

SUSTAINABLE DEVELOPMENT POLICY KONIMPEX CHEMICALS SP. Z O.O.

"The aim of our activity is to deliver chemical materials and industrial raw materials meeting the requirements of Clients in the global market. Following high ethical standards, we want to build relations based on professionalism and trust of our clients, employees, and other involved parties". Konimpex Chemicals Sp. z o.o. plans to increase the attractiveness of the offered materials and broaden the assortment with new materials. An additional objective is also to conduct research and development activities in cooperation with scientific institutions, which is expected to result in new business projects in the following years.

As part of the implemented management systems, we seek to:

- create equal development chances for our employees,
- apply solutions supporting work safety of our employees, as well as environmental safety,
- implement standards of ethical conduct in order to increase the standards of the provided services and management of the Company and build partnership relations with our clients and customers, based on mutual trust and professionalism.

With regard to the above, we undertake to fulfil the requirements of the laws applicable in Poland and the Sustainable Development Policy adopted by the Company, and especially:

- not to hire children and not to support suppliers violating this principle,
- not to use and not to support forced labour,
- to ensure safe and healthy working conditions,
- to inform employees on the occupational risks that are involved in their work and on the protection rules against them,
- to legally respect the right of employees to representation,
- to prevent employment discrimination,
- active cooperation with non-governmental organizations, including the "Czeremcha" Foundation, the Foundation for the Development of Children and Youth "Otwarcie" and other national and foreign entities acting for the benefit of the disabled, consisting of on their financial support,
- to apply objective and fair criteria of assessment of employees and their performance,
- to treat all staff members with dignity and respect,
- to obey the applicable laws regarding working hours and holidays,
- to timely pay remuneration in the amount of at least the minimum wage applicable in Poland in a given year,
- to meet the employees' needs, within the possessed social means and funds,
- to facilitate professional employee development,
- to create favourable conditions for adaptation to proper work performance for employees taking up employment after having graduated from a vocational school or a school of higher education,
- to influence shaping of rules of social conduct at workplace,
- to prevent corruption and educate employees in that respect,
- guaranteeing safeness of goods flow, including fraud prevention,
- to regularly review the present policy in order to ensure its continuous improvement.

Sustainable Development Policy of Konimpex Chemicals Sp. z o.o. is documented, maintained and provided for all employees of the company and other stakeholders.

Konin, 27 May 2020

President of the Management Board Member of the Management Board

Cezary Głuchowski

Justyna Kaźmierczak