

THE CORPORATE SOCIAL RESPONSIBILITY (CSR) AND SUSTAINABLE DEVELOPMENT POLICY OF PCC MCAA Sp. z o.o.

Pursuing its goals in the area of CSR and Sustainable Development, **PCC MCAA Sp. z o.o.** identifies and recognises the four most important pillars of corporate social responsibility and sustainable development. The Company takes into account in its long-term business strategy not only economic aspects but also the environmental, social and ethical ones. The aim of **PCC MCAA Sp. z o.o.** it is therefore to strive for a balance between the economic viability of the business and the broadly defined social interest and responsible management of the organisation. One of the key issues in responsible management is communication with stakeholders (employees, customers, suppliers, cooperating organisations and institutions, communities and investors). Effective dialogue makes it possible for the company to identify the directions of further actions on the way to sustainable development.

Our commitments – set out in the four pillars of our organisation's activity – are consistent with the main goals of the 2030 Agenda for Sustainable Development established by UN member states in 2015.

The pillars include:

1st Pillar – the MARKET

We comply with the principles of corporate governance and applicable law. We respect the customs and culture of our stakeholders. We respect the legal regulations of the geographic regions in which they operate. We implement business goals in a fair and transparent manner. We operate in accordance with the principles of free market competition and the provisions of the Company's Code of Ethics. We promote ethical standards of cooperation and anti-corruption. We provide our customers with high-quality and product safety. We manage risk by applying appropriate regulations, tools and methods.

2nd Pillar – the ORGANISATION

We care about the safe working conditions of our employees and subcontractors. We carry out a job risk assessment in the workplace. We educate people in terms of health and safety at work. We provide all benefits and respect employees' rights stipulated by the Labour Code and other legal regulations, internal rules of procedure and the Company's Articles of Association. We adhere to the principles of the PCC Group Code of Conduct in relations with employees and stakeholders. We respect human rights and require the same from our stakeholders. We promote open communication with employees and stakeholders. We provide equal opportunities in terms of professional development, access to training and promotions. We promote a work-life balance. We require a fair assessment and treatment of employees at all levels of the organisation (remuneration, rewards, bonuses, non-financial benefits, division of duties).



3rd Pillar – the ENVIRONMENT

We operate in accordance with applicable legal regulations, directives and standards regarding environmental protection. We reduce harmful effects on the natural environment through: rational use of raw materials and resources, reducing electricity, heat, water and paper consumption, monitoring and reducing greenhouse gas emissions, rational waste management, reducing sewage discharge, as well as continuous improvement in the above-mentioned areas. We educate people on ecology and promote activities that support environmental protection. We support actions and projects that promote environmental protection. We cooperate with stakeholders that apply pro-environmental solutions respecting all environmental legal regulations and business ethics.

4th Pillar – the SOCIETY

We are a member of national and international organisations and programmes operating in the field of corporate social responsibility and sustainable development. We participate in social initiatives and campaigns. We promote employee volunteering. We have a dialogue with the local community. We participate in programme councils, committees and teams supporting corporate social responsibility.

The Management Board of **PCC MCAA Sp. z o.o.** assures that the Social Responsibility and Sustainable Development Policy is understood, announced and is being followed at all levels of the organisation.

Brzeg Dolny, 14th September 2018



Dominika Tymczuk
President of the Management Board
General Director of PCC MCAA Sp. z o.o.