

# **CORPORATE SOCIAL RESPONSIBILITY POLICY AND SUSTAINABLE DEVELOPMENT OF PCC GROUP COMPANIES**

**PCC ROKITA GROUP, PCC EXOL SA, PCC MCAA SP. Z O.O.,  
PCC CONSUMER PRODUCTS KOSMET SP. Z O.O.**

PCC Group companies, implementing the objectives of Corporate Social Responsibility (CSR) and Sustainable Development, identify and indicate the four most important pillars of these concepts. The companies take into account in their long-term business strategy not only economic aspects, but also environmental, social and ethical aspects. Therefore, the objective of the companies is to strive for a balance between economic viability of the business and widely understood social interest and responsible management of the organisation. One of the key issues in responsible management is communication with stakeholders (in particular: employees, customers, suppliers, cooperating organisations and institutions, communities and investors). Effective dialogue makes it possible to identify directions for further actions of the companies on their way to sustainable development.

The commitments set out in our organisation's four pillars of action are in line with the main objectives of the 2030 Agenda for Sustainable Development, established by UN Member States in 2015.

These pillars include:

## **Pillar I - MARKET**

We comply with the principles of corporate governance and applicable laws. We respect the customs and culture of our stakeholders, always bearing in mind the regulations of the geographical regions in which they operate. We pursue our business objectives in a fair and transparent manner. We operate in accordance with the principles of free market competition and the PCC Group Code of Conduct. We promote ethical standards of cooperation and anti-corruption. In cooperation with stakeholders we respect the principles of the adopted "Diversity Charter". We provide our business partners with high quality and safe products. We manage risk by applying appropriate regulations, tools and methods.



## Pillar II - ORGANISATION

We take care of safe working conditions for our employees and subcontractors. We conduct risk assessments at workplaces and provide education on occupational health and safety. We provide all benefits and respect employees' rights under the law.

We promote open communication with employees and stakeholders. We provide equal opportunities for professional development, access to training and promotion, and promote work-life balance. We require superiors to treat employees fairly at all levels of the organisation (salaries, rewards, bonuses, non-financial benefits, division of responsibilities).

## Pillar III - ENVIRONMENT

We operate in compliance with current legal regulations and standards in the area of environmental protection. We limit harmful influence on the environment through rational use of raw materials and materials, reduction in consumption of electric and thermal energy, water, monitoring and reduction of greenhouse gas emissions, rational waste management, reduction of waste water discharge, optimisation of the environmental footprint of the organisation. We are constantly improving in the above-mentioned areas. We conduct environmental education and promote environmental protection activities. We support campaigns and projects on environmental protection. We cooperate with stakeholders who apply pro-environmental solutions and respect all environmental regulations and principles of business ethics. We support and participate in organisations working to protect the environment.

## Pillar IV - SOCIETY

We are members of national and international organisations and programmes working in the field of corporate social responsibility and sustainable development. We participate in social initiatives and campaigns. We provide financial and material support to social actions, campaigns and programmes. We engage in dialogue with the local community. We participate in programme councils, committees and teams working for corporate social responsibility.

The Company's Board of Directors shall communicate this Policy to all Employees, Customers and Business Partners and shall require them to comply with its provisions.

Brzeg Dolny, 30.06.2021

**Dorota Połozowska**  
President of the Board  
LabAnalytyka Sp. z o.o.

