



Making chemistry
to fuel
the future

RESPONSIBLE BUSINESS REPORT

2015





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The background image shows an industrial plant with two tall, vertical distillation columns on the left, each with a ladder and walkway. To the right is a large, white spherical storage tank supported by a complex metal structure. A white sign with a yellow triangle and 'Ex' symbol is visible in the foreground. The entire scene is overlaid with a semi-transparent white rectangle containing the report title.

RESPONSIBLE BUSINESS REPORT

2015



DEAR SIR/MADAM,

ANWIL is one of the pillars of Polish economy, and a leading company in the great chemical synthesis sector. A rich portfolio of products allows us to export to over 40 countries throughout the world. The broad-scale pattern of our activities is determined by a strong sense of responsibility. For this reason, the primary object of ANWIL's management board is to keep the balance between company effectiveness and social interest. Therefore, the obligations that we have assumed towards the social and environmental sectors go considerably beyond the generated financial results.

The common values for all companies belonging to the ORLEN Group, of which ANWIL is an integral element, are responsibility, development, people, energy and reliability. They are the signposts for further daily activity and a key to efficient functioning and to building market advantage.

For our company, the publication of the environmental report is a significant factor in building credibility – an expression of business transparency. Data gathered in this report refers to 2014-2015 and presents the entire spectrum of actions taken by ANWIL for sustainable development. They include seven areas (governance, work practices, human rights, environment, fair operational practices, consumer issues, social involvement, and development of local community), which in accordance with the ISO 26000 standard, are the elements of corporate social responsibility.

This report aims not only to inform you of actions taken by us, but is also a declaration of our intent to continue to implement business objectives while fully respecting the rules for sustainable development and social responsibility.

2016 is a special year in the history of ANWIL, as we are celebrating the 50th anniversary of our business. Half a century of existence and now we are in times of prosperity, having faced difficulties while adapting to the changes in the state system in 1989, intensive development at the turn of the century, and finally, the challenges arising from the process of globalization and continuous changeability of the market environment. I can say with satisfaction that, despite the numerous challenges, with which we had to cope, the issues connected with managing our impact on the environment, with quality, and occupational health and safety have always been the highest priority for our company.

For 21 years we have also been a member of the Responsible Care International Program, in which the largest chemical companies around the world focus on pro-ecological initiatives. In 1995, when we applied for

it, we were one of the first domestic enterprises to take this step. Our decision at that time was an unequivocal declaration that in business activities we would not only take into account the good of the natural environment, but that we would also engage in its protection. Taking into consideration the fact that we had only just started to function in market economy conditions, and that ecological awareness in Poland was just being shaped, it was a huge challenge. Today we know that the Responsible Care program has really changed the Polish landscape, both figuratively, when we talk about changes to which it has contributed in the context of attitude to environmental protection themes, and literally. A number of projects, implemented within it, contributed to improving the condition of the Polish environment. Poland grew beautiful before our eyes.

ANWIL has also evolved during this time and has adapted itself to the expectations of our customers and existing macro-economic conditions. However, one thing remains unchanged – our commitment to implementing the Responsible Care program. For two decades, ecological concerns and the protection of natural resources by a systematic minimization of the impact on the environment has been a fixed element in our development strategy.

You can read about our involvement in sustainable development and corporate social responsibility on the following pages of our publication. We are convinced that it forms perfect evidence of the fact that we understand the idea of co-responsibility and that we actively participate in a better future for the next generations.

At the same time, I would like to emphasize that your opinion on the Responsible Business Report of ANWIL is extremely important to us. Therefore, I sincerely encourage you to send your comments and suggestions to us concerning this publication, which will allow us to prepare the next edition in a way that will completely meet your information requirements. The primary principle when carrying out any actions within the CSR is, in fact, a dialogue to which I kindly invite you.

I wish you interesting reading, and on behalf of our entire company, please accept my warmest regards,

Jacek Podgórski
 President of the Management Board
 ANWIL S.A.



CORE VALUES

RESPONSIBILITY

We respect our customers, shareholders, the natural environment and local communities.

PROGRESS

We explore new possibilities.

PEOPLE

We are characterised by our know-how, teamwork and integrity.

ENERGY

We are enthusiastic about what we do.

DEPENDABILITY

You can rely on us.

**WE COMBINE OUR
ECONOMIC DEVELOPMENT IN
A RESPONSIBLE MANNER WITH
CONCERN FOR THE NATURAL
ENVIRONMENT, STAFF MEMBERS
AND LOCAL COMMUNITIES**



ANWIL is a leading company in the great chemical synthesis sector and a pillar of the national economy. The company is also an unquestionable business leader in Kujawy and Pomorze. The company is one of the largest employers in the Kujawy and Pomorze region with over 1200 employees.

The company in Włocławek from the ORLEN Group is the only producer in Poland of polyvinyl chloride and the sixth largest producer in Europe. It is Poland's second largest manufacturer of nitrogenous fertilizers and eighth in Europe. ANWIL's offer also includes granules and PVC sheets as well as a number of base chemicals such as sodium hydroxide (soda lye and caustic soda) and ammonia. Thanks to such a rich portfolio the company exports its products to over 40 countries in the world. Clients from Germany, Great Britain, France, Scandinavia, and more exotically, from Trinidad and Tobago, or Suriname purchase ANWIL's products. In 2015, ANWIL's achievements in export were recognized by the daily newspaper, Rzeczpospolita, who awarded the company the title of Export Eagle in the "best exporter" category.

Corporate Social Responsibility is a fixture in the company's strategy. In 2015 ANWIL was honoured by the Polityka weekly and Deloitte consulting firm, with the CSR White Leaf, which is granted to companies that have declared the implementation of all the most significant management categories recommended by ISO 26000 standard and who continuously improve their activity in the effective management of their impact on the environment.

CSR IN ANWIL

ANWIL constantly implements initiatives in areas which – in accordance with ISO 26000 standard – are elements of corporate social responsibility.

ISO 26000 is a standard which systematizes knowledge about broadly understood corporate social responsibility (CSR) and defines its framework that consists of seven main areas: **Governance, Work practices, Human rights, Environment, Fair operational practices, Consumer issues, Social involvement, and Development of local community.** We give examples of selected practices below:

GOVERNANCE

Along with the strong development of the company, an increase in competitiveness, and entry into new markets, ANWIL has also introduced changes in organizational culture. They are based on **Values and rules of conduct in the ORLEN Group** of which the company from Włocławek is an integral part. The group determines the attitude to performance and the achievement of ambitious objectives. The values, which are the benchmarks of the company's daily operations, are Responsibility, Progress, People, Energy, and Dependability. They form a fundamental element of ANWIL's mission: "Making chemistry, we fuel the future".

PRACTICES WITHIN THE SCOPE OF LABOUR LAW REPORT A HAZARD

Due to the specific character of chemical production, staff members of ANWIL are in daily contact with substances that are used in strictly determined conditions with strict observance of rigorous conduct rules. Responsibility for the security and health of their colleagues and local community rests on their shoulders. Therefore, ANWIL is doing its best to strengthen the sense of responsibility among the employees. This is achieved mainly through the Report the hazard program. Staff members identify themselves the occurrence of potential hazards, and propose a way of eliminating them. Hazards are reported by means of a special form, available to each staff member on the intranet. Its intuitive and user-friendly form allows for a precise reporting of a hazard, which in turn is acted upon by the rapid implementation of an improvement proposed by a staff member. A rapid way of handling notifications has been set up to facilitate the implementation of an improvement.

OCCUPATIONAL SAFETY AND PROTECTION WEEK

ANWIL operational activities are required to meet the highest safety standards in all stages of the production cycle. Therefore, the company applies security systems and prevention measures at all organizational and technological levels, along with occupational health and safety. ANWIL encourages staff members to actively prevent accidents, which contributes to building a safety culture.

This is achieved mainly through the organization of the **Occupational Safety and Protection Week**. The main objective of this event, organized on a cyclical basis, is to deepen staff members knowledge of the broadly understood OHS guidelines. For example, the ability to assess hazards to health, life and environment, achieved by means of specialist training, such as in the proper selection of personal protective equipment, which is given by experts from the Central Institute for Labour Protection, or in first aid lectures (given by specialists from the National Labour Inspectorate) to people who have company cars; and practical exercises in fire extinguishing with portable fire extinguishers, as well as classes in resuscitation using phantoms. In addition, courses and crossword puzzles concerning prevention and OHS, as well as labour culture can be seen on the intranet every day. **Security Picnic** weekends are held for staff members and their families during which there are competitions to check knowledge, efficiency displays are given by the Company Fire Service, and demonstrations of giving first aid to victims of car accidents, or to victims of accidents that have occurred in water.

DEVELOPMENT OF STAFF MEMBERS

ANWIL supports its staff members in acquiring further professional and educational qualifications, and offers co-financing for post-graduate studies, ensuring participation in specialist courses, symposiums and sector-specific conferences. By means of periodic assessment a staff member together with his or her superior prepare an individual professional development path, and determine the next steps to take to be promoted horizontally or vertically. Since ANWIL belongs to the ORLEN Group, staff members may also evolve beyond the structures of the Włocławek Company and benefit from the ORLEN Group's binding mobility policy.

People who have hobbies are full of positive energy. Therefore, ANWIL also supports staff members after working hours. This is achieved through the **ANWIL Passion** program where staff members may apply for co-financing for leisure activities. The company has also integrated a staff sports program, **ANWIL casually**, which offers joint exercise under the supervision of professional trainers.

ANWIL is one of the largest employers in the Kujawy and Pomorze Region employing over 1200 people. The company remains open to both experienced experts with specialized knowledge in production processes and to fledgling graduates from technical colleges. Within its program, **The Young – We Fuel the Future**, ANWIL invites pupils, students and graduates to apply for work experience, internships and traineeships.

ENVIRONMENT

MR CARP STOCKS THE VISTULA RIVER WITH FRY

Concern for the environment, which includes the protection of natural resources and the promotion of ecological education, is a fixed element of the enterprise's strategy. Therefore, the company engages in actions that support the development and protection of the natural environment, including water quality care in the Kujawy and Pomorze Region. It is thanks to the action, **"Mr Carp stocks the Vistula River with fry"**, that ANWIL has again made its contribution to raising ecological awareness in the local community. In 2015, With ANWIL's support, The Fish Promotion Association organized the **"Mr Carp stocks the Vistula River with fry"** competition which was addressed to pupils from primary schools in Włocławek and surroundings. The project's aim was to raise the level of pupils knowledge about the importance of fish for the eco-system and to popularize ichthyology. The competition's main prize was an invitation to the winners to participate in an operation to stock the Vistula River with catfish fry, which took place on 16 June 2015 in ANWIL territory on the banks of the Vistula River. Supervised by an ichthyologist, fishermen, and experts from the Fish Promotion Association, the competition winners stocked the Vistula River with over 13 thousand catfish fry. Stocking the river with thousands of its fry, the predatory catfish population will increase and help to improve the river's cleanness. The participation of children in the competition raised the level of their knowledge about fish living in the Vistula River, their importance in the eco-system, and will contribute to the popularization of ichthyology.

SOCIAL INVOLVEMENT AND DEVELOPMENT OF THE LOCAL COMMUNITY

TRACKERS OF MYTHS

With its ever-increasing population, Earth needs to increase agricultural production by as much as 60%. However, as a result of urbanization and industrialization, the acreage of agricultural land has decreased. Thus, harvest effectiveness per acre needs to be higher. This is possible only by increasing fertilization. Yet the consumption of mineral fertilizers in Poland is much lower than, for example, in Germany. To a large degree this is the result of incomplete knowledge of the advantages of using this method of plant production, and of the myths which have arisen around it. In cooperation with the National Centre of Agricultural Education, ANWIL has prepared an original educational program **Trackers of Myths**. In this way the company is able to support secondary agricultural schools to prepare future farmers for the application of efficient non-organic fertilizers. The **Trackers of Myths** program

explains the myths connected to the consumption of mineral fertilizers in an intelligible humorous manner, but at the same time, relying on the latest scientific knowledge. 1200 students and 200 teachers from 45 secondary schools with an agricultural profile took part in the first edition of the program in 2015.

The Włocławek company attaches particular importance to acting for the common good, and has initiated numerous pro-social projects such as character education character (in cooperation with the Ecological Education Centre in Włocławek), and of upbringing and character education through art (Polish Nationwide Final of the Sung Poetry Competition). In addition, ANWIL contributes to the improving the safety of the youngest in its Odblaskiem po oczach (Reflection of the eyes) campaign, which promotes an active life style and sport. The company financially supports organizations such as YACHT CLUB ANWIL, ANWIL Włocławek Basketball Club, and the Włocławek Aero Club.



The establishment of the **ANWIL for Włocławek Foundation** in May 2014 was an example of ANWIL's particular efforts to be a good neighbour to the local community.

The entire budget of the ANWIL for Włocławek Foundation is intended for the implementation of local initiatives thanks to which ANWIL, the founder, contributes to the improvement in the quality of life of the Włocławek population. Due to grants made by the ANWIL for Włocławek Foundation, local organizations of the third sector can use, more than ever before, their potential for the good of population and their immediate surroundings.

Thirty-six projects for the total amount of PLN 648 thousand received co-financing in the **first grant competition**. In the following grant competition under the slogan: "**Active and happy holiday in Włocławek**", the Foundation supported 15 projects with the amount of PLN 280 thousand; In turn, it gave PLN 137 thousand to the grant competition: "**Active 50 plus**", which co-financed 12 projects. Thirty-seven projects for the amount of PLN 500 thousand received support in the **2nd grant competition**.

The ANWIL for Włocławek Foundation also carries out a **scholarship program** for students at junior secondary, and secondary schools, which mainly aims at supporting development of their individual abilities and talents. Thirty

scholarships were granted for the 2015/2016 academic year: fifteen to students at junior secondary schools and fifteen to students at secondary schools. The monthly amount disbursed for the scholarships for the period from September to June of a given academic year, comes to PLN 200 for students from junior secondary schools, and PLN 300 for students from secondary schools. Their total amount is PLN 75 thousand.

Between 2014 and 2015, The ANWIL for Włocławek Foundation has spent PLN 1 million 640 thousand on grants and scholarships. The Foundation has been in operation for just two years, but thanks to its donations, 100 projects have already been implemented. Up to now, the total number of beneficiaries of projects financed by the ANWIL for Włocławek Foundation amounts to over 20 thousand people – every fifth resident of Włocławek.

EMPLOYEE VOLUNTEER WORK


Concern and responsibility for the environment, in which the company functions, are very significant factors in ANWIL's development strategy. Therefore, the company encourages its staff members to join forces with co-workers and implement volunteer actions. This is exemplified by the **Letters to Santa Claus – Make Your Dream Come True** action. The period preceding Christmas is a time when the company particularly encourages staff members to provide aid to those whose lot is not too favourable, by giving them a bit of festive happiness and the feeling that they are not alone. In 2015, one of the initiatives was the charitable support for the poorest children by making their dreams of Christmas presents come true. The campaign referred to as "Letters to Santa Claus – make your dream come true", consisted of encouraging staff members to impersonate Santa Claus and to make the dreams of children from Włocławek's orphanages come true.

For nine years motorcyclists from Włocławek gathered in an informal group: *Motórzyści* have been organizing the *Motomikołaje* action in which they collect gifts for children from the Educational Care Facility in Brzezie, and then on 6 December, dressed up as Santa Claus from Lapland, and on their mechanical horses, deliver the presents to the children. ANWIL's members of staff, who provide the children from Brzezie with sweets – another company initiative – also take part in the action every year.

Although the described projects are not all initiatives carried out by ANWIL's CSR, they do show that the company makes every effort not only to be one of the leaders of the Polish economy, and the largest employer in the region, but mainly that it deserves the name of "good neighbour" in the community in which it functions.

ANWIL - 20 YEARS IN THE "RESPONSIBLE CARE" PROGRAM






Concern for environmental protection and involvement in pro-ecological education are elemental to ANWIL's sustainable development policy. To this end, the company has participated in the international **"Responsible Care"** program for over two decades, and has encouraged leading companies in the chemical sector to adopt similar environmental protection and health care strategies. The objective of the initiative is to continually find solutions for saving energy, for reducing air pollutant emissions, waste volume, and sewage, and for increasing safety for both personnel and processes. The most significant pro-ecological investments implemented during ANWIL's 20 years in operation for the benefit of the environment include **the modernization of the chlorine and soda lye plant, with a change of technology for the production of chlorine from diaphragm to membrane; the modernization of a central industrial sewage treatment plant; an installation for catalytic reduction of nitric oxides in the nitric acid plant; the implementation of technology for the catalytic reduction of nitrogen oxides; a drying chamber for sediment from biological treatment of sewage, and an installation for the recovery of hydrogen chloride from waste organochlorine compounds.**

Constant dialogue with the local community, suppliers, co-operators and customers is one of the most significant activities undertaken by companies belonging to the group of implementers of the "Responsible Care" program. It is also a key element of the pro-ecological policy carried out by ANWIL, whose main principle is transparency with regard to information on the company's impact on the environment.

The Włocławek Company has also been active in the education of young people for many years. Thus, it engages substantively, organizationally,

and financially in ecological and educational initiatives conducted by the secretarial staff of the Responsible Care Program. **"A Tree for a Bottle"** is one of the best-known and most appreciated initiatives, organized by the secretarial staff. ANWIL has been a coordinator of this project in Włocławek from the time it was launched in 2002. The scheme involves collecting waste PET bottles which are then sent to be recycled. In return, the entities that take part in this initiative receive saplings and bushes as well as awards, diplomas and souvenirs. Individual participants who collect the most bottles are also rewarded. Educational institutions from Włocławek successfully participate in this project and have been repeatedly rewarded for the number of bottles they have collected. In all fourteen editions, children from Włocławek have collected the most PET bottles in the country – totalling 5,239,047. ANWIL also encourages staff members to participate in the **"Catch the hare"** photography competition which is another initiative set up by the "Responsible Care" program and is aimed at raising environmental awareness among people employed in the chemical sector.

On 30 September 2015, during the 12th Ecological Forum of the Chemical Sector, Jarosław Ptaszyński, Member of the Management Board at ANWIL, received a statuette commemorating ANWIL's 20th anniversary in the "Responsible Care" program, from Tomasz Zieliński, the president of the Polish Chamber of Chemical Industry. As he accepted it, Mr Ptaszyński said, *"For the last two decades, while adapting itself to the expectations of our customers and existing macro-economic conditions, our company has greatly changed. However, one thing remains unchanged – our involvement in the implementation of the "Responsible Care" program – yesterday, today, and tomorrow."*



**BY MEETING SAFETY AND
ENVIRONMENTAL PROTECTION
STANDARDS, WE HAVE CREATED
A NEW QUALITY IN CUSTOMER
COOPERATION IN OUR JOINT
CONCERN FOR THE HIGHEST
QUALITY PRODUCTS**

PRODUCT STEWARDSHIP PROGRAM

In its concern to improve the safety of its nitrogenous products, and to meet the requirements of the European Fertilizer Manufacturers Association, "Fertilizers Europe" to which it belongs, ANWIL joined the Product Stewardship Program in 2008. This program obliges a manufacturer to take a number of actions aimed at ensuring that produced fertilizers and all raw materials necessary for their production, auxiliary materials and semi-finished products are processed, transported, stored, distributed and used in a manner that is safe to the surroundings, that is unharmed to the health of those people in contact with fertilizer products, and unharmed to the natural environment.

The scope of the program exceeds the existing legal requirements and includes all actions connected with the generation of nitrogenous

products in the entire chain of values from the acquisition of raw materials to the final use of a fertilizer. In order to meet the constantly growing social requirements in the range of the nitrogenous products offered to our customers that are safe, of the highest quality and effective in use, ANWIL adopted and undertook to propagate a set of rules determined by "Fertilizers Europe" and based on international provisions and qualitative standards and undertook.

The implementation of this program has established a new quality in customer cooperation through the common concern of both manufacturer and recipient to maintain the highest quality products, while adhering to the highest safety and environmental protection standards.



ANWIL S.A. QUALITY AND HSE POLICY

We are a part of ORLEN Capital Group and cooperate with all its Companies on improving and developing the Management Systems compliant with the requirements of the following standards: PN-EN ISO 9001, PN-EN ISO 14001 and PN-N-18001/OHSAS 18001. We give great consideration to quality of our products and process thus focusing on the satisfaction of our Clients. Mindful of the safety of the personnel, we care about their working environment. We are aware that our operations require the use of natural resources and affect the natural environment.

With all this in mind, we consider the following as our priority goals:

- developing the company taking into account the principles of sustainable development
- producing and supplying products compliant with applicable requirements and expectations of Clients
- strengthening our market position
- striving for optimization of production costs
- taking efforts to sustain the condition, order and harmony of the natural environment
- preventing pollution and potential threats and consistently reducing the negative impact on the surroundings
- constantly improving the level of safety and hygiene at work.

IMPLEMENTATION OF OUR PRIORITIES HAS BEEN BASED ON THE FOUNDATION, WHICH ARE VALUES AND CODE OF CONDUCT OF THE ORLEN GROUP



Responsibility

- identifying the factors affecting or likely to affect quality, environment and safety and precisely determining and supervising any related operations and actions
- demonstrating concern about the natural resources, manifested in particular in a rational use of raw materials, materials, water, and energy
- limiting the potential impact on the environment at the pollution source



Progress

- implementing projects both improving the quality and safety levels and reducing the impact on the environment, in particular by revamping the equipment and searching for new solutions
- providing a flexible commercial offer accommodating the changing needs of Clients



People

- clearly defining the competences of individual personnel members and constantly developing and expanding their knowledge in the field of quality and HSE
- maintaining honest and benevolent relations with stakeholders
- preventing injuries, accidents at work, occupational diseases and near-miss incidents



Energy

- raising the awareness and commitment of all the personnel members to the process of continuous improvement of the work-related methods, organization and environment
- selecting the Suppliers and developing the mutual communication in order to ensure continuous supply of raw materials and services compliant with our requirement



Dependability

- running business operations subordinated to predetermined financial parameters
- adhering to legal regulations and other requirements concerning the sphere of HSE and carrying out a periodic assessment of the compliance
- diligently monitoring the company impact on the surrounding environment, including people's safety
- The image of ANWIL S.A. as a reliable, stable, and socially responsible company is strengthened through the implementation of the Responsible Care initiative.

All the personnel members know, understand, and respect our Policy. As it is publicly available, we feel bound and obliged by its contents towards our Clients, the Shareholder, and community as a whole.

March 2015

JOINTLY WORKED-OUT VALUES ARE THE SIGNPOSTS FOR DAILY DECISIONS

SYSTEMS FOR MANAGEMENT OF THE ENVIRONMENT, QUALITY AND OHS

The policy for quality, environment and OHS is established and maintained in ANWIL. Its text is characterized by full integration with the list of values binding in the ORLEN Group. Our policy includes our obligation to meet requirements and to continuously perfect the integrated management system, and the priorities stipulated in it, and to define directions for the establishment of detailed objectives within the scope of quality, environment and OHS.

Particular elements of the Integrated manage-

legal requirements and other requirements as well as systematic assessment of conformity to these requirements;

- precise determination and continuous supervision of factors which have, or may have, an influence on quality, environment, and OHS;
- determination of objectives within the scope of quality, OHS, and environmental management as well as tasks leading to their achievement;

THE INTEGRATED MANAGEMENT SYSTEM IN ANWIL CONSISTS OF THREE ELEMENTS:

<p>Quality management system consistent with the requirements of the</p> <p>PN-EN 9001 STANDARD</p> <p>certification since 1997</p>	<p>Environmental management system consistent with the requirements of the</p> <p>PN-EN ISO 14001 STANDARD</p> <p>certification since 2001</p>	<p>Occupational health and safety management system consistent with the requirements of the</p> <p>PN-N-18001 & OHSAS 18001 STANDARDS</p> <p>certification since 2013</p>
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ment system (ZSZ) are an organizational and technical instrument of significant support for:

- pro-quality actions aimed at increasing customer satisfaction;
- shaping pro-ecological attitudes of the personnel ;
- adopting programs and tasks intended to reduce ANWIL's impact on the natural environment;
- ensuring a friendly working environment;
- building and strengthening security culture.

The most significant operational elements of our integrated management system include:

- identification and interpretation of applicable

- control and supervision of operations which have, or may have, a considerable influence on quality, environment, and OHS;
- raising awareness and knowledge within the scope of quality, security, and the protection of the natural environment.

ENERGY MANAGEMENT SYSTEM

In 2016, ANWIL made a decision on the implementation of the energy management system, and a team was officially appointed by the Director General to start putting this system into operation.



CHEMISTRY FROM A TO Z

Our innovativeness and consistency have given us a leading position in the chemical industry in Poland. In response to our Client's expectations, we are successively extending our offer of advanced products for processing industry and means of production for agriculture.

We are the only manufacturer of suspension PVC (trade name: Polanvil) in Poland, a raw material used in production of granulates, construction profiles, water and wastewater pipelines and medical equipment (with relevant certificates). Almost half of manufactured Polanvil is exported to the demanding European markets.

We are one of the leading manufacturers of nitrogenous fertilizers in Poland. Our fertilizers, including ammonium nitrate and calcium ammonium nitrate

(CANWIL), our most popular products – are certified by the Polish Centre for Testing and Certification Q. with the highest quality certificate Q.

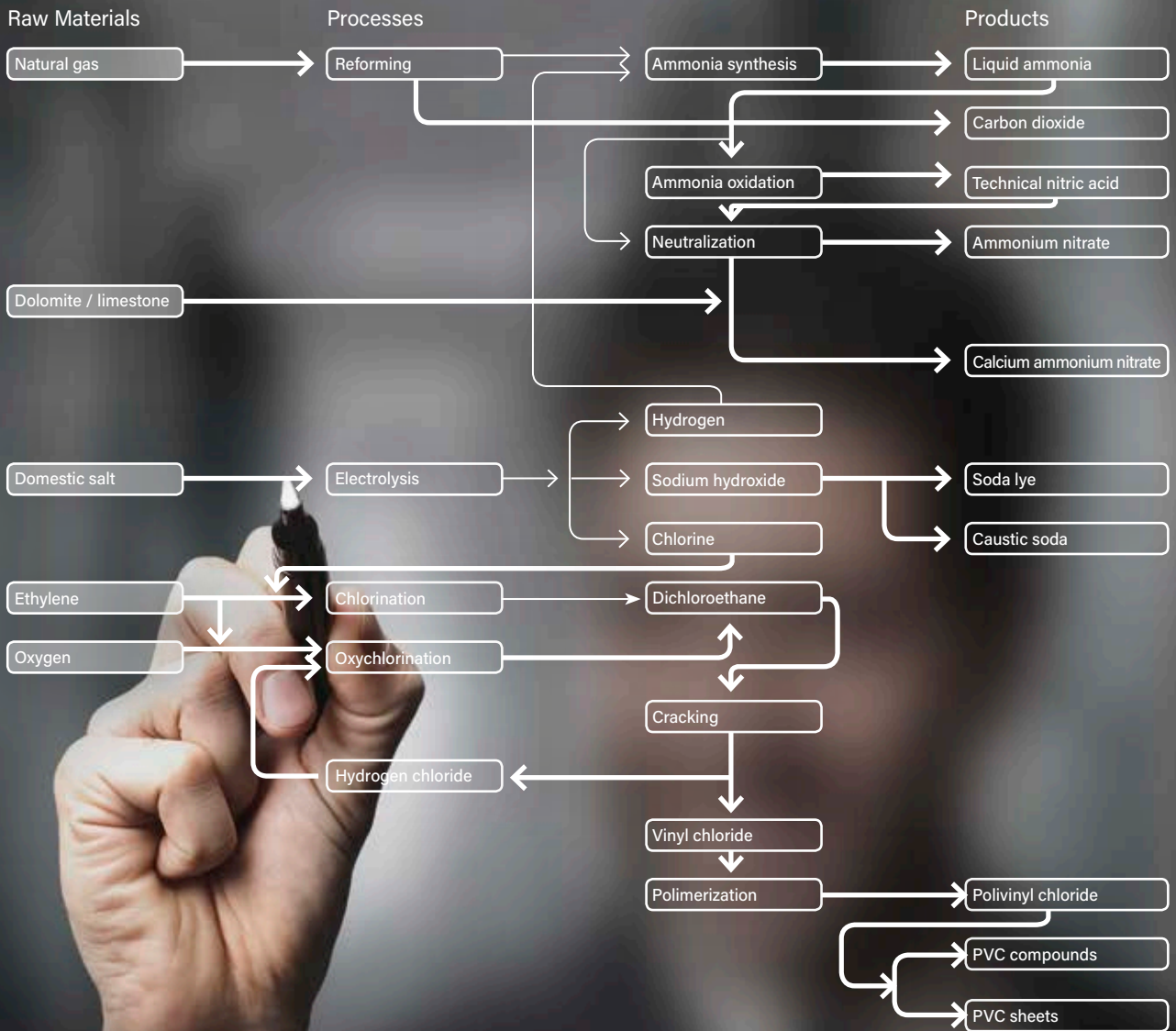
We manufacture PVC cable compounds, PVC dry blends and hard technical compounds for wall panels, construction profiles and electrical conduits, and we have been manufacturing PVC sheets since 1998.

We are the largest manufacturer of sodium hydroxide in Poland, sold as soda lye and prilled caustic soda and various chlor-alkali products (chlorine, oxochlorate(II), sodium chloride, hydrochloric acid) and chemicals (ammonia, ammonia solution, liquid nitrogen and liquid oxygen).

- > Ammonium nitrate
- > Calcium ammonium nitrate – CANWIL with magnesium, CANWIL S with sulphur
- > Suspension polyvinyl chloride – Polanvil
- > Sodium hydroxide
- > PVC compounds
- > PVC sheets
- > Ammonia
- > Other chemicals



BASIC PROCESSES



**ACTIONS TAKEN TO MINIMIZE
THE IMPACT OF THE COMPANY'S
ACTIVITIES ON THE ENVIRONMENT,
WHICH HAVE BEEN IMPLEMENTED
FOR YEARS, ARE ONE OF THE
PILLARS OF OUR SUSTAINABLE
DEVELOPMENT STRATEGY**





THE IMPACT OF ANWIL ON THE ENVIRONMENT

ANWIL's formal and legal status with regard to the environment is fully regulated. It adheres to the total number of the 12 basic administrative decisions, including five integrated permits (to run installations forming a part of the Fertilizer Production Business Unit; to run installations forming a part of the Plastics Production Business Unit, to run installations forming a part of the Power Engineering and Water and Sewage Management Business Unit i.e. installations for combustion of fuels – Heat and Power Plant, installations for storage of non-hazardous waste and inert waste with separated quarters for hazardous waste and installations for treatment of sewage – Industrial Sewage Treatment Plant). The pro-ecological policy, consequently implemented by the Company, ensures that successive intensification of production does not entail an increase in the negative impact of technological processes on the environment.

ADMINISTRATIVE MONETARY PENALTIES

Administrative monetary penalties are imposed on an organizational unit whose illegal conduct results in the degradation of the environment.

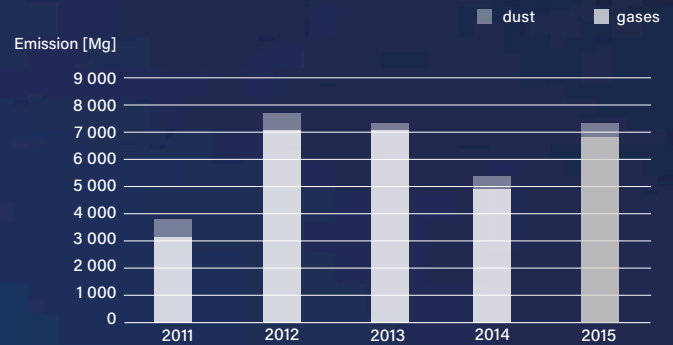
In 2014 and 2015 a control authority – the Regional Environmental Protection Inspectorate in Bydgoszcz (Branch in Włocławek) – carried out an inspection of the ANWIL plants and did not identify any infringement of the requirements for respecting the environment which might have resulted in administrative monetary penalties being imposed on the Company.

EMISSION OF POLLUTION INTO THE AIR

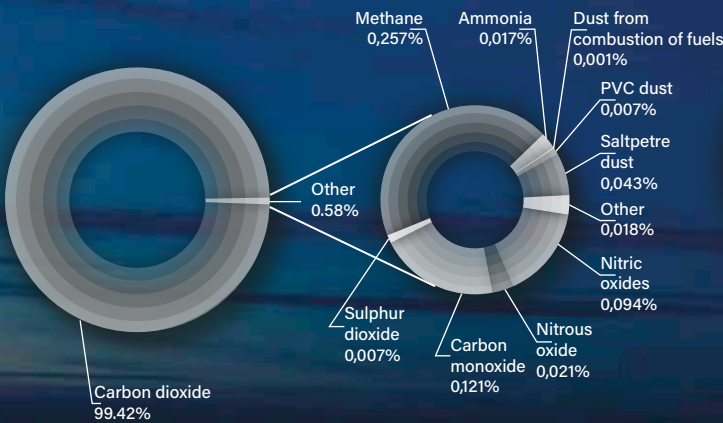
Emission of substances into the air from installations belonging to ANWIL occurs through 275 emission sources of which three are in the Power Engineering and Water and Sewage Management Business Unit, 81 in the Fertilizers Production Business Unit, and 191 in the Plastics Production Business Unit.

The scale of emission of substances from particular emission sources was controlled in the reporting year mainly through periodic measurements. With regard to the installation for the recovery of hydrogen chloride from waste organochlorine compounds of the Heat and Power Plant and installation for the production of nitric acid (in terms of emission of nitrous oxide and ammonia) measurements of concentration and emission of the substances were carried out using the the continuous measurements system (CMS).

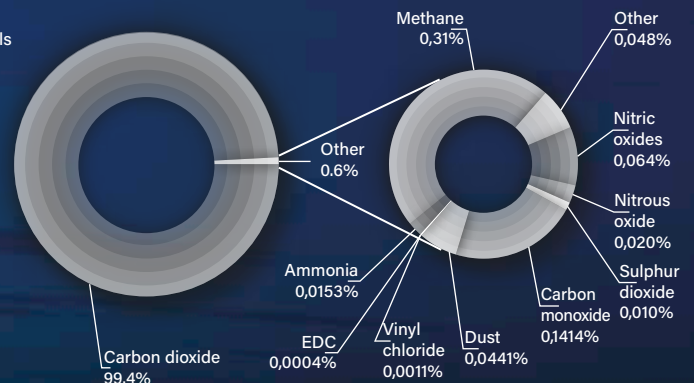
GLOBAL EMISSION OF THE SUBSTANCES INTO AIR WITHIN LAST YEARS (WITHOUT CARBON DIOXIDE)



SUBSTANCES EMISSION STRUCTURE IN 2014 (IN CONSIDERATION OF CO₂ EMISSION)



SUBSTANCES EMISSION STRUCTURE IN 2015 (IN CONSIDERATION OF CO₂ EMISSION)



SYSTEM FOR TRADING IN RIGHTS TO EMISSION OF CO₂

ANWIL has been participating in the community system for trading in rights to emission of greenhouse gases UE-ETS since 2005. At the beginning only the company's Heat and Power Plant was covered by the system, but since 2013, also the following chemical installations have been also incorporated into the system: ammonia, nitric acid, vinyl chloride and caustic soda. These installations, consistent with binding provisions, have permits arising from the functioning system.

Emissions management in ANWIL consists of:

- reporting actual emissions on a monthly basis,
- planning emissions for subsequent years,
- purchasing rights necessary to cover emissions (in cooperation with PKN ORLEN).

BALANCE OF CO₂ EMISSIONS AND FREE RIGHTS IN ANWIL

year	CO ₂ emission [Mg]	Allocation of free rights [Mg]	Use of free rights [%]	Surplus/shortage of free rights
2013	983 825	1 033 611	95	49 786
2014	1 103 438	987 843	112	-115 595
2015	1 187 597	963 387	123	-224 210

WATER AND SEWAGE MANAGEMENT

With regard to sewage management, 2015 was mainly characterized, in relation to 2014, by:

- considerable increase in the quantity of discharged sewage (by approx. 30%),
- within the scope of pollution discharged through W-1 outlet into the Vistula river:
 - in proportion to the scale of the stream of sewage discharged through W-1 outlet there was an increase in pollutant loads such as: antrate nitrogen, ammonia nitrogen, chemical oxygen demand (COD), chlorides, sulphates, metals.

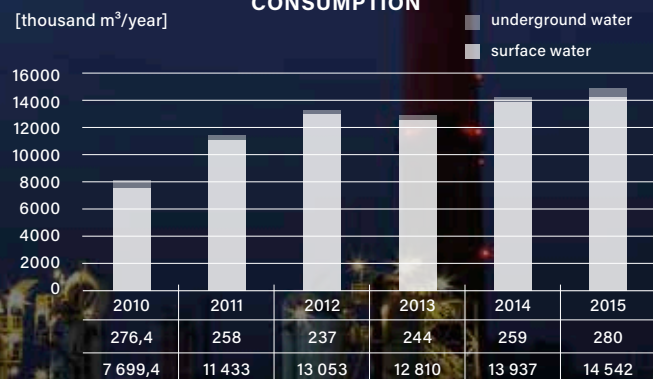
DISCHARGE OF SEWAGE

QUANTITY OF SEWAGE DISCHARGED FROM ANWIL IN 2011-2015

Kind of influence	Unit	2011	2012	2013	2014	2015
Sewage discharged to the collector	thousand m ³	7 938,9	8 092,3	8 481,4	7 377,9	9 607, 2

SCALE OF UNDERGROUND AND SURFACE WATER CONSUMPTION

[thousand m³/year]



In 2015, in relation to 2014, there was an increase by approx. 4% of the scale of surface waters consumption, and by approx. 8% of the underground water scale.

LOAD OF BASIC POLLUTION IN SEWAGE DISCHARGED TO THE COLLECTOR - OŚLA RIVER/VISTULA RIVER

Kind of influence	Unit	2010	2011	2012	2013	2014	2015
Chemical oxygen demand	Mg	149,5	544,3	804,4	653,1	640,6	793,0
Antrate nitrogen		77,5	123,1	84,2	100,3	80,3	102,0
Ammonia nitrogen		17,6	8,3	25,4	8,1	8,62	29,0
Chlorides		5 215,5	7 914,1	7 773,5	8 891,3	7 168,9	10 429,0
Sulphates		681,6	1 246,7	1 453,2	1 653,9	1 768,25	4 574,0
Total suspension		19,6	153,1	105,0	103,47	127,6	53,0
Metals*		1,80	1,90	2,88	1,44	1,40	1,9
Organochlorine substances**		0,51	0,39	0,57	0,35	0,93	0,6

* chromium, zinc, cadmium, copper, nickel, lead, vanadium,

** tetrachloromethane, hexachlorobenzene, hexachlorobutadiene, trichloromethane, 1,2-dichloroethane, trichloroethylene, tetrachloroethylene.

GROUND AND WATER ENVIRONMENT

While meeting the requirements of the amended Environmental Protection Law Act, in 2014, ANWIL commenced a comprehensive analysis of the ground and water environment. An INITIAL REPORT ON SOILS AND UNDERGROUND WATERS was issued for the Installation covered by the integrated permit. The report was drawn up by the Polish Geological Institute – National Research Institute at its registered office in Warsaw.

The initial report determined the state of pollution of soil, ground and ground waters by hazardous substances. The Report included:

- information on activities carried out currently and in the past on the plant's territory,
- a list of hazardous substances used, produced, or released by installations located in the plant's grounds, and that require an integrated permit,
- valid information on the pollution of the plant's grounds by hazardous substances used, produced or released by installations located in the plant's grounds, and that require an integrated permit.

According to the analysis, identified pollution of soil and underground waters does not pose a danger to human health and environment.

The consequences of the assessment carried out on the ground and water environment for ANWIL are as follows:

- necessity to carry out periodic monitoring of underground waters, at least once every five years and of the soil at least once every ten years,
- At the very end of the plant's activities, the plant operator must again determine the state of contamination in the soil and underground waters. If the result of the tests shows that the installation has caused considerably more pollution in relation to the state determined in the initial report, the operator must restore the grounds to the original state.

WASTE MANAGEMENT

Waste management carried out in ANWIL is based on the basic rules on management of generated waste and meets binding standards of conduct, consisting of:

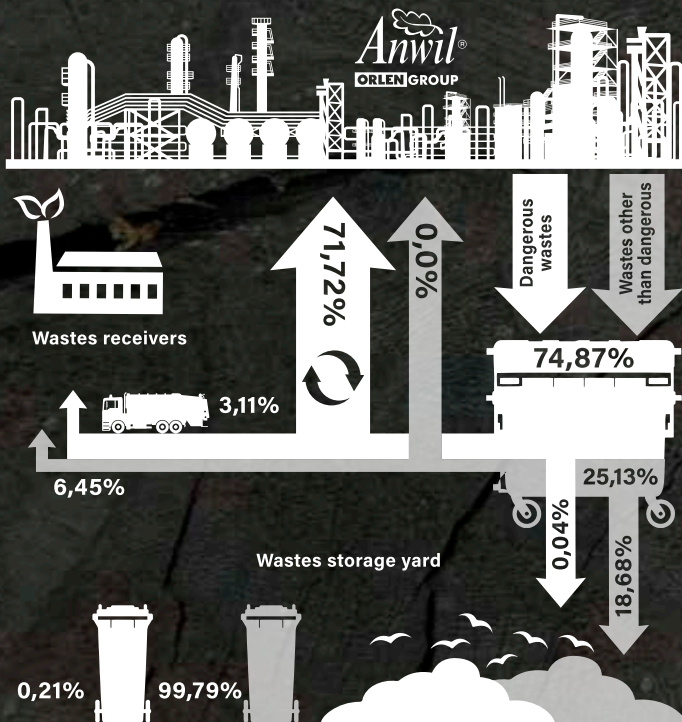
- prevention of waste generation,
- material and energy recycling (in 2014 – approx. 73.42%, and in 2015 – approx. 71.72% of hazardous waste was subject to recovery in the installation of hydrogen chloride from waste organochlorine compounds),
- recovery of secondary raw materials e.g. waste paper, scrap, plastics etc.,
- neutralization, in the end, through storage at the Storage yard, of non-hazardous waste and inert waste with a separate storage area for hazardous waste (in 2014 – approx. 14.64% of the total quantity of generated waste of which 0.1% accounted for hazardous waste, and 99.9% – non-hazardous waste, whereas in 2015 – approx. 18.72% of the total quantity of generated waste of which 0.2% accounted for hazardous waste, and 99.8% – non-hazardous waste).

There was a considerable increase (by 50.32%) in the deposited quantity of waste in the company storage yard in 2015. This resulted from increased production and consequently increased quantity of deposited post-saline waste generated in the chlorine and soda lye division. Below there are those kinds of waste which considerably influenced the total quantity of deposited waste on the company storage yard:

- post-saline sediment – increase in the quantity of deposited waste by 1 608 Mg (increase by 63.2% in relation to 2014),
- waste insulation materials – decrease in the quantity of deposited waste by 58.6 Mg (decrease by 67.8% in relation to 2014),
- sediment from the biological node of the sewage treatment plant – decrease in the quantity of deposited waste by 12.36 Mg (decrease by 6.7% in relation to 2014).

QUANTITY OF WASTE STORED IN 2011-2015

Kind of influence	Waste storage	Unit	2011	2012	2013	2014	2015
Storage yard of non-hazardous waste and inert waste with separate storage area for hazardous waste	998,2/2	Mg	0,00	0,00	413,08	2,82	9,42
	997,2		3 587,60	3 483,41	3 160,42	2 917,26	4 379,98
	997,1		–	–	–	–	–



Waste is first subject to recovery or neutralization in ANWIL's own installations. The waste is also handed over to authorized external recipients holding valid permits in the field of waste management.

The waste is subject to thermal transformation in the *Installation for recovery of hydrogen chloride from waste organochlorine compounds* and neutralized through storage in the *storage yard for inert waste and other waste with separate areas for hazardous waste*.

Admissible quantities of waste both for generation and subject to recovery or neutralization are included in the integrated permits and sector-specific permits (permits to generate waste).

MANAGEMENT OF PACKAGING AND PACKAGING WASTE

ANWIL's obligation to achieve a relevant level of recovery and recycling for packaging made of plastics, metal, paper and cardboard etc. is fulfilled by the Polski System Recyklingu Organizacja Odzysku (Polish Recycling System & Packaging Recovery Organisation, a joint-stock company). With regard to multi-material packaging and after the packaging of hazardous substances the obligation to organize a system for their collection and to ensure recovery and recycling shall be fulfilled on behalf of ANWIL, by the Polish Chamber for Recovery and Recycling of Packaging with its registered offices in Lodz.

In 2015, ANWIL marketed 2,866.15 Mg of product packaging of which 81.3% accounted for packaging placed on the domestic market, and 18.7% accounted for packaging placed European Community market. The total quantity of packaging produced by the Plant was 841.34 Mg.

In 2016, ANWIL carried out, among its customers, an informative action on the way of recycling packaging waste, marketed by ANWIL S.A.

COMPARISON OF DATA ON THE QUANTITY OF PACKAGING IN 2011-2015

Year	Quantity of packagings placed on the domestic market together with a product [Mg]	Quantity of packaging exported together with a product [Mg]	Quantity of produced packaging [Mg]
2011	2 153,91*	819,44*	795,78
2012	2 486,45*	765,08*	1007,78
2013	2 261,14*	810,72*	841,39
2014	2 303,31*	595,88*	909,802
2015	2 330,08*	536,07*	841,34

* the quantity of packaging placed on the market does not include wooden pallets

In the last few years, a selective collection of waste was taken from the entire plant, as a potential secondary raw material; the proper conversion of which made it possible to recover a raw material or semi-finished product at full value.

COMPARISON OF THE QUANTITY OF SECONDARY RAW MATERIALS GENERATED IN THE SYSTEM FOR SELECTIVE COLLECTION OF WASTE IN 2014-2015

QUANTITY OF SECONDARY RAW MATERIALS GENERATED IN 2014



QUANTITIES OF SECONDARY RAW MATERIALS GENERATED IN 2015.

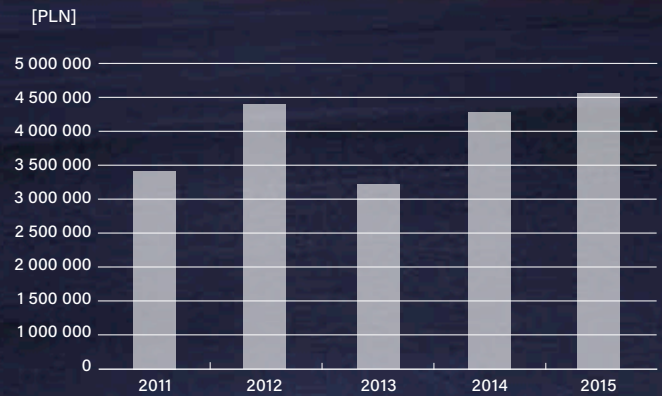


FEES FOR USING THE ENVIRONMENT

The binding system of environmental protection instruments characterizes the coexistence of direct regulation instruments (legal and administrative) and indirect regulation instruments (economic). The economic and market instruments applied in the ecological policy are used with reference to those levels, scopes and conditions of using resources of the environment which have been determined by legal and administrative permits, standards, and other means of direct regulation.

In 2015, there was a summary increase in fees for using the environment of 4.93% in relation to 2014. As in the last five years, the emission of gases and dust into the air remains a dominant element of in the fee structure for environmental use.

SCALE OF FEES IN 2011-2015

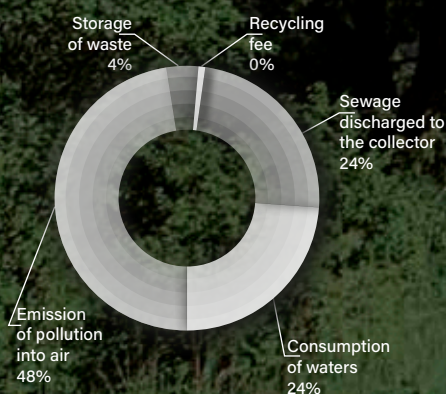


SCALE OF FEES IN 2011 - 2015, DIVIDED INTO PARTICULAR OBLIGATIONS [PLN/YEAR]

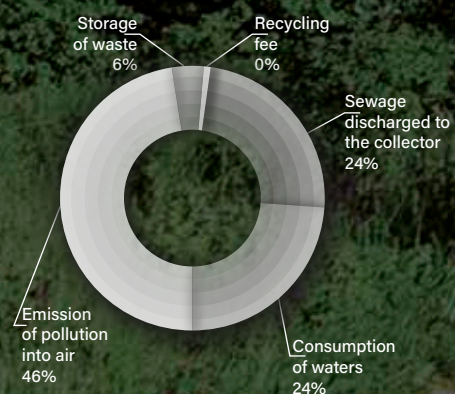
L. p.	Kind of obligation	2011	2012	2013	2014	2015
1	Water consumption	734 787	886 275	854 146	1 025 335	1 079 433
2	Sewage discharged to the collector	530 141	1 175 142	507 401	1 051 427	1 094 731
3	Emission of pollution into air	1 981 431	2 113 719	1 676 464	2 053 713	2 070 607
4	Waste storage*	129 061	128 776	228 171	165 851	267 474
5	Recycling fee	40 929	24 085	12 589	21 266	18 048
	Total	3 416 349	4 327 997	3 278 771	4 317 592	4 530 293

* value referring to 2011-2015 concerns only costs for storing waste in the storage yard for non-hazardous waste and inert waste with separate storage area for hazardous waste, managed by the Power Engineering and Water and Sewage Management Business Unit.

STRUCTURE OF FEES IN 2014



STRUCTURE OF FEES IN 2015



Joint controls have been conducted once a year in ANWIL since 2013, carried out by:

- National Labour Inspectorate
- Environmental Protection Inspectorate
- State Fire Service

They include observance of provisions on environmental protection as well as process safety and fire protection and OHS.

Apart from the above-mentioned joint control carried out by the National Labour Inspectorate, Environmental Protection Inspectorate, and State Fire Service, two comprehensive controls and two problem-based, off-schedule controls by the Regional Environmental Protection Inspectorate took place in 2015.

The results of the controls were positive, which is exemplified by the fact that no penalties were imposed by the authorities.

CONTROLS OF ABC COMPANIES

In recent years ANWIL has made considerable progress in the improvement of conditions and observance of:

- environmental protection,

as well as:

- occupational Health and Safety (OHS),
- fire safety,
- process safety,
- management of chemicals.

However, promotion of conduct, control and observance of security and environmental protection provisions is not limited only to staff members of ANWIL and contractors of ordered works.

Since 2014, it has also included the other 39 entities which operate in the territory of the enterprise. These entities, due to their activities, on the one hand affect ANWIL, and on the other, are affected by ANWIL.

Determination of the scale of this influence and exposure as well as verification of the risk arising from the observance of security and environmental protection standards, by these entities laid down and maintained in ANWIL and PKN ORLEN was the task for the appointed control team.

This Team, appointed on the basis of PKN ORLEN's M2 guidelines and in cooperation with PKN ORLEN's OHS department conducted the following tasks:

- divided the entities in 2014 into three groups, depending on the scale of mutual influence,
- prepared the assumptions for drawing up the control schedule,
- checked and supplemented three lists of control questions in the context of OHS, fire protection, environmental protection, and the management of chemicals (in total, over 400 questions),
- prepared assumptions to the disposition issued in ANWIL,
- started the control procedures.

The controls were carried out by representatives of the Prevention Business Unit at ANWIL (Company Fire Service, OHS, Environmental Protection, REACH and CLP).

Within a specified time staff members of controlled entities sent answers to questions included in control lists, which in turn were subject to on-the-spot verification in the companies' registered offices by staff members of ANWIL. When the controls were completed, the subsequent report was discussed in detail before being finally approved during a closing meeting, and was then signed and accepted.

In 2015, controls were carried out in eight entities operating in ANWIL's territory, as a result of which, 138 observations together with recommendations for improvement of noted irregularities were recorded; this operation must in principle, contribute to a decrease in the number of events and accidents (and also potential accidents) in the companies, and ipso facto, to an increase of security in ANWIL and the other entities as a whole.

Seven good practices in the controlled companies were also recorded with satisfaction. Many of them certainly shall be applied and extended within the company's territory.

The need for information by companies on the range of chemical hazards present in ANWIL's territory, was identified and was an interesting added factor to the controls. As a result, staff members at ANWIL shared a number of materials and databases created and possessed by ANWIL, such as the Substance and Mixture Safety Data Sheets, information on new classification of chemicals, ways of raising alarms, and rules on evacuation, amongst others.



**WE HAVE ADOPTED AND
IMPLEMENTED OUR
MISSION OF CORPORATE
SOCIAL RESPONSIBILITY,
BY INTEGRATING
ECONOMIC ASPIRATIONS
WITH ENVIRONMENTAL
RESPONSIBILITY.**

PRO-ECOLOGICAL INVESTMENTS

Over the last few years ANWIL has invested in and carried out a number of modernization projects with the aim of decreasing the company's impact on the natural environment. The most significant of these include:

Increased energy-saving and production in the fertilizer complex. The project has also received co-financing from the National Fund for Environmental Protection and Water Management and entailed carrying out a number of projects the most important being:

- construction of a Gas Expander with a power generator,
- construction of a synthesis gas drying installation for the production of anhydrous ammonia (line A),

- depositing ceramic fibres on an insulation layer of a reforming furnace (line A of ammonia),
- reconstruction of flow systems of a number of rotating machines in the ammonia and nitric acid plants.

The realized projects resulted in:

- achieving a reduction in the impact on the environment by decreasing emissions into the air of: carbon dioxide CO₂ by 41 450 Mg/year, nitric oxides NO_x by 25.88 Mg/year and carbon monoxide CO by 15.59 Mg/year
- achieving a reduction in the demand for energy to 48 313 MWh/year

Expenditure on the implementation of the

foregoing investment amounted to over PLN 40 million. Co-financing for this task came from the resources of the National Fund for Environmental Protection and Water Management amounted to over PLN 10 million.

An investment including construction of new boilers K3 and K4 and reduction and cooling station at the fuel combustion plant – thermal-electric power. This installation was to adapt ongoing heat load to ANWIL's current needs arising from a change in the ANWIL's heat acquisition source from the steam and gas block of PKN ORLEN S.A. The new steam boilers operate with lower power and will reduce emission of gases into the air, as well as ANWIL's impact on the environment.

Expenditure for the construction of the new boilers K3 and K4 amounted to over PLN 36 million.

Projects effected in Water and Sewage Management:

- CHP unit was built-up and supplied with biogas produced in a sewage treatment plant. The unit generates electric energy, and heat from the cooling unit is used for drying sediment.
- a sediment drying chamber was installed, decreasing at the same time hydration of dried sediment from 80% to 10%. Decrease in sediment hydration also resulted in reducing its weight from 25.00 to 5.55 Mg/d

Investment expenditures connected with the building-up of the CHP unit and construction of sediment drying chamber were PLN 13 million.

- a new system for discharging treated sewage into the waters of the Vistula river was built, making it possible to meet the requirements stipulated for consolidated parts of surface waters.

Investment expenditures for this project were PLN 5.5 million.

- a final sewage tank was modernized, ensuring a more complete distribution and averaging of sewage in the tank. This operation ensured that the tank worked regularly and increased the operational reliability of the industrial sewage treatment plant.

Investment expenditures for the modernized final sewage tank were PLN 1.3 million.

The task connected with modernization of the cooling and freon system in the Vinyl Chloride Division. For this project the coolant was replaced by propylene, thus eliminating the negative impact of used freon R-22 on the natural environment.

In the last few years, ANWIL has spent over PLN 160 million in total on the foregoing pro-ecological investments.

ANWIL's medium- and long-term plans include further projects and investments which will allow the Company to meet the increasingly strict provisions on environmental protection, and will lead to a decrease in ANWIL's impact on the environment. In the next five years, ANWIL plans to acquire over PLN 125 million for this purpose. It must be mentioned that, the construction of a new installation for the recovery of hydrogen chloride from organochlorine waste, and recovery of vinyl chloride from sewage or air-tight sealing of sewage system, are among the planned investments.

The plans to adapt ANWIL to the changing provisions also include adapting to the requirements stipulated in BREF – BAT (best available techniques) Reference documents and BAT conclusions. These documents determine values of admissible emission levels, and their achievement will ensure the minimization of corporate impact on the natural environment.

Currently the following BAT reference documents and BAT conclusions, which have a direct influence on production installations of ANWIL, have been identified:

- Conclusions concerning the best available techniques (BAT), in accordance with the Directive of the European Parliament and of the Council 2010/75/EU on industrial emissions, with reference to chlor-alkali production (CAK).
- Conclusions concerning the best available techniques (BAT) with reference to common systems for treatment of sewage/off-gases and their management in the chemical sector in accordance with the Directive of the European Parliament and of the Council 2010/75/EU (CWW)

The European Union's BAT conclusions for works on large-volume organic compounds (LVOC) are being finalized, and the BAT conclusions for the installation of a waste combustion unit (WI) have been started; works on which ANWIL, in cooperation with the Ministry of the Environment, is engaged.

ANWIL continually monitors works in progress against BAT conclusions, identifying both business risks and the necessity for investment and modernization, which will ensure that ANWIL conforms not only to the BAT stipulations, but to all other legal requirements.

TECHNICAL SECURITY AND IMPROVEMENT OF CONDITIONS AT WORKSTATIONS IN ANWIL AS A PRIORITY

PROCESS SAFETY IN ANWIL

The basis of all actions concerning process safety in ANWIL is the Process Safety Management System, which is subject to permanent analysis and systematic updates. The main objective of the Company is to achieve the best business results in a safe manner for people living and working in the plant's grounds and in the surrounding areas, for the Company's property, as well as the natural environment.

At ANWIL, we are continually improving the security systems' performance. Our aim is to ensure maximum protection of human health and the natural environment through a strict control of the risks associated with exposure to chemical substances and mixtures.

Our top security priorities are:

- identification of potential hazards and emergency situations,
- prevention of breakdowns and assurance of readiness of all services in case of a breakdown,
- preparation of efficient procedures of conduct in case of a breakdown, fire or other hazards,
- providing staff members with access to key information connected with risk management.

ANWIL is registered in the high risk plants category for serious industrial breakdown. The environmental protection law (Act of 27 April 2001), and other executive regulations referring to this category of plants, such as (EU) 2016/672 of 29 April 2016, impose an obligation on the plant's management to draw up documentation to include:

- A security management system,
- A breakdown prevention program,
- Security Reports,
- Internal operation and rescue plan.

The company has prepared and submitted to the relevant authorities all the documents mentioned above.

2015 brought significant changes to the domestic legislation governing the issues of preventing serious breakdowns. In October 2015, an amendment of the Act – Environmental protection law – and other acts came into force, to meet the obligation of incorporating into Polish law, SEVESO-III (Directive 2012/18/EU) of the European Parliament and of the Council of 4 July 2012, on the control of hazards caused by serious breakdowns associated with hazardous substances. ANWIL has incorporated the amended requirements into the plant's safety process, a procedure that was completed in the first half of 2016.

OCCUPATIONAL HEALTH AND SAFETY AND PROTECTION OF STAFF MEMBERS' HEALTH

Technical security and improvement of conditions at workstations in ANWIL are a priority.

Over the years, there has been a systematic decrease in the number of accidents at work. The concentration levels of hazardous factors at workstations are constantly supervised. Tests carried out using individual dosimetry methods show that the stipulated provisions for threshold limit values (TLV) or occupational exposure limit (OEL) are not exceeded; however, in some plants the maximum decibel level allowed is exceeded. In these cases, measures are taken to protect personnel by reducing their exposure to noise.

Occupational, fire and technical safety are guaranteed by the latest technologies and technical solutions – in accordance with the Best Available Techniques (BAT). ANWIL's mandatory security system also includes technical resources and organizational procedures that are perfected through training sessions and activated in emergency situations.

Key importance is attached to preventive and corrective actions.

The company implements a number of initiatives to raise awareness and practical knowledge about occupational health and safety, which go beyond the obligatory OHS training. The program: **Safe ANWIL**, implemented in May 2011, is addressed to all staff members.



The program: **Report a hazard** was continued in 2015, and aims at improving working conditions by staff members reporting all hazards in the plant's vicinity; which is now possible thanks to the intranet site. In 2015, 371 hazards were reported of which 344 were eliminated.

The Company's fire service plays a significant role in the security system, and is fitted with modern rescue and extinguishing equipment. Added to which, chemical rescuers gain experience in the modern training base.

ANWIL also takes care of transport security – an important activity in the chemical sector. The company is a member of **SPOT** i.e. a system for informing and providing technical aid in case of breakdowns or road accidents with chemical products. It also complies with international provisions for road and rail transport safety (**ADR and RID**).

In 2015, ANWIL was controlled twice by the National Labour Inspectorate. The first control was carried out in the shape of an audit due to employer participation in the "**Employer – Organizer of Safe Work**" competition organized by the National Labour Inspectorate. The second control conducted, was for verification and was carried out on the basis of conduct guidelines, drawn up by the Chief Labour Inspectorate of the National Labour Inspectorate in Warsaw.

MAINLY PROPHYLAXIS

Along with the measures taken for security in the workplace, the Company takes care of staff members' health.

In 2015, 948 people were given a prophylactic medical examination. The frequency and methodology of the examinations are dependent on factors that entail noise exposure or problems arising from performed work.

254 audiometric tests were conducted during the examinations. All personnel whose work exposes them to lead compounds undergo prophylactic examinations once a year: tests are made for lead levels in the blood, morphology, as well as biochemical examinations.

Within the company's occupational health measures, consultations with specialist doctors were also held. Added to the prevention of occupational diseases a number of health-promoting programs were implemented. On the occasion of the World Health Day, a group of staff members underwent ECG examinations and had blood tests for glucose levels and cholesterol. Within the National Heart Protection Program people over 40 years of age undergo additional analytical ECG examinations and blood tests for glucose levels and cholesterol.

Prophylactic measures, carried out systematically, contribute to proper actions being taken to maintain a good level of personnel health.

SELECTED AWARDS AND DISTINCTIONS RECEIVED BY ANWIL IN 2015



AREA: BUSINESS ACTIVITY:

▪ **Quality International**

A distinction awarded by the "Forum Biznesu" of the daily newspaper, Gazeta Prawna, in the "Quality International" competition; the Highest Quality International, is conducted under the patronage of the Ministry of Economy, the Polish Agency for Enterprise Development, the Polish Forum ISO 9000 Club and the European Organization for Quality.

▪ **The title of Export Eagle in the "The best exporter in Kujawy and Pomorze Region" category**

This distinction was granted by the competition jury representing the Ministry of Economy, Marshal Office of Kujawy and Pomorze Region, the Regional Export Centre of the Chamber of Commerce and Industry in Toruń, Employers of Poland, and partners of the competition, Raiffeisen Polska, Dachser Polska, and the Rzeczpospolita editorial committee.

▪ **The Business Innovation Award 2015 bestowed by the Polish Market magazine**

Since 2010, the editorial committee of the Polish Market magazine has awarded companies whose strategies focus strongly on innovation. The competition jury has recognized ANWIL as one of the most important and modern chemical companies in Poland, who attaches particular importance to the actions it takes for the protection of the natural environment.

▪ **The title of Solid Employer**

For several years the "Solid Employer of the Year" competition has been organized by Kowalski Pro-Media, publisher of promotion and information materials: Rzecz o Biznesie, Strony Rynku, and Monitor Gospodarczy broadcast in TV Polsat. ANWIL has been recognized as role model in respect of labour law and OHS provisions, creating possibilities for professional development and initiative programs for staff members.

AREA: CORPORATE SOCIAL RESPONSIBILITY:

▪ **The CSR White Leaf awarded by Polityka weekly and Deloitte consulting company**

In 2014, ANWIL was honoured for its activities in promoting corporate social responsibility and sustainable development.

▪ **CSR Leader title in the competition "Diamonds of Polish Chemistry" organized by the Executive Club and PwC Poland consulting company**

ANWIL has obtained a prestigious distinction for the establishment of the ANWIL Włocławek Foundation and for its contribution to the local community.

▪ **The "Philanthropy Leader" title in a competition organized by the Donors Forum in Poland. ANWIL won the category of "Debuts - company that donated the most funding for social purposes"**

The "Philanthropy Leaders" competition under the auspices of the Warsaw Stock Exchange was set up to promote the concept of company social commitment and to popularize actions in this area in a transparent and responsible manner. Companies that receive this title have made the highest contributions to pro-social initiatives. The selecting of winners is monitored by the PwC, which ensures that the results of the contest are credible and reliable.

AREA: OCCUPATIONAL HEALTH AND SAFETY

▪ **Mecum Tutissimus Ibis statuette award (a nationwide contest organized by the National Labour Inspectorate) for "Employer - Organizer of Safe Work" and an entry in the National Labour Inspectorate's Gold List of Employers, which comprises the elite of the best-managed, safest and most profitable businesses in Poland.**

▪ **The best organizer of safe work in Kujawy and Pomorze title was given by the District Labour Inspectorate in Bydgoszcz - a regional prize for the "Employer - Organizer of Safe Work" contest.**

▪ **"The Most Active Company Social Labour Inspector" award was bestowed by the District Labour Inspectorate in Bydgoszcz to Piotr Stokfisz, a member of the company's staff.**

"Employer - Organizer of Safe Work" is one of the most important contests to be organized by the National Labour Inspectorate. The aim of this project is to promote employers who ensure a high level in the implementation of occupational health and safety regulations and labour law regulations, and who constantly improve the protection of their employees health and lives. ANWIL achieved a triple win in this contest.

▪ **The Chairperson of the Polish Nationwide Agreement of Trade Unions cup, together with a congratulatory letter from Jan Guz the Chairperson of All-Poland Alliance of Trade Unions (OPZZ), in recognition of promoting good practices in safe working conditions.**



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