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Scope of validity:

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

INTEGRATED MANAGEMENT SYSTEM POLICY

Approved by: CEO / Executive director
Valid from: 25.5.2017
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 stated in the scope of validity towards their customers, employees and their neighborhood in the areas of products' and provided services' quality management, occupational health and safety, fire protection, environmental protection, energy management, serious accidents prevention and company assets' protection.

2 Scope of Validity

The Policy is valid in UNIPETROL, a.s., UNIPETROL DOPRAVA, s.r.o., UNIPETROL RPA, s.r.o. (incl. branches), PARAMO, a.s. and PETROTRANS, s.r.o.

The Policy is also valid for below stated Group's companies. Its validity is determined by the approval in the companies:

SPOLANA a.s.

The document replaces the Responsible Care and Integrated Health, Safety, Environment and Quality Policy approved in UNIPETROL, a.s. on 18/12/2007, UNIPETROL SERVICES, s.r.o. on 17/01/2008, UNIPETROL DOPRAVA, s.r.o. on 21/01/2008, UNIPETROL RPA, s.r.o. on 25/02/2008, BENZINA, s.r.o. on 11/02/2008, PARAMO, a.s. on 25/08/2010.

It avoids Energy Policy (2nd issue of 23/05/2016 valid in UNIPETROL, a.s., UNIPETROL RPA, s.r.o. incl. branches, UNIPETROL DOPRAVA, s. r. o. and ČESKÁ RAFINÉRSKÁ, a.s.), Policy no. 20 „Česká rafinérská Integrated Management System Policy“ (5th issue of 30/03/2016 valid in ČESKÁ RAFINÉRSKÁ, a.s.), IMS Policy (1st issue of 22/08/2011 valid in PETROTRANS, s.r.o.).

3 Integrated Management System Policy

The refinery-petrochemical UNIPETROL Group is an important part of the Czech industry and a significant organization in the Central and Eastern Europe. The companies of UNIPETROL Group - UNIPETROL, a.s., UNIPETROL RPA, s.r.o. (incl. branches), PARAMO, a.s., SPOLANA, a.s. UNIPETROL DOPRAVA, s.r.o., and PETROTRANS, s.r.o. – 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 and petrochemical products, polymers and special chemicals, development, manufacturing and sale of concentrates of auxiliary substances for polymers and modified polymers, both in the Czech Republic and Central European Region. The Group provides rail transport and delivery of chemical products and road transport of liquid oil products.

The companies of UNIPETROL Group have implemented and maintains the Integrated Management System, components of which are Quality Management System, Environmental Management System, Occupational Health and Safety Management System incl. fire protection and prevention of major accidents, and Energy Management System. The companies follow the principles of Corporate Social Responsibility.

The Integrated Management System Policy is based on the values of UNIPETROL Group and concurrently on the values of ORLEN Group, i.e. **Responsibility – Progress – People – Energy – Dependability**. In accordance with the implemented management systems the Group's companies have committed to the below stated commitments.

Responsibility

- Apply the system of prevention and risk management for health, safety and environment in order to prevent extraordinary events and major accidents, and to minimize the adverse impacts of risks. Identify hazards, environmental aspects and assess risks resulting from production processes and working activities and 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 area of occupational health and safety, fire protection, major accidents prevention, transport of dangerous goods on the road/rail, 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 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 performance and energy efficiency.
- 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, assess the potential effects and impacts on safety and health protection, fire protection, major accidents prevention and on the environment.
- 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.

Progress

- Monitor, measure and evaluate processes and define measures to improve their operation in order to continuously improve effectiveness of the management systems.
- Review the energy efficiency performance and adopt relevant improvement measures. Use the energy efficiency as one of the key criteria within procurement processes.
- Improve performance in the area of occupational health and safety, fire protection, prevention of major accidents, transport of dangerous goods on the road/rail, environmental protection and products and services quality management.
- Monitor information related to customers and accept measures with view to their expectations and requirements.

People

- Educate, motivate, increase employees' as well as suppliers' and customers' awareness regarding occupational health and safety, fire protection, regarding prevention of major accidents, environmental protection and products and services quality assurance.
- Ensure availability of all information related to the energy management system to all employees, educate them on the topics of energy savings, new technologies and their environmental impacts, demand and motivate them to get involved in meeting the goals of the energy management system implemented.
- Engage employees in matters and continuous improvement process in the area of products and services quality, occupational health and safety, fire protection, prevention of major accidents, environmental protection and energy management.
- 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 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.

Energy

- On an ongoing basis and in a systematic way, optimize the energy consumption and the associated costs, reduce the energy consumption in the long-term.
- Maintain a high quality of products and services while using effectively materials, energy and utilities.

- Cooperate with academic and professional experts at meeting the goals of the implemented energy management system.
- Engage in new businesses resulting in growth of company's competitiveness.
- Create conditions to safe, energetic and enthusiastic performance of duties.

Dependability

- Monitor changes and ensure the business continuity.
- Cooperate with contractors and suppliers having competences required by the company and complying with applicable quality, environmental protection, energy management, occupational health and safety, fire protection and prevention of major accidents. Regularly check performance of suppliers.