

Policy of the Integrated Management System ANWIL S.A.

ANWIL S.A., being a part of the ORLEN Capital Group, pursues the strategy of building a strong and integrated concern based on strengthening the market position, customer orientation and using an integrated value chain, inter alia, by implementing, maintaining and improving the Integrated Management System with the applicable ISO 9001, ISO 14001 and ISO 45001 standards.

We care about the quality of our products and processes, and thus care about the high level of Customer satisfaction. We are aware of how we impact the environment and we respect the need for prudent utilisation of natural resources. Bearing in mind the safety of our Employees, we provide them with adequate working conditions.

Therefore, our most important objectives in the field of quality, environment, OHS, process and fire safety are:

- **to produce and deliver products and services compliant with applicable requirements and expectations of Customers**
- **to increase the company's competitiveness with respect to the principles of sustainable development**
- **to optimise production costs**
- **to strengthen our market position**
- **to make efforts to maintain the natural environment in good condition, order and harmony**
- **to prevent pollution and potential risks and systematically reduce the adverse impact on the environment**
- **to ensure safe, hygienic and ergonomic working conditions, taking into account health protection and while preventing work-related injuries and health ailments.**

We pursue to achieve our priorities based on the **Values of the ORLEN Group**

RESPONSIBILITIES

- we identify factors that have or may have an impact on quality, the environment and OHS, process safety and fire protection as well as we precisely plan, organise and supervise related operations and activities
- we treat natural resources with utmost respect, in particular, through the rational use of raw materials, materials, water and energy;
- we mitigate any potential impact on the environment, starting from sources of pollution
- we define, monitor, eliminate hazards and limit the risks of occupational health and safety, process safety, fire safety, and take advantage of opportunities for improvement in this area

DEVELOPMENT

- we boost our operational excellence to improve our processes and occupational health and safety, process safety, fire safety and projects reducing the impact on the environment, in particular, through modernisation of equipment and searching for new solutions
- we deploy new technologies improve our products and adjust our range of products to Customer needs

PEOPLE

- we clearly define competencies and care about the development of our Employees as well as the continuous improve of their knowledge in the field of quality, environmental protection, occupational health and safety, process and fire safety
- we maintain honest and kind relationships with all interested parties
- we build the attitudes of the sense of personal responsibility of all employees for performing work in a safe and health-friendly manner
- we provide conditions for improving employees' competencies and feeling satisfied with their work in the Company
- we engage employees and their representatives in consultation and participation processes for the continuous improvement of occupational health and safety, process and fire safety in accordance with the rules and regulations in force in the Company

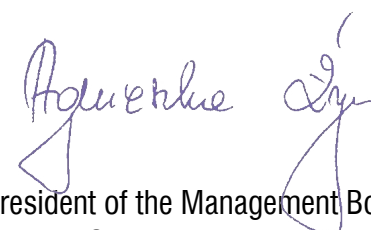
ENERGY

- we build awareness and commitment of all staff members in the process of continuous improvement in the working environment and methods
- we select the best Suppliers and actively develop interpersonal communication to ensure the continuity of supply of raw materials and services that meet our requirements and expectations

RELIABILITY

- our business is subordinated to the established financial parameters;
- we comply with the provisions of law and other requirements concerning quality, environment, OHS, process and fire safety, and periodically assess compliance to the required extent
- we reliably monitor the impact of the company on the environment, including the safety of people;
- we strengthen the image of ANWIL S.A. as a trustworthy, socially responsible and stable enterprise by implementing the Industry Programmes: "Responsibility and Care" and "Care for Product"

This Policy is known, understood and respected by all our Employees, and its publicly available content is the responsibility we have to our Customers, Owner and Society.



President of the Management Board
Director General