

Health and Safety Policy

PCC GROUP COMPANIES: PCC ROKITA S.A., PCC EXOL S.A., PCC MCAA SP. Z O.O., PCC CONSUMER PRODUCTS KOSMET SP. Z O.O., LABANALITYKA SP. Z O.O., LABMATIC SP. Z O.O., PCC AUTOCHEM SP. Z O.O., PCC MCAA SP. Z O.O.

In conducting our business in accordance with the legal requirements applicable to us and other health and safety requirements, we are committed to the ongoing protection of the health and lives of our employees and colleagues by constantly working to ensure safe and healthy working conditions whilst maintaining operational safety.

The Health and Safety Policy is implemented in accordance with the requirements of the ISO 45001 standard.

In pursuing their strategic objectives, the companies of the PCC Group are committed to the continuous improvement of safety standards. Every employee of the Company is responsible for their own safety, as well as that of their colleagues, contractors and visitors on the company's premises. The safety of our employees and other stakeholders is our top priority. That is why, within our organisation, we create working conditions that are in line with best practice, applicable regulations and accepted standards.

We are committed to the continuous improvement of our health and safety performance and undertake to take appropriate action in the following areas:

- ensuring compliance with applicable legal requirements and other requirements relating to health and safety at work, as well as health and safety principles;
- systematically identifying and monitoring hazards, harmful factors, risks and opportunities, as well as planning measures to address them and taking appropriate corrective action;
- taking measures to eliminate hazards and reduce occupational risks;
- preventing injuries, health problems and near-miss incidents;
- continuously improving work organisation and working conditions by introducing modern techniques and technologies that ensure the highest possible level of protection;
- to continuously raise awareness of health and safety and foster a sense of shared responsibility for the health of oneself and other employees;
- to ensure the safety of stakeholders on our premises;
- to provide staff training aimed at enhancing professional qualifications and raising awareness of health and safety at work, as well as fostering a culture of safety;
- promoting among employees and subcontractors the value of mutual responsibility
- for their own safety and that of their colleagues;
- communicating objectives, actions and results in the area of health and safety at work both within and outside the organisation;
- ensuring adequate resources, including financial resources, are available to achieve the above objectives;
- to take into account the participation and consultation of interested parties in the field of health and safety at work;
- to continuously improve the health and safety management system and its effectiveness;
- monitoring the implementation of the Policy through an annual management review and regular internal and external audits as part of the Integrated Management System;
- promoting a culture of safety and attitudes that foster safe working practices, whilst maintaining a zero-tolerance approach to risky behaviour.

The management boards of the PCC Group companies are aware of their role in ensuring the highest standards of health and safety at work. All work must be carried out in accordance with applicable legislation, internal requirements and health and safety principles, regardless of the associated costs or other circumstances. Every employee is responsible for complying with health and safety rules and plays a part in ensuring health and safety at work; we therefore expect everyone to cooperate, show personal commitment and adopt a positive attitude towards maintaining a safe working environment. Managers of organisational units are responsible for providing active leadership, promoting a culture of safety, and ensuring the effective implementation and execution of this Policy.

The Management Boards of the PCC Group companies covered by this document are responsible for implementing the Health and Safety at Work Policy.

The Health and Safety Policy is publicly available on the website <https://pcc-exol.eu/en/> and has been made available to staff at the companies covered by its scope.

Brzeg Dolny, 01 September 2026 r.

Dariusz Ciesielski

Adam Jarosz

The Management Board of PCC Exol S.A.