

HEALTH AND SAFETY AT WORK POLICY

OF THE PCC GROUP COMPANIES: PCC ROKITA SA, PCC EXOL SA, PCC CONSUMER PRODUCTS KOSMET SP. Z O.O., LABANALITYKA SP. Z O.O., LABMATIC SP. Z O.O., PCC AUTOCHEM SP. Z O.O., PCC MCAA SP. Z O.O., PCC PU SP. Z O.O.

In pursuit of their strategic objectives, **the Companies of PCC Group** are committed to continuous improvement of safety standards. Each employee of the Company is responsible for his/her own safety, that of co-workers, contractors and guests staying on the premises of the Company. Our employees and stakeholders are our most important asset. That is why we are committed within our organization to creating working conditions that are consistent with best practices, strategies and systems. In doing so, we ensure the safety, health and respect of all employees, our customers, suppliers, subcontractors and other stakeholders.

"We are focused on protecting the health and safety of our employees and associates on an ongoing basis by working for safe and hygienic working conditions while maintaining operational safety, in accordance with the regulation that apply to us."

We declare continuous improvement in safety performance and we are committed to take appropriate actions in the area of:

- comply with law and with the safety rules and the requirements of the company
- systematically identify, monitor threats, risks and harmful factors and take preventive actions
- the prevention of injuries, occupational diseases and potentially accidental incidents
- continuous improvement of the organisation and conditions of the working environment through the introduction of modern techniques and technologies, taking into account the highest level of protection of the employee
- constantly raise of the awareness of OHS and build share responsibility for one's health and the health of others
- ensuring the safety of our stakeholders during their stay in our premises
- training of employees in order to improve their professional skills and develop a positive attitude towards safety among employees
- Promote among employees and subcontractors the value of mutual responsibility for their own safety and that of their co-workers
- Communicate the objectives, activities and effects of our activity in the area of health and safety at work, inside and outside the organisation
- Securing adequate resources and funds for the achievement of the above objectives
- taking into account the participation of stakeholders in the consultations
- improving the results of the occupational health and safety management system within the framework of sustainable development initiatives

Matters of occupational safety are of the highest importance and the Management Boards of the PCC Group Companies are aware of their role and responsibility for the state of safety. All work must be carried out in accordance with safety regulations and rules, regardless of the associated costs and other burdens. We expect each of our employees to cooperate with us, to be personally involved and to have a positive attitude towards compliance with safety rules. Heads of organisational units are committed to responsibility and active leadership in the effective implementation of this Policy.

The Health and Safety Policy in this sense will be promoted and implemented with due diligence in every area of our business.

The Management Board of the Company hereby transfers this policy to all employees and other persons working for the Company for the purpose of its implementation.

Brzeg Dolny, 16 April 2018

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

Wiesław Klimkowski
President of the Management Board
General Director of PCC Rokita SA