

Fortum's Annual Report 2014

Fortum is an energy company highly committed to sustainability. We strive to respond to the needs of our customers by generating, selling and distributing low-carbon electricity and heat and by offering energy-sector expert services.

Social summary

The following table presents the key figures of our social responsibility. All indicators measuring Fortum's social responsibility are available in the [GRI section](#).

	2014	2013	2012*
Average number of employees	8,821	9,532	10,600
Number of employees, 31 December	8,592	9,186	10,371
of whom permanently employed	8,260	9,515*	9,899
Departure turnover, %	8.1	9.7*	12
Female employees, %	28	28*	28
Females in management, %	33	31*	35
Health care expenditure, EUR/person ¹⁾	542	569	580
Number of sickdays	47,677	56,316*	74,188
Sickness absence rate, %	2.4	2.5*	3.1
Lost workday injury frequency (LWIF) ²⁾ , Fortum personnel	1.0	1.0	1.5
Lost workday injury frequency (LWIF) ²⁾ , contractors	3.2	3.9	3.8
Fatalities	3	1	1
OHSAS 18001 certified operations, % of sales	75	73*	70

1) Only in Finland

2) Injuries resulting in an absence of at least one day per million working hours

* Includes joint venture AB Fortum Värme samägt med Stockholms Stad

Personnel statistics from 2014, by country of operation

	Finland	Sweden	Russia	Poland	Other countries	Total
Personnel at year-end	2,040	1,201	4,213	603	535	8,592
male	1,470	777	3,069	472	346	6,134
female	570	424	1,117	131	190	2,432
Personnel, average	2,182	1,221	4,196	631	591	8,821
Personnel expenses, 1,000 euros	184,045	104,295	82,804	13,884	20,219	413,021
Personnel expenses per person, 1,000 euros	84.3	85.4	19.7	22.0	34.2	46.8

