

THE ANTI-ABUSE POLICY

PCC EXOL SA

Establishment of the anti-abuse policy supports the organisation's efforts to efficiently protect the reputation and assets of **PCC Exol SA** and to consistently improve the value of **PCC Exol SA**.

This Policy is compliant with the rules defined in the Code of Conduct applicable in the **PCC Exol SA** Group.

DEFINITION OF ABUSE

Abuse should be understood as an intentional act or omission that constitutes a violation of the generally applicable laws or principles of PCC Exol SA. These are aimed at securing an unlawful gain, leading to unjustified loss incurred by the Company. The gains and losses may be financial, material or intangible. Any form of corruption is treated as the anti-abuse.

The policy is applicable in case of any abuse, as well as in any suspected instances of abuse.

RESPONSIBILITY

The Management Board of PCC EXOL SA is responsible for the creation of work environment free from any abuse, for detection and anti-abuse, and minimisation of negative results of abuse.

Each and every manager of an organizational unit should be particularly attentive and vigilant in case of any non-compliances, unusual events and violations of the applicable rules of behavior in their area of responsibility.

REPORTING ABUSE

In case of a justified suspicion that the an abuse or an event equal to a abuse occurred in connection with **PCC EXOL SA** business activity, each employee is obliged to immediately notify such suspicion directly or through their manager.

Employees may anonymously report all situations, and we protect those reporting in good faith from any retaliation. Besides a direct meeting, both internal and external stakeholders of **PCC Exol SA** may safety and efficiently inform about any abuse by sending a letter to the following address:

The Management Board Office:

PCC Exol SA

ul. Sienkiewicza 4,

56-120 Brzeg Dolny, Polska

or by informing Members of the Management or Supervisory Boards of **PCC Exol SA**.

In case of a suspicion regarding abuse, immediate measures are undertaken directed at gathering information and enabling a determination whether there has been abuse, and an investigation is carried out in order to classify a given incident.

If the abuse is proved, proper measures are undertaken, including disciplinary actions, as well as measures aimed at prevention of occurrence of similar events in the future, and, if necessary, adequate authorities are informed and court proceedings are instituted against the offender, in order to repair the loss incurred by the Company.

Brzeg Dolny, 20 November 2017

Mirostaw Siwinski

President of the Management Board

PCC EXOL SA

