

CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABLE DEVELOPMENT POLICY PCC EXOL SA

The Company **PCC Exol SA**, by implementation of its CSR objectives, identifies and indicates four most important pillars of corporate social responsibility and sustainable development. The Company includes in its long-term business strategy not only the economic aspects, but also the environmental, social and ethical ones. The objective of **PCC Exol SA** is therefore to achieve a balance between economic viability and widely understood social interest as well as responsible organisation management. One of the key matters in responsible management is a communication with the stakeholders (employees, customers, suppliers, cooperating organisations and institutions, communities and investors). An efficient dialogue enables identification of further steps of the Company on its way to the sustainable development.

Our commitment defined in four pillars of our organisation's activities are consistent with the main objectives of the 2030 Agenda for Sustainable Development, established by UN member states in 2015.

The pillars are:

Pillar I - MARKET

- We observe the corporate governance principles and the applicable provisions of law.
- We respect the customs and the culture of our stakeholders.
- We respect provisions of law applicable in the geographic areas in which they carry out their business, we achieve our business objectives in an honest and transparent manner, we act in compliance with the principles of free competition as well as the corporate Code of Ethics.
- We promote ethical standards of cooperation and fighting against corruption.
- Together with our stakeholders, we respect the "Diversity Charter" adopted by the Company. We provide our customers with high quality and safety of the products.
- We manage risk by using proper regulations, tools and methods.

Pillar II - ORGANISATION

- We care about safety work conditions of our employees and subcontractors.
- We perform professional risk assessment in the workplaces.
- We provide education in terms of OHS.
- We provide all benefits and respect employee rights resulting from the provisions of the Labour Code and other legal regulations, internal regulations and the Company's Articles of Association.
- We comply with the Code of Ethics in our relationship with the employees and stakeholders.
- We respect human rights and require such respect from our stakeholders.
- We respect the "Diversity Charter" adopted by the Company.



- We promote open communication with the employees and stakeholders.
- We guarantee equal opportunities in terms of professional development, access to trainings and promotions.
- We promote work-life balance.
- We require a fair evaluation and treatment of employees at all levels of the organisation (remuneration, awards, bonuses, non-financial benefits, division of responsibilities).

Pillar III - ENVIRONMENT

- We act in compliance with applicable legal regulations, directives and standards in the scope of environmental protection.
- We reduce negative environmental impact through reasonable consumption of raw materials and resources, reduction of consumption of electricity, heat, water and paper, monitoring and reduction of greenhouse gases emission, reasonable waste management, sewage reduction, continuous improvement in the above areas.
- We carry out education in terms of ecology and we promote activities aimed at environmental protection.
- We support events and project for protection of environment.
- We cooperate with stockholders using pro-environmental solutions, who comply with all environmental laws and business ethics.
- We are members and we support pro-environmental organisations.

Pillar IV - SOCIETY

- Membership in national and international organisations and programmes from the area of corporate social responsibility and sustainable development.
- We take part in initiatives and social campaigns.
- We provide financial and material support during events, campaigns and social programmes.
- We promote employee voluntary service.
- We are involved in a dialogue with the local community.
- We take part in programme councils, committees and teams working in the area of corporate social responsibility.

The Management Board of **PCC EXOL SA** ensures that Corporate Social Responsibility and Sustainable Development Policy is comprehensible, announced and implemented on all levels of the organisation.

Brzeg Dolny, 20 November 2017

Mirostaw Siwirski
President of the Management Board
PCC EXOL SA

