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Scope of validity:

UNIPETROL, a.s.
UNIPETROL DOPRAVA, s.r.o.
UNIPETROL RPA, s.r.o. (incl. branches BENZINA a POLYMER INSTITUTE BRNO)
PARAMO, a.s.
SPOLANA s.r.o.
PETROTRANS, s.r.o.

INTEGRATED MANAGEMENT SYSTEM POLICY

Approved by: CEO / Executive directors
Valid from: 13/12/2019
Document Administrator: UNIPETROL RPA, s.r.o. – Management Systems Department
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1 Purpose

Integrated Management System Policy defines commitments of UNIPETROL Group's companies towards their employees, customers and other interested parties in the areas of products' and provided services' quality management, Health and Safety, environmental protection, energy management, ethical standards and company assets' protection.

2 Scope of Validity

The Policy is valid for the below stated companies / branches:

- UNIPETROL, a.s. UNIPETROL RPA, s.r.o. BENZINA, odštěpný závod
 POLYMER INSTITUTE BRNO, odštěpný závod UNIPETROL DOPRAVA, s.r.o.
 PARAMO, a.s. SPOLANA s.r.o.

The Policy is also valid for PETROTRANS, s.r.o., its validity is determined by the approval in the company.

This issue of the Policy replaces the Integrated Management Policy, 2nd issue from 25 May 2017.

3 Terms and Definition

- Health and Safety - in the sense of this Policy the term includes areas of occupational health and safety, fire protection, serious accidents prevention, transport of dangerous goods and process safety
- UNIPETROL Group - UNIPETROL, a.s., UNIPETROL RPA, s.r.o. incl. branches BENZINA and POLYMER INSTITUTE BRNO, PARAMO, a.s., SPOLANA s.r.o., UNIPETROL DOPRAVA, s.r.o., PETROTRANS, s.r.o.

4 Integrated Management System Policy

UNIPETROL Group belonging to ORLEN Group is an important part of the Czech industry and a significant organization in the Central and Eastern Europe. The companies of UNIPETROL Group are engaged in refining, petrochemical and agrochemical production, production of asphalt products and lubricating and process oils, production of plastics and chemicals, sale of refinery, chemical, petrochemical products, polymers and special chemicals, development, manufacturing and sale of concentrates of auxiliary substances for polymers and modified polymers. UNIPETROL Group also provides transport and delivery of chemical and oil products on road and rails.

The companies of UNIPETROL Group follow the principles of Corporate Social Responsibility. They have implemented and maintain the Integrated Management System, components of which are Quality Management System, Environmental Management System, Health and Safety and Energy Management System.

The Integrated Management System Policy supports the strategic orientation of UNIPETROL Group and is based on these values: **Responsibility – Progress – People – Energy – Dependability**. In accordance with the implemented management systems the UNIPETROL Group's companies have committed to the below stated commitments.

Responsibility

- Apply the system of prevention and risk management for Health and Safety and environment in order to prevent extraordinary events and major accidents, and to minimize the adverse impacts of risks. Identify hazards and environmental aspects. Assess risks resulting from production processes and working activities. Minimize the negative impact on human health, safety and environment. Maintain and test safety and emergency systems and verify efficiency of emergency plans.
- Ensure the compliance with legislative and other requirements in the areas of Health and Safety, environmental protection and products' and services' quality. Comply with legislative and other

requirements in the area of energy management. Contribute to meeting the national goals in the area of greenhouse gases emissions and improving the energy efficiency.

- Fulfill requirements of voluntary activities in the area of occupational health and safety and environment to which Group's companies committed, in order to support continuous improvement of the performance in these areas.
- Develop and produce products and assure services with view to a high standard of the quality, safety, environmental and energy performance.
- Protect assets and values of UNIPETROL Group. Take care of entrusted assets and maintain them in an operable condition, observe their proper use and protect them from misuse.
- When changing and introducing new production technologies, products and services, and when other circumstances and conditions (both internal and external) change, assess the potential effects and impacts on Health and Safety, environment, energy management and processes in UNIPETROL Group companies.
- Implement the long term program of a remediation of past environmental stress.
- Communicate with the use of all forms of internal and external communication with all concerned parties and promote an open attitude towards the public, particularly in the neighboring towns and villages. Cooperate with adjacent regions and contribute to their development.
- Develop and apply business culture in accordance with the ethical principles of UNIPETROL Group.

Progress

- Monitor, measure and evaluate processes and define measures to improve their operation in order to continuously improve effectiveness of the management systems.
- Develop safety culture, improve performance in the areas of Health and Safety, environmental protection and products' and services' quality management.
- Monitor information related to customers and interested parties, accept measures with view to their expectations and requirements.

People

- Educate, motivate, increase employees' as well as suppliers' and customers' awareness regarding Health and Safety, environmental protection, energy management and products' and services' quality assurance.
- Educate employees on the topics of energy savings, new technologies and their environmental impacts, motivate them to get involved in meeting the goals of the energy management system implemented.
- Engage employees and suppliers' workers in matters and continuous improvement process in the areas of Health and Safety, environmental protection, energy management and in the area of products' and services' quality.
- Operate the facilities in a way which is safe and protects the health of employees, suppliers and customers, other companies as well as inhabitants of the region, and has minimal negative impact on the environment, energy performance and quality of products and services.
- Regularly check the state of health of employees during working activities and improve professional training, development and satisfaction of employees.
- Create conditions to safe, energetic and enthusiastic performance of duties for employees and suppliers.

Energy

- On an ongoing basis and in a systematic way, improve energy performance and support purchase of energy saving products and services.
- Maintain a high quality of products and services while using effectively materials, energy and utilities.

- Assure availability of information and sources needed to achieve goals and target values.
- Cooperate with academic and professional experts at meeting the goals of the implemented management systems.
- Search for new opportunities strengthening the UNIPETROL Group's competitiveness.

Dependability

- Monitor changes and ensure the business continuity.
- Cooperate with suppliers having competences required by UNIPETROL Group and complying with applicable quality, environmental protection, energy management, Health and Safety. Regularly check performance of suppliers.