work by bike. Therefore, we are once again determined to meet their needs. In the first quarter of 2016, we are planning to open a new bicycle storage facility for our bikers. The room will feature, amongst others, new storage areas for bikes, a drying room, additional dressing rooms, showers and a bike self-service station for the bikers to perform basic repairs themselves. We hope that biking enthusiasts will be eager to use the modern solutions proposed.

GE Women's Network

One of the most active initiatives at the EDC is the GE Women's Network, which promotes the profession of an engineer amongst women and encourages them to take up studies at technical faculties. The activities of all the individuals involved in this initiative are focused on:

- wide support for the professional development of women through promoting development opportunities;
- improving managerial skills;
- assistance in self-development;
- planning one's own career path;
- educational actions;
- cooperation with other women in General Electric.

In 2015, there are two special events that are worth special attention, namely the "Female Engineer at Work" and "Professional Woman", organised by the GE Women's Network.

During the April meeting entitled "Female Engineer at Work", the female students and graduates of technical faculties familiarised themselves with the possibilities of working in the particular EDC's business areas. Moreover, they took part in the CV-writing workshops and visited a few laboratories, including: the Material Laboratory, the High Pressure Laboratory and the Engine Training Laboratory, with many technically qualified female employees. The event was organised to show that our Warsaw-based design office provides female engineers with perfect conditions to take up work in the sectors which had so far been considered male-dominated. Our 15-year-long history also demonstrates that women constitute an essential element within the entire organisation. Amongst all the employees, there are 220 female engineers. The structures of the EDC include both technical and managerial positions. They have flexible working hours, can access to a wide offer of training sessions and be active in various interest groups (from climbing to language courses).

Another important event organised in 2015 by the GE Women's Network in cooperation with GE Healthcare Polska, which is worth paying attention to, is the two-day meeting entitled the "Professional Woman". The October event offered a unique opportunity to consult a financial advisor, a labour law specialist and a self-presentation coach. Moreover, the participants of the meeting had an opportunity to consult a stylist and a make-up artist about a professional business image.

This event included two training sessions dedicated to the role of brand: "The Professional's Brand" for female engineers and "The Leader's Brand" for the management. These training sessions raised such subjects as the role of networking in the creation of a professional brand in business, the influence of the image upon reputation, the art of communicating one's own talents, the manners of building leadership competences and the change in the way of thinking and communicating diversity.

The series of training sessions and workshops was organised to give women the opportunity to gain the necessary knowledge about labour law, financial management, building a professional image, soft skills development and shaping one's own brand.

GE Volunteers – employee volunteering at the EDC

Helping strengthens and ennobles the character, according to the employees of the GE Volunteers – an employee initiative appointed by General Electric, incorporated into our organisation in 2010. As an organisation, our goal is to spread technical knowledge and exact sciences, as well as to help and thus inspire others to help. We focus on direct support for those in need chosen by our employees involved in charity initiatives. We try to prove on numerous occasions that we can demonstrate excellent teamwork skills in important moments. Our organisation is based on voluntary principles, with the employees taking conscious decisions about helping others, in accordance with their own needs and potential. We support all those who participate in joint charitable projects and inspire them to take further actions. Our

employees treat the voluntary service not merely as supporting but also a source of development. They have a chance to get involved in the activities outside their duties, pursue their passions and skills, as well as enhance their interpersonal and social competences and become better acquainted with people of the same interests.

Support has more than one name

Our engineers, supported by the EDC's management, have a lot of interesting ideas about how to help the local community. The main activities of GE Volunteers in 2015 were focused on the support for the children at the two local children's homes in Warsaw (the Janusz Korczak Children's Home No. 2 and the Children's Home No. 9) as well as for the animal shelter in Nowy Dwór Mazowiecki. Within the four quarters of last year, we organised the total of 30 events, with the participation of 246 volunteers. They dedicated 2,126 hours to helping the local community.

Tutoring for children

The engineers of GE Volunteer helped children with their homework all year round. Most of our employees are people with scientific minds – by giving tutorials in chemistry, physics, mathematics or foreign languages, they spend a pleasant time sharing their knowledge. The classes were held in the centres, depending on the children's needs – from 1 to 5 times a week. Besides the tutoring, during the summer and winter sport seasons, our engineers organised periodical training courses for children in outdoor team games and ice-skating. The purpose of this type of meetings is to promote sport amongst children.

Visit to dog shelter (Nowy Dwór Mazowiecki)

The initiatives present on the premises of the EDC: The GE HealthAhead and the GE Volunteers visited a dog shelter in Nowy Dwór Mazowiecki in 2015. The volunteers helped the workers in cleaning the premises of the shelter and brought the necessary food and toys for the animals. The volunteers gave an excellent example that it is worth teaching love and respect for others,

not only people, but animals too. The visit to the shelter was supposed to instil the idea of helping the animals in need and make the participants sensitive to the misfortunes of all the animals: those at home and those that live in a shelter.

Family Picnic at the Children's Home

In May 2015, the GE Volunteers helped to organise the Family Picnic on the premises of the Children's Home No. 9 at ul. Korotyńskiego 13 in Warsaw. The organisers arranged for a series of attractions for the participants, with the greatest popularity enjoyed by: a flight simulator, a mini SPA and a motorbike ride. During the event, the children were collecting money for their holidays by selling their own artistic handiwork.

Meetings with passion

The Young Explorers Club

In cooperation with the Academy of the Future, GE Volunteers organise regular classes for children and youth of the Young Explorers Club. Young participants jointly conduct experiments on the premises of the Institute of Aviation in the field of physics, chemistry and natural sciences under the watchful eye of volunteers, thereby being able to acquire the knowledge themselves. These meetings help children develop a number of competences and skills, as well as show how to solve problems. In 2015, under the watchful eye of the volunteers, the children had an opportunity to build their own rocket and explore the arcana of outer space.

10th Polish Sudoku and Puzzle Championships

The EDC actively promotes the interest in science. Therefore, we have decided to participate, for the third time, in the organisation of the Polish Sudoku and Puzzle Championships. In cooperation with the SFINKS Recreational Mathematics Foundation, we prepared materials for the event and checked the tasks of the championships participants.

Charity initiatives

Flea market

The initiative was held with the support of the Engineering Design Centre employees. The various items donated for sale included books, magazines, electronic equipment, watches, travel souvenirs, toys, decorations and miscellaneous items having collector's value. The funds raised were allocated to the activities of the GE Volunteers at the EDC concerning the help for the children from the Children's Home at Korotyńskiego Street, the work with talented young people (the so-called Academy of the Future) and the support for the animal shelter.

The waffle campaign

Every year, this event enjoys great recognition amongst our employees. For several consecutive Tuesdays, beginning in May and finishing in October, the GE Volunteers representatives dedicated 2 hours to prepare waffles with various additions on the premises of our campus. None of the employees needed any convincing to support the initiative, especially given the noble aim of the initiative. The funds raised in 2015 were spent on Christmas gifts for the children at the Children's Home No. 9 at Korotyńskiego 13 in Warsaw.

EDC Talent Show



A charity concert was organised on the premises of the Engineering Design Centre in cooperation with GE Volunteers and GE Women's Network. The event attracted talented amateur musicians employed with our organisation, who showed incredible readiness to share their passions with others. The concert offered an opportunity to watch and listen to four music groups, two solo performers and a symphonic orchestra, all of which stole the hearts of the people gathered.

The audience had a chance to enjoy themselves both to the heavy sounds of an electric guitar and to some delicate vocal. The orchestra, consisting of several musicians, also filled the air with symphonic sounds. The event attracted more than 100 people. The funds raised during the charity campaign were dedicated to the support of the Children's Homes No. 2 and No. 9 as well as the animal shelter in Nowy Dwór Mazowiecki.

The Noble Parcel Project

As in previous years, we joined the nationwide charity initiative known as "Świąteczna Paczka" (The Noble Parcel) in 2015 as well. Thanks to the involvement of the GE Volunteers and benefactors, we succeeded in collecting the basic necessities for a lone mother raising two children. We believe that such activities will make it possible for us, year by year, to give the people in need more and more reasons to smile.

The Night at the Institute of Aviation

The Night at the Institute of Aviation is the largest event in Warsaw that present scientific research for aviation and space as well as enterprises and institutions that work in these sectors. The event is addressed to all lovers of aviation, airplanes, space, science, technology and those who take keen interest in the world and like active ways of spending their free time. It is also an opportunity to ask questions to specialists from various fields, as well as to touch, photograph and test modern aviation and space technologies.

In 2015, the Engineering Design Centre took its fourth opportunity to present itself during the “Night at the Institute of Aviation”. This event was created by 82 employees of the Institute of Aviation, 60 employees of the Engineering Design Centre, and over 100 volunteers. Our stand “From the Idea to the Product” was co-created by engineers from all the EDC’s businesses conducting advanced research projects. During this event, we particularly promoted our latest investment, namely the Gas Turbine Centre, prepared for official opening ceremony in the first quarter of 2016.

Moreover, our guests were given a unique chance to visit the usually unavailable premises of the Institute of Aviation in Warsaw, along with its research infrastructure. The representatives of the laboratories prepared special presentations and videos about aviation, energy and oil industry for the guests. Out of over 30 laboratories and rooms, the following were open for the visitors: The Materials Technology Laboratory, the High Pressure Laboratory, the Bearing Test Laboratory, the Engine Training Laboratory, the Avionics and Digital Systems Laboratory A great attraction for all aviation and technology enthusiasts was the Engine Training Laboratory, where our engineers presented the huge CF6 high-bypass turbofan jet engine and shared their expertise with all the those interested.

The “Night at the Institute of Aviation” is becoming increasingly popular every year. In 2015, we were visited by nearly 30,000 people. It is worth pointing out that the event attracted not only individual guests, but also whole families and school groups as well as other organised tours.

The Gas Turbine Centre in the EDC



In May 2015, there was the “Golden Spade” celebration which initiated the construction of the Gas Turbine Centre – the latest investment executed on the premises of the Institute of Aviation. The project for the modernisation and construction of the new research infrastructure, executed under the

consortium consisting of the Institute of Aviation, the Military University of Technology and the Warsaw University of Technology, is supposed to make it possible to conduct joint numerical and experimental aviation research on turbine engines.

Our greatest challenge in 2015 was the creation of the Gas Turbine Centre for developing repair technologies of gas turbines, and the Vacuum Chamber for examining rotors of turbine engines with the generated power of approx. 40 MW. The objective of the project is to maximise the scientific-research potential in the field of examining turbine engines, to increase the potential for the commercialisation of the technologies developed and to create scientific-research facilities for the Polish industry from the aviation and energy sectors.

The intention behind the new centre is to develop the technologies for repairing and inspecting gas turbines. It will allow the engineering teams to locally develop various solutions concerning gas turbines and conduct tests without having to travel a long distance, which will considerably reduce the time necessary for the fulfilment of all EDC projects.

Diversity

In May 2015, we officially joined the group of over 100 signatories of the Charter of Diversity in Poland. During the 2nd Nationwide Diversity Day, the official accession declaration was signed on our behalf by: Witold Wiśniowski – the Director of the Institute of Aviation, and Magdalena Nizik – the President of the General Company Polska Sp. z o.o. As full signatories of the Charter of Diversity, we obliged ourselves to implement the principles of diversity management and the equal treatment policy as well as to promote and disseminate them amongst all the stakeholders at our organisation.

The most important aspects to which we committed ourselves include, amongst others:

- the creation of an organisational atmosphere and culture, which ensures respect for diversity;
- the development and implementation of policies for equal treatment and diversity management in a workplace;
- the implementation of anti-discriminatory and anti-mobbing monitoring, as well as regular educational programmes concerning the counteraction of discrimination and mobbing, in order to raise the awareness and knowledge about this issue through training sessions, workshops and measures targeted at all the employees, with particular emphasis on the management.

The GE, diversity is still a lively and topical issue. Any personnel activities, management as well as its culture and values are based on the fundamental principles of equal treatment. What the GE employees value the most is the respect related to each employee being different. We differ in terms of sex, age and political views, come from different parts of the world and, thanks to these differences, we are capable of building non-standard teams that share original ideas and can devise unique solutions. Diversity manifests itself both in GE and at our company in various employee groups that gather people of miscellaneous interests. Moreover, the employees have equal access to promotion and training programmes, and all issues related to ethics can be reported to the Commissioner for Workers' Rights. The management of diversity

refers not only to a different sex or age, but also a different way of thinking. To deepen our knowledge in these areas, in 2015 we trained all the employees and appointed the “EDC Diversity Team” which supports all initiatives related to the promotion of approaches and campaigns that are focused on diverse views, multiculturalism and the management of diversity within the teams.

Summary and plans for 2016

Year 2015 was primarily marked by the celebration of the EDC's fifteenth anniversary. During a festive gala, we summarised all those years of our fruitful cooperation by sharing our experiences and determining further directions for our development.

Within the next few years, particularly in 2016, we intend to further develop our laboratory facilities to make it possible for our employees to use cutting-edge technological equipment and, as a result, approach their daily work in a creative and innovative manner. Therefore, we are creating the Gas Turbine Centre, with specialist facilities for innovation, with an extended repair hall and assembly hall. Next year, the newly-built centre will also receive a 7E gas turbine simulator. It will be used for testing the instruments and inspecting the turbines. Moreover, it will be used during training sessions concerning the assembly and dismantling of the individual components.

Besides all the activities that will take place within the EDC, attention should also be paid to the opening of the biggest corporate bicycle storage room in Poland. The extended and renovated building, which is being created to satisfy the needs of the increasingly growing number of bikers, will feature lockers, showers, roofed bike shelters and a special room for servicing them.

What we would like to achieve in the foreseeable future is to expand our activities in the region and establish more profound and lasting relations with engineering centres across Poland. As a socially responsible company, we particularly care to directly influence the conditions of life and work in Poland.