



# Engineering Design Center

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



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## Strength in diversity

CSR report for 2014

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## Introduction

Engineering Design Center (EDC) is the largest engineering and design center in Europe, bringing together more than 1800 young engineers, employees of the U.S. corporation, General Electric, and the Polish Institute of Aviation in one facility. It has been growing steadily for 14 years: it is increasing the number of jobs and raising its business skills, conducting increasingly more technologically advanced projects in the aviation, energy and mining industries.

EDC has been conducting a large number of corporate social responsibility activities since its inception. It helps promote the engineering profession and supports the local community, helping align educational opportunities for children and young people in the immediate vicinity. These activities show that the dialogue with the local community is important to us. At EDC, we promote diversity management, introducing policies and procedures to support the policy of equal treatment; we create an organizational atmosphere and culture which is friendly to all types of diversity, creativity, and openness.

## About Engineering Design Center

Collaboration was established in April 2000, under an agreement between General Electric and the Institute of Aviation, as a result of which the Engineering Design Center, with its registered office in Warsaw, was formed. Employees of both companies work together on engineering projects, forming teams and sections which make up the Warsaw-based center. The constant recruitment of new staff, related to the clear need to expand the existing teams and create completely new project groups which are required to develop new issues, contributes to the rapid expansion of this organization.

In 2014, we recruited 230 engineers and 14 employees in the support departments. This is the only such center in Poland and GE's only facility consisting of such diverse sectors as aviation, energy, as well as oil and gas industry.



**GE Aviation** is one of the five divisions of General Electric which has a facility at the Engineering Design Center (EDC) in Poland that manufactures jet engines for civil and military aviation throughout the world. GE Aviation currently manufactures 37 types of engine, which power 91 types of aircraft. Its activities also include the manufacture of engines used for powering

ships, as well as those operating in power stations. It provides aircraft engine repair and maintenance services through GE Engine Service. At EDC, the Polish engineers working for this department design and improve parts for aviation units, as well as participate in design work, analyses and maintenance support. At the end of 2014, 797 engineers worked at EDC for GE Aviation.



**GE Aviation Systems** is a global provider of power systems, avionics, aviation structures and systems, engine nacelles with thrust reverser systems, propeller systems for manufacturers and operators of military and civil aircraft and unmanned aircraft. GE Aviation Systems started its activities at Engineering Design

Center in 2005. At the end of December 2014, it had 200 engineers specializing in the design of engine nacelles and aviation structures, but also avionic systems and propellers for civil and military applications. The establishment of a DSS (Digital Services Solutions) Department is planned in 2015. DSS will provide solutions for monitoring the condition of engines and fuselages, of both airplanes and helicopters, together with advanced analysis to increase the safety and efficiency of the aircraft's operation.



**GE Power & Water** is one of the world's leading providers of technology and equipment for generating electricity. The products marketed by General Electric in this area are gas and gas/steam turbine sets, combined heat and power solutions for municipal and industrial heating applications, coal gasification systems

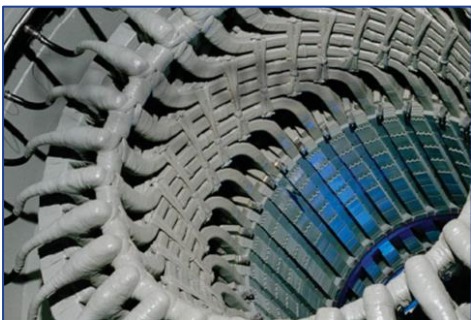


and technologies, as well as technologies for generating electricity from renewable and nuclear sources. The GE Power & Water Division at EDC was divided into two sections in 2013 – Distributed Power – 85 employees (as at 31/12/2014) and Power Generation Engineering – employing 123 people (as at 31/12/2014). The former work on turbines with a capacity of up to 100 MW, while the latter work on turbines of 50 to 500 MW. The two organizations perform comprehensive activities, being responsible for the product from its birth – from the preparation of the product specification – through its design, production support and construction, to testing and maintenance.



**GE Oil & Gas** is considered to be the global leader in advanced production technologies and servicing in all segments of the broadly-understood oil industry. It has branches in many countries around the world, with its headquarters located in London. It offers integrated solutions for transporting and extracting natu-

ral gas, processing all hydrocarbons, as well as asset management services in this area. The GE Oil & Gas Division at EDC has about 500 engineers involved in design work, analyses, as well as maintenance support of such machinery as compressors, turboexpanders and gas turbines.



**GE Energy Management** operates in the area of transmission, distribution and conversion of electricity. It provides secure, reliable and efficient solutions for the extractive industries, mining, marine and energy industries. It enables the management of electricity from the very moment of its generation up to the

point of consumption. This is the newest division of GE at EDC, which was formed in the middle of 2014. It is represented by the Power Conversion Rotating Machines business which designs electrical, synchronous and induction motors and generators. The team works with engineering offices and factories in France, England, Canada and Brazil.

The fully-equipped laboratories (material, control and measurement devices, high-pressure testing, repair, bearings laboratories) means that the employees of all businesses can per-

form the necessary activities related to the implementation of global projects on site. We activated a bearings research laboratory in 2014. The new equipment enables stress and functional tests to be conducted on objects rotating at speeds of up to 22000 RPM. The laboratory equipment enables the analysis of not only aviation bearings, but also, for example, gearboxes, oil-aid separators, mechanical seals and other parts/systems, including from industries other than aviation.

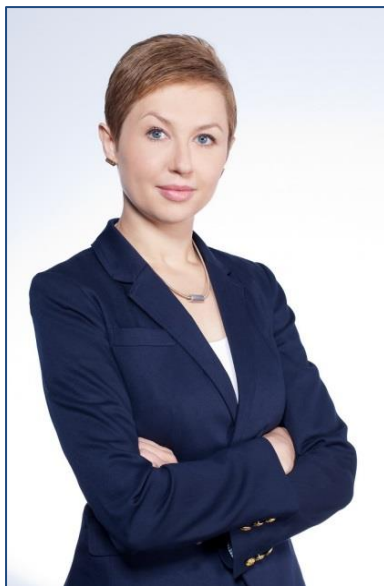
We have also expanded the scope of activities of the Repair Development Centre (RDC). In 2014, the RDC received a robotized welding station, which is used to develop welding repairs on components of gas turbines for the Power & Water, as well as Aviation Departments.

## About General Electric (GE)

General Electric was established in 1892 by Thomas Edison and, today, is one of the longest-operating companies in the world. It is the twelfth-largest company in the world by market value and turnover.

GE conducts a diverse range of activities on the technology, media and financial services markets. It serves customers in over one hundred countries and employs over three hundred thousand people world-wide. It markets products and services as diverse as aircraft engines, electricity generation equipment, water treatment technologies, security systems, medical imaging, financial services for consumers and businesses, and information materials.

### CSR at General Electric – statement from Magdalena Nizik, CEO of General Electric Company Polska Sp. z o.o.



**Ladies and Gentlemen,**

*The year 2014 was full of challenges and various changes for us. Engineering Design Center broadened its range of services; we hired new specialists and we made changes in our center's organizational structure; all of this for customers to be satisfied with the quality of our services, to enhance the skills of our employees, and for EDC to become an even more friendly place to work. In October 2014, General Electric Company Polska signed a Diversity Charter, which obligates the promotion of diversity management.*

*We have introduced principles and procedures supporting an equal treatment policy. We offer employees a transparent career path, equal opportunities for promotion and we create a diversity-friendly organizational atmosphere and culture. We trust that these are necessary steps which the company should take to satisfy the requirements of today's social environment and ever-changing business conditions. The activities performed by the company make*

*it easier for us to identify particularly talented people and to stimulate creativity and creative thinking in our teams. As a result, in the future, we shall avoid group thinking, increase the ability to solve problems and reduce communication barriers.*

*We want the EDC staff to share their knowledge, ideas and passions, which is why our organization supports a number of employee initiatives and interest groups, such as GE Women's Network, GE Volunteers, GE HealthAhead, EDC Toastmasters, EDC Boardgames and EDC Pilots. We are planning to build social premises as a response to the needs of our colleagues. A contest for the design of Social Space was announced and settled in 2014. This will be a place for informal meetings to help develop creativity and facilitate the sharing of knowledge and passions of the employees.*

*I am convinced that such an approach to diversity management will bring many benefits to our organization.*

**Magdalena Nizik**

CEO

General Electric Company Polska Sp. z o.o.

## **About the Institute of Aviation (ILOT)**

The Institute of Aviation (formerly: Technical Research Institute of Aviation) was established as a scientific and research institution in 1926. The profile of activities in the early years of the institute's existence focused primarily on testing and certifying aviation equipment. All pre-war aircraft ended up there, in order to pass appropriate tests and receive documents enabling their use. The Technical Institute of Aviation was established in 1945 and has its headquarters in Warsaw's Okęcie to this day. In 1948, the Institute changed its name to the Main Aviation Institute, and has been using its current name of Institute of Aviation since 1952. Its mission is to provide top quality research services on the global scientific research market. The strategic objectives are:



- to achieve the position one of the best research institutes in Europe in substantive terms;
- to be competitive on the global research market.

The strategy is based on active involvement in various scientific projects: European and global. The Institute of Aviation is continuing and extending the directions of its research regarding all aspects of the aviation sector. It disseminates and implements the results of research and conducts educational activities. It works with national, European and global organizations and institutions. The Institute of Aviation invests in the development of its scientific and research staff and its research infrastructure.

### **CSR at the Institute of Aviation – statement from Witold Wiśniowski – Director of the Institute of Aviation**



**Ladies and Gentlemen,**

*The Institute of Aviation has been working continuously for the Polish and foreign aerospace sector for more than 89 years. The Institute's activities focus on the provision of design, engineering and research services, for both global corporations, as well as small- and medium-sized enterprises. The Institute of Aviation conducts transatlantic and international collaboration with European Union Member States. It takes part in foreign projects and research groups which jointly create solutions for the sustainable development of*

*aviation. It supports and develops Polish engineering thought through its participation in national and global research and technical organizations.*

*The Institute of Aviation is an institution with a high level of social confidence. It is recognizable because of the high quality of services provided and primarily because of the qualified research staff, the representatives of which have a good reputation domestically and abroad. An important element of the strategy of the Institute of Aviation is not only the sci-*

*entific and economic results, but also pro-social activities. The Institute organizes annual meetings for senior citizens of aviation and actively supports talented youths. It is the sponsor of prizes in competitions for children and a partner of many events of an anniversary, historical and promotional nature.*

*In 2014, the Institute of Aviation, in conjunction with General Electric Company Polska, was a signatory to the Diversity Charter. Similarly, it found itself among more than 100 companies in Poland, which have implemented a good practices programme for the promotion of diversity at the workplace. The Institute actively supports the professional development of female engineers and is willingly chosen as the first employer by the best female and male students at universities of technology. It pursues a policy of intergenerational cooperation between young scientists and experienced scientific and research staff. It constantly supports employees in their career development through training to improve their qualifications.*

*The Institute also runs pro-health activities and activities supporting the extramural activities of employees. The first Run of the Institute of Aviation was very popular, with more than 400 participants representing the airline industry taking part in it. The event proved to be an excellent form of promotion of physical activity among engineers. This initiative will almost certainly continue in the coming years.*

*The Institute of Aviation supports and will continue to support the social initiatives of the employees. It will remain a place that is friendly and open to everyone, not only within the institution, but also beyond it. This is because building good social relationships is just as important for development as scientific and research knowledge and experience. Successive generations of our engineers are proving this.*

**Witold Wiśniowski, Professor, Ph.D**

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	2014	2013
Balance sheet total	148 545.7	114 216.8
Shareholders' equity	85 405.7	81 394.2
Sales revenues	253 237.6	207 219.5
Profit before tax	5 780.9	2 984.5
Profit after tax	4 011.5	-1 102.8
Employee costs	179 638.3	145 528.1
Number of employees	978	849

### Data in PLN '000 for the Institute of Aviation

Description	2014	2013
Balance sheet total	360 825.2	304 474.8
Shareholders' equity	84 297.8	73 427.5
Sales revenues	188 348.0	162 982.1
Profit before tax	18 797.3	13 550.9
Profit after tax	18 064.1	12 620.7
Personnel costs (personal and impersonal salaries with overheads and employee funds)	121 547.7	113 835.3
Number of employees As at 31/12 in FTEs	1,168	1,130

## Implementation of corporate social responsibility projects at EDC in 2014

### Compliance Culture

The collaboration between the Institute of Aviation and a foreign corporation, General Electric, means that the Engineering Design Center is subject to both Polish and U.S. law. The GE code of ethics, which is recognized by both companies “The Spirit & The Letter” contains all the key regulations and principles of conduct. Every employee of the center can currently download it from the generally accessible GE site dedicated to Compliance issues.



In 2014, the team responsible for Compliance issues prepared a questionnaire (Risk Survey) on various issues relating to ethics in business. Based on the results of the survey, areas of the highest risk and those in which the employees needed additional clarification were specified. On this basis, brief meetings named “Compliance Coffee Breaks” were prepared, which any employee interested in obtaining responses to questions they have on this

subject, could attend.

The next improvement was simplification of the process for issuing non-disclosure agreements – Proprietary Information Agreements (PIA), through the introduction of an on-line form. As a result, the path of the conclusion of a PIA agreement with a new trading partner (from the moment of requesting its signature) has become transparent to all interested parties.

## We are different – employees of EDC



**Ladies and Gentlemen,**

*At the end of 2014, 1769 engineers and 106 employees of supporting departments worked for the Engineering Design Center. In managing such a large organization, we need to remember that the people constituting it have diverse work experience, various personalities, qualifications and origins. They are motivated by different forms of appreciation and reward.*

*The signature of the Diversity Charter by General Electric Company Polska and the Institute of Aviation in 2014 was confirmation that the principle of equal treatment and actions to combat discrimination are important to us. Our employees have equal access to promotion and training, while they can report any concerns about issues of ethics to the Employee Rights Representative. Diversity management not only applies to differences of gender or age, but also the way of thinking. In order to increase knowledge of this, the management staff of EDC took part in workshops in 2014 named “Managing diverse teams.” We are planning to train further groups of employees in 2015 and we want to set up an “EDC Diversity Team,” which will support all initiatives related to the promotion of attitudes and actions which are friendly to different attitudes, multiculturalism and diversity management in teams.*

*We try to respond to the needs of the employees by introducing change into the organizational structure or into the day-to-day functioning of the organization. Flexible working time helps find a balance between work and private life, benefits for employees and their families make everyday life easier. Each year, we prepare a number of training courses and workshops, which are available to engineers and specialists from the support departments from all levels of the EDC organizational structure.*

*I trust that transparent career paths, the training programme which is expanded each year and the ability to develop personal interests at the company satisfies our employees, while*

*greater awareness related to skillful diversity management will positively affect our center's working atmosphere.*

**Kinga Załucka**

HR Manager

**Career paths**

The continuous development of the Engineering Design Center, new responsibilities, new challenges and increasing employment require the introduction of appropriate career paths. In 2014, there were two parallel paths, technical and managerial. In each, the employee worker can benefit from a large amount of training dedicated to specific groups and can participate in soft training suggested by his superior or which he selects himself.

**Training**

An extensive range of training and workshops means that EDC employees can take care of their own professional development and career jointly with their superior or on their own. Every new employee receives a package of initial training "New Hire Orientation Day" (NHOD) as early as in the first days of their stay at the center, which helps them move around an unfamiliar work place. This package was improved in 2014: the "EDC First Aid Toolkit" was introduced, which is an e-mail with all necessary information for a new employee in a condensed form. Training in our laboratories has been extended in order to present EDC's test and research capabilities.

During the training within the NHOD, the employee learns about the key processes, systems and principles prevailing at EDC.

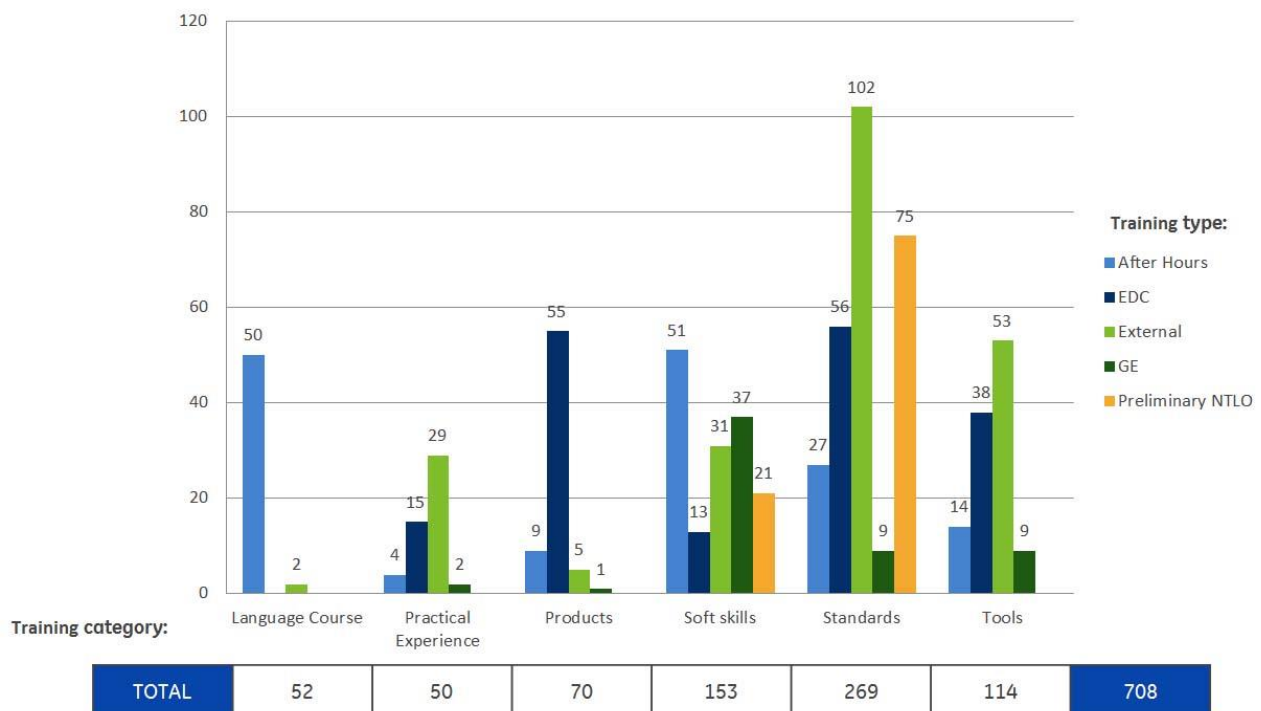
Alongside initial familiarization training, there are also language courses supporting engineers in dealings with foreign colleagues and superiors. In 2014, employees were able to take advantage of English, Polish, Italian and Russian language classes.



In 2014, 708 training sessions were organized at the Engineering Design Center, together with a series of obligatory training sessions for newly recruited employees. A more detailed breakdown of the training is presented in the following chart encompassing:

- ✓ Practical experience – technical workshops
- ✓ Product – technical product training
- ✓ Tools – training on the use of software
- ✓ Standards – training on internal procedures and other technical theoretical training
- ✓ Soft Skills – training on “soft” skills
- ✓ Language course – language classes

**Chart – “Training category and type”**



## Technical training



With the consent of the Manager, the Team Leader sends his employee to various classes devoted to technical issues, in order to broaden his knowledge and enable him to develop in a given position. In addition, other than the obligatory training to which the person is referred by his superior, an “Afterhours technical course” technical package is also available to every person recruited, from which he can benefit according to his interests.

Non-obligatory technical training is divided into two types:

- a) classroom – held at EDC by our experienced specialists
- b) global – directly imported from the United States – held in English using a telepresentation method or via an online instant messenger.

## “Soft” training



This is training to which we may be referred by our superior or we can select it according to our needs. It is related, inter alia, to the development of interpersonal communication and presentation skills. It is frequently selected by employees opting for a managerial path, in which these skills are necessary, in order to

manage a team and various projects.

## Development and recruitment programmes

### Mentoring

The mentoring programme involves reaping knowledge from the experience of an expert in his field. Using the model of the master-student relationship, each employee, other than the manager – team leader, is also assigned a “mentor,” who is a person offering him his

knowledge and experience during his every day work. Such mentors are also dedicated to entire teams. In this way, each one of them is assured support from a professional and has the opportunity to learn from the best.

### **Universal programmes**

In addition to Mentoring, an “Edison Engineering Development Program (EEDP),” “Talent Development Program” (TDP) and “License to Lead” also operate.

The first of these operates at all EDC businesses, the longest – for nine years – at Aviation. It focuses on improving the technical skills of engineers, as well as teaching, inter alia, problem solving methods in engineering and business projects, as well as effective team work. History shows that selected, young people become very actively involved in all activities and try to benefit from them to the full. Since its activation, the Edison programme for Aviation has been completed by 22 people, of whom 18 are working to this day within EDC’s structures. Twelve people joined the programme in 2014.

Four people in the Oil & Gas department completed the programme in 2014, while a total of 11 employees have completed it since the beginning of its operation – all of them are working for EDC to this day. The sixth edition of the programme started in 2014 at Power & Water. Five people took part in it. Since the inception of the programme, 25 employees have completed it. Edisons and graduates of this programme constitute approximately 9.5% of the P&W engineering staff at EDC and over 20% of the people employed by GE at EDC P&W.

The second programme is the Talent Development Programme (TDP) comprising experienced employees and young managers interested in their further development. The programme lasts approximately two years. The fourth and fifth editions of TDP started in 2014, with a total of 19 people taking part in them (only applies to the Aviation department). The programme is designed to develop leadership skills on both the technical and managerial paths.

“License to Lead” is a project that was created in response to the constantly increasing number of new teams at EDC, together with the young Team Leaders who were being rapidly promoted. This programme has the purpose of providing dynamic and effective develop-

ment to a young group of employees facing the difficult task of managing a team. In this project, the employees receive a business training package which is dedicated to them and learn what characteristics should distinguish a Team Leader working at EDC and what managers expect from them. We continued this programme in 2014, enhancing it with a new set of training sessions entitled New TL Orientation.

## Benefits

Engineering Design Center also offers its employees a wide range of social services providing health, relaxation and a sense of security. Every employee can benefit from Lux Med medical care, which encompasses programmes, prophylaxis and everyday support in the event of any health problems. Caring for the family and healthy relaxation, EDC financially supports its employees at Christmas and on holidays, pays allowances, extends loans and offers co-financing for staying at the Lotnia holiday home in Jastrzębia Góra. It helps maintain an appropriate physical condition through Multisport cards not only for the employee, but also for the employee's family members. Likewise, it does not forget about life assurance, or about the future related to retirement.

## Cooperation with universities



Alongside internal activities for employees, EDC also takes part in many events targeted at young people to interest and encourage them to take up employment at our center. During university job fairs, our engineers, together with the specialists from the HR Department, offer students a programme of paid work experience and talk about our organization, about the prospects and development opportunities, as well as why it is worth being an engineer. In 2014, EDC's representatives held 12 meetings with students and graduates during the engineering fairs and welcoming visits to individual colleges, including the Warsaw University of Tech-

nology, the Military University of Technology, Rzeszów University of Technology and Kraków University of Technology and took part in many national programmes and events promoting the Engineering Design Center and the occupation of engineer.

At the same time, EDC itself financially supported technical college students through a further, Eighth Edition of the Justyna Moniuszko Scholarship (an EDC intern who died tragically in the crash near Smolensk – 10 April 2010.) It is addressed to the students of the Faculty of Power and Aeronautical Engineering at the Warsaw University of Technology. In 2014, we received 12 applications. We selected two winners. The winner received PLN 1000.00 per month for three semesters of a master's degree.



In November 2014, we received an award of High Quality Work Experience granted within the framework of the Polish Framework of Quality Internships and Work Experience Programme.

### Win an Internship



W In 2014, EDC also took part in the national “Win an internship” competition for the second time, which has now been organized by Gazeta Wyborcza and PwC for 19 years. The initiative brings benefits to both people entering the competition, as well as employers.

Students are given the opportunity to apply for paid internships in the most reputable companies, while individual organizations gain future talented job can-

didates, who they have already been able to familiarize with the company's issues and topics in the given industry. We accepted eight people at EDC in 2014 for paid internships. Cooperation with BEST student organization Engineering Design Center is constantly looking for and expanding its education and promotional activities. In addition to presence at trade fairs and events, it also sponsors various student associations and organizations. This is how the collaboration started between EDC and BEST (Board of European Students of Technology) –

which associates students from technical universities from the whole of Europe. In 2014, EDC took part in job fairs organized by BEST – considered to be the largest job fairs for young engineers in Poland.

### **Cooperation with BEST student organization**

Engineering Design Center is constantly looking for and expanding its education and promotional activities. In addition to presence at trade fairs and events, it also sponsors various student associations and organizations. This is how the collaboration started between EDC and BEST (Board of European Students of Technology) – which associates students from technical universities from the whole of Europe. In 2014, EDC took part in job fairs organized by BEST – considered to be the largest job fairs for young engineers in Poland.



## Employee initiatives at EDC

### GE Women's Network – welcome to the world of women

At EDC, we promote diversity in business on many planes; one of the more active initiatives in our organization is GE Women's Network. In promoting the activities of women, EDC has joined the social campaigns to encourage girls to study technical subjects and promotes the profession of engineer among women.

The activities of GE Women's Network focus on the development of women, the improvement of their managerial skills and the planning of their career path, as well as establishing collaboration with female colleagues from other GE departments and offices worldwide.

GE Women's Network achieves its goals through training and workshops, as well as meetings with senior management, including with women who have achieved success in the firm.



Forty meetings were held in 2014, including 16 technical training sessions, training related to the development of soft skills, such as body language and project management, as well as meetings within the framework of the myConnections groups,

namely teams, the members of which focus around a common topic of interest.

The members share their experiences, gain contacts and expand their knowledge in many areas at such regular meetings. GE Women's Network also promotes a healthy lifestyle among women. In 2014, this was activities related to World Cancer Day, a campaign supporting the prevention of cardiovascular diseases and regular self-defence classes for women.



*“Women’s Network is an organization for women, run by women. We help our colleagues at EDC develop their skills, but we also encourage girls to study technical subjects. We debunk stereotypes, we break down our own barriers and we want to show all ladies interested in science that the work of an engineer is interesting and that it can be successfully performed by a woman. To this end, the plans for 2015 include an event named “Female engineer at work,” at which we shall present our engineering center in Warsaw – EDC from a woman’s point of view.”*

**Danuta Regulska**

GE Women’s Network

Warsaw Hub Co-Leader

**GE HealthAhead – let us live a healthy life**

HealthAhead (HA) is a programme which aims to promote a healthy lifestyle among employees and their families. Within this initiative, we promote healthy nutrition, prophylaxis and examination of the health condition, physical fitness, safety, stress management and stopping smoking. Within the HA organizational structure, each element has identified leaders who coordinate projects in their areas.

Fifteen events were organized in 2014, which were available to all employees of EDC, focused on the above aspects and having a positive impact on the health of the employees, their effectiveness at work and the way in which they spend their free time. In addition to the main events, within the HA, the members of each of the sports initiatives participated in regular training and classes available for fans of specific disciplines.



*“Health cannot be bought, but we can take care of it properly. Every year, we see a very large increase in the commitment and awareness of our employees in creating a healthy lifestyle. The support of the Company’s Management Board enables us to offer employees new events and set up further groups promoting a wide variety of sports disciplines.”*

**Michał Małecki**

GE Power& Water

Power Generation Business Manager

Leader of the GE HealthAhead Group at EDC

EDC Runners is one of the oldest and most popular sports groups. Each year, its members take part in numerous marathons in Poland and around the world. One of the biggest events of 2014 was the participation of Radek Serwiński, an engineer from EDC, in one of the hardest and most extreme marathons in the world – Tenzing-Hillary Everest Marathon. Radek ended the race in second position among the foreign contestants. The marathon is



divided into two categories – one for native runners from Nepal, the other for participants from other countries. *“I started running three years ago, at the beginning mainly for leisure. The turning point came when I joined EDC Runners. In 2013, I took part in the Baikal Ice Marathon, in which I finished in fourth place. This experience was very mobilizing and encouraging for taking on new challenges. I decided to try something different. Bartek Matczak, the first EDC Runner in Nepal, told me about the Tenzing-Hillary Everest marathon. At first, I thought that this was a crazy idea, which was impossible to implement. I couldn’t imagine running so high in the mountains, but eventually, I decided to take up the challenge”* said Radek.

In the foreign category, the two first places were taken by Polish runners – Robert Celiński from the Lotto Extremalne team was the first at the finish line (4:39.39), while Radek took second place (with a time of 5:43.05). *“The whole event surpassed my expectations. I would never have thought that I would see Everest and Lhotse myself. This is how the world’s third marathon ended... What will be next? We shall see,”* added Radek.

The first Tenzing-Hillary Everest Marathon was held on 29 May 2001, to celebrate the anniversary of the first successful ascent of Everest by Sir Edmund Hillary and Sherpa Tenzing Norgay in 1953. The start of the marathon is 5364 meters above sea level, making it the world’s highest marathon route.

The next important event in the life of the runners was the First Institute of Aviation Run. There were 330 contestants, including 85 in EDC Runners colours. The distance was five km; the run was held at the Institute of Aviation. Among the EDC Runners, the best results were achieved by Radek Serwiński, Piotr Dyląg, Joanna Najniger and Karolina Gutkowska.

Our runners marked their presence in the next edition of the Company Run 2014. There were 341 teams from the whole of Poland in the competition. The race itself was 16.8 km long and was organized in the form of a relay race. The distance was divided into four equal sections. Engineers from EDC were supported by two organizations: GE HealthAhead and GE Volunteers. EDC was represented by a total of 11 teams. We finished the run in first place. It is noteworthy that many runners with little experience took part in this event. We are pleased that an increasing number of employees are becoming actively involved in sports events representing Engineering Design Center. The Company Run is a charity event that helps the disabled – in 2014 the funds raised were designated for Natalia, who is suffering from cerebral palsy.

### **Go Red Day**

HealthAhead promotes not only sports, but also helps take care of health and encourages regular examinations, for example, prophylaxis of cardiovascular diseases. HA, together with GE Women’s Network, organized the Go Red Day event in 2014. EDC employees were able to analyse blood sugar levels, cholesterol, measure blood pressure, attend lectures on reducing stress and take part in training on stretching.

Another HealthAhead Week was also held in September 2014, which ended in the event - EDC Olympic Day. Attractions were waiting for the engineers all week, such as: stress tests, first aid training, as well as consultations with specialists on healthy nutrition. At the end, Olympic Games were held at the Białołęka Sports Centre. Our employees could try their hand at such sports as soccer, volleyball, swimming and sprinting.

An information campaign is being held throughout the whole year on the activities of the HA in our local television and weekly newsletter. News applies to, among others, the battle against stress, health and sports. Competitions are also organized on health subjects or on an appropriate diet.



The following groups operated within HealthAhead in 2014:

EDC Runners, EDC Bikers, EDC Volleyball, EDC Climbers, EDC Football, EDC Calisthenics, EDC Tennis, EDC Badminton, EDC Swimmers and EDC Squash.



## GE Volunteers – let's help others

GE Volunteers is an initiative set up by General Electric. It was adopted at EDC in 2010. Its main objective is to support local communities in such areas as education, ecology, help for animals and the promotion of a healthy lifestyle. We achieve our objectives through activities for children and youths, renovating day care centers, social care institutions and shelters.



*“New ideas and proposals for charity events appear every season. Some of them are one-off, while we continue others successfully for several years. From year to year, an increasingly larger group of volunteers report their proposals and actively join our activities. We trust that they will help us help the local community”*

**Paweł Stężycki,**  
GE Aviation Systems Business Manager,  
Leader of the GE Volunteers group at EDC

We support the development of science:

### Young Explorers Club

Our employees, in cooperation with the Academy of the Future, organize regular meetings of the Young Explorers Club. Activities take place at the Institute of Aviation and involve conducting experiments in physics, chemistry and life sciences. Their objective is to instill an interest in science.

### Polish Sudoku and Puzzle championships

In April 2014, volunteers from GE Volunteers and GE Women's Network helped organize and hold the Polish Sudoku and Puzzle Championships for the second time. Together with the SFINKS Recreational Mathematics Foundation and the Palace in Domaniów, the employees



of EDC prepared materials and checked the work of the participants. According to the organizers, our volunteers contributed to an improvement in the quality of the championships.

### **18th Polish Radio Science Picnic**

The Copernicus Science Centre (CSC) and Polish Radio organized the 18th Science Picnic on 31 May 2014. EDC was one of 200 exhibitors and our volunteers presented an oil well simulator, models printed by 3D printers and a huge CF6 engine on two stands. The visitors to our stand were able to listen to the everyday work of the engineers in the Aviation, Oil & Gas and Power & Water departments, as well as hearing about the most interesting projects arising at the Engineering Design Center.

### **Tutoring for children**

Most of our employees are people with scientific minds, while mathematics is often their hobby. Therefore, one of our employees came up with an idea to share his skills and passion for science with those who need such help the most. The directors and the children from a local orphanage very willingly accepted the support of our volunteers, who offer their knowledge and skills in this way to educate primary and secondary school pupils. They teach mathematics, chemistry, physics and English.

### **Charity events:**



Donate to eating waffles – we sell waffles

The campaign, which has had the recognition of the employees for several seasons, is the sale of waffles. Our employees sell confectionery for two hours every Tuesday for several weeks on the EDC campus. The revenues from the sales are targeted at a previously selected objective: it is sometimes to help children, sometimes single mothers and at other times to renovate day care centers or other social establishments.

## Christmas help



December was a very busy month for most volunteers. A group of children from the Marymont Complex of Up-bringing Centers and the Hansel and Gretel Foundation visited us for the second time. Both organizations organized an attractive Christmas fair for us. It was a perfect opportunity to buy original, hand-made gifts and

Christmas decorations. PLN 1653.20 was collected during the event.

W In the meantime, we have joined the “Christmas Package” national charity campaign. We decided to help one particular family through the activities of the GE Volunteers at EDC. Nobody could have imagined that the initiative taken up would prove to be so successful. Our employees collected so much money and



so many presents that we managed to help as many as four families. The final amount of the donation was PLN 7521. As a result, we bought 1.5 tons of coal, a vacuum cleaner, a mixer, jackets, clothes, a backpack, bedding and food. The Orphanage at Korotyńskiego has been in our schedule of Christmas meetings for several years. Likewise, in December 2014, a group of our employees visited the group of children to give them presents, together with Santa Claus, have fun, play and have a good time.

## Flea market



A new campaign conducted in the autumn of 2014 was a jumble sale. Each of the teams collected goods, which were sold at the market for three hours. The team that collected the most money decided to which charity all the funds collected during the campaign would be transferred. The collection ended in success,

while PLN 3027 was transferred to needy children.

In summary, the volunteers from EDC took part in 34 events in 2014 and performed charity work over a total of 1798 hours.

## Diversity Charter



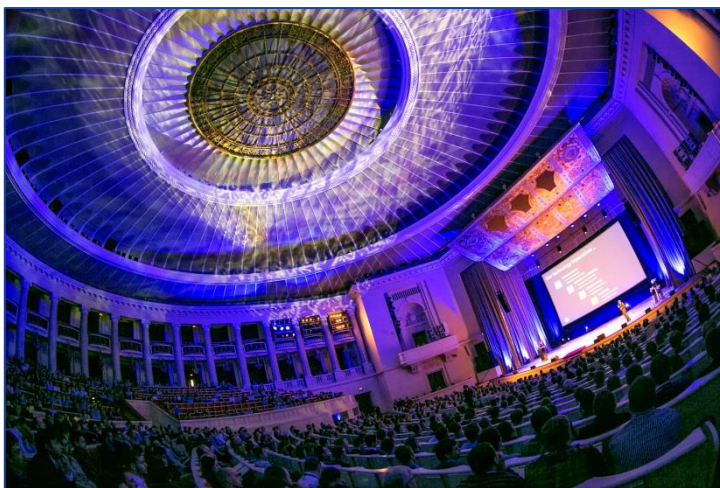
The representatives of General Electric Company Polska Sp. z o.o. and the Institute of Aviation officially signed a Diversity Charter on 8 October 2014. Therefore, they joined the ranks of more than a hundred signatories in Poland. The signature of the Charter translated into specific actions

regarding equal access to training and promotion, education on discrimination and protection against mobbing as well as the opportunities to reconcile professional and family life.

We introduced workshops and training sessions to raise awareness and increase respect for any differences which are available to all employees of our organization. Not only did the representatives of EDC sign the premises from the Charter on 8 October, but so did the employees of both organizations, simultaneously declaring their individual support for the slogans declared by it.

## Summary. Communication and events

We want to reach the largest possible audience, which is why we are constantly working towards improving communications at EDC. In 2014, our weekly newsletter received additional new columns, while its graphical layout was refreshed. We installed 25 LCD monitors in the kitchens of new office buildings, as a result of which the employees have the opportunity to become acquainted with interesting items from the life of EDC while drinking their morning coffee. We take care that our website [www.edc.pl](http://www.edc.pl) contains up to date news and, in the middle of the year, we sent out the first edition of the bulletin addressed to former employees: "EDC Alumni."



In addition to training and integration trips in the individual teams, volunteering campaigns and sports events, once a year, all employees can take part in a Carnival event – New Year's Party, a Gala with the annual engineering awards and a family picnic. In 2014, we partied at the Space club at an event

named: "Back to the Future", we handed out the engineering awards 2014 in the Congress Hall and our families met in Arkady Kubickiego at the company picnic.

Various activities undertaken by the management and employees in 2014 demonstrate EDC's openness to work with local communities, the development of corporate social responsibility activities and a wide range of initiatives supporting diversity management.

## CSR 2015 – namely plans for the future

2015 is primarily a year of celebrations - of the fifteenth anniversary of EDC's existence. We shall summarize a dozen or so years of cooperation between General Electric Company Polska and the Institute of Aviation; we shall celebrate and share our experiences with the more junior employees. Engineering Weeks are planned in each department, during which the EDC employees will be able to take part in numerous events related to the industries in which we operate. We are planning a joint gala ceremony with awards, a New Year's party and a family picnic.

We are also open to new employee initiatives. After a two-year break, once again, the Institute of Aviation will open the gates to all lovers of the aerospace industry during the VI Night at the Institute of Aviation. We trust that all of these activities will show how open EDC is to a variety of needs of our employees and customers. This gives the opportunity for professional development, helps develop passions, stimulates creativity, enables the submission of ideas for both engineering projects and projects related to the operation of the Engineering Design Center.

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