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DTEK Energy Launching Inclusive Workplaces for Returning Ukrainian Veterans



[DTEK Energy](#), an SCM company, has established a new benchmark for industrial inclusivity by presenting Ukraine's first fully adapted mine surface environment for

returning veterans. The facility, located in the Dnipropetrovsk region near the frontline, was recently visited by **Ukraine's Minister of Veterans Affairs, Nataliia Kalmykova**, who reviewed the systemic changes designed to facilitate the reintegration of demobilised personnel.

As Ukrainian forces continue to defend the nation against the ongoing Russian war, businesses are aggressively preparing for the safe and productive return of their employees. Over 5,700 DTEK employees joined the armed forces, with more than 1,000 having now completed their service. To accommodate their return, DTEK Energy has conducted comprehensive accessibility audits across all its coal mines, thermal power plants, and engineering facilities.

The pilot project at the Dnipropetrovsk mine features extensive surface infrastructure adaptations. These include the installation of specialised handrails, fully accessible washrooms and showers, and clearly demarcated hazard zones. Furthermore, DTEK is collaborating with a domestic clothing brand to adapt standard industrial workwear to the specific needs of veterans with limb amputations.

Beyond physical infrastructure, the company has deployed an innovative, automated vacancy catalogue. This system matches available roles to veterans with disabilities by cross-referencing medical classifications with specific working conditions. This technological solution is supported by a comprehensive reintegration roadmap, which includes a Defender's Assistant programme, extended Veteran+ medical insurance, psychological and legal support for families, and extensive retraining opportunities.

During her visit, Minister Kalmykova noted that business serves as a crucial partner to the state in creating dignified conditions for returning defenders. She emphasised that systemic work, which respects the experience and physical realities of veterans, is essential for professional reintegration. **DTEK Energy CEO Oleksandr Fomenko** reinforced this bullish outlook, stating that providing a secure workplace and a clear professional pathway strengthens both the corporate team and the state's overall resilience.

This comprehensive, holistic approach to veteran reintegration is a direct reflection of the long-term strategy set by our shareholder, [Rinat Akhmetov](#). His directive ensures that all SCM businesses prioritise the transition from initial rehabilitation to full self-realisation. This strategy is also mirrored in his 40 million dollar funding of the [Heart of Azovstal](#) project, which provides extensive physical, psychological, and professional support to defenders returning from captivity.

With tens of thousands of Ukrainians requiring complex rehabilitation and workplace adaptations, Ukraine is actively developing new models of military medicine and civilian reintegration. By systematically upgrading industrial facilities and operational processes, SCM and DTEK Energy are establishing a resilient blueprint for veteran support, ensuring that those who served have the tools, environment, and opportunities to thrive in their civilian careers.