Human Rights Policy of the PCC Rokita Group

PCC Rokita S.A. and other companies of the PCC Rokita Capital Group (hereinafter: the PCC Rokita Group) operating on the international market are committed to the highest ethical, legal and social standards. Our business is founded on values based on respect for human dignity, equality and social justice.

Our commitment to respect for human rights applies to all our business operations and processes. We are committed to exercising human rights due diligence by identifying, preventing and eliminating human rights abuses. Where immediate elimination is not possible, we take steps to mitigate their impact and implement remedial solutions.

As an employer, our commitment to human rights further reinforces our efforts to provide a safe workplace that embraces diversity and promotes equality and non-discrimination. We do not accept any form of forced and illegal child labour or forced labour. We respect the right of our employees to form and join organisations of their choice freely. We communicate our human rights policy and support our employees in understanding our processes and expectations to help them identify and address issues that may negatively impact human rights and support efforts to improve working and living conditions.

To best meet our responsibility to respect human rights, we expect all employees to avoid actions that could cause or contribute to human rights abuses in the performance of their roles and responsibilities. If any of our employees become aware of human rights violations, we expect them to inform the PCC Rokita Group by sending an email to: etyka@pcc.eu.

We also expect our business partners (including subsidiaries, suppliers, customers and contractors) to respect human rights. If we find that our business partners are not adequately preventing human rights abuses, we will urge them to take appropriate action. We expect our business partners to inform us as soon as they become aware that they may be causing, contributing to or directly associated with serious human rights abuses.

WITHIN OUR BUSINESS AND THROUGHOUT OUR VALUE CHAIN:

1. We are committed to upholding international human rights standards:

- The International Bill of Human Rights;
- UN Guiding Principles on Business and Human Rights;
- OECD Guidelines for Multinational Enterprises;
- International Labour Organisation (ILO) Conventions;
- UN Sustainable Development Agenda 2030;
- The Responsible Care Programme;
- The Diversity Charter;

2. We are committed to respecting human rights in the workplace:

- We provide a working environment – in accordance with applicable legislation;
- We adhere to the principles of fair remuneration;
- We counter discrimination, bullying and harassment;
- We support and cooperate with employee organisations – trade unions;
- We ensure voluntary employment and prohibit forced labour and the use of child labour.

3. We are committed to respecting human rights in the value chain:

- We expect our suppliers, partners, subcontractors, customers and other entities throughout the value chain to adhere to the same standards as we do;
- We commit to actively cooperating with stakeholders, promoting dialogue and taking action to promote human rights throughout the value chain;
- We adhere to the principles of fair competition and transparency in business.

The policy has been approved by the Management Board of PCC Rokita S.A. and is publicly available. Its implementation is the responsibility of all employees, regardless of their position, with the support of the Human Resources Department and officers responsible for overseeing compliance.

The PCC Rokita Group recognises that the responsibility to respect human rights is an integral part of its business. We aim to continuously improve our practices and maintain the highest ethical standards throughout our value chain.

Rafał Zdon
Vice-President of the Management
Board of PCC Rokita SA

Wiesław Klimkowski
President of the Management
Board of PCC Rokita SA