INTEGRATED MANAGEMENT SYSTEM POLICY
SPOLANA s.r.o.

SPOLANA s.r.o. is a part of the refinery and petrochemical ORLEN Unipetrol Group, which has a significant share in the Czech industry and it is an important organization in Central and Eastern Europe.

ORLEN Unipetrol Group companies are engaged in the refinery, petrochemical and agrochemical production, production of asphalt products and process oils, production of plastics and chemicals, sale of refined products, chemicals, agrochemicals and petrochemicals products, polymers and special chemicals, research, development and testing of polymers. The Group ORLEN Unipetrol provides shipment and transport of chemical products and liquid petroleum products by rail and road transport, provides cleaning of railway and automotive tankers, other technical services and services to motorists.

ORLEN Unipetrol Group companies have implemented and maintained an integrated management system which includes systems for quality management, environmental protection, energy management, safety and health at work, including fire protection and prevention of serious accidents. They meet the principles of corporate social responsibility (CSR).

The Integrated Management System Policy is based on the fundamental values of ORLEN Unipetrol Group and at the same time the values of ORLEN Group, i.e.

The Integrated Management System Policy supports the strategic focus of the ORLEN Unipetrol Group and is based on the core values of **Responsibility – Development – People – Energy – Our Reliability**. In accordance with the implemented management systems, the companies in the ORLEN Unipetrol Group undertook to comply with the following commitments.

RESPONSIBILITY

- Monitor information relating to customers´ and stakeholders´ perception and take measures with regard to their expectations and requirements.
- Select suitable suppliers to ensure continuity of supplies of raw materials and services according to our requirements.
- Ensure availability of resources needed to achieve goals and targets.
- Monitor the environmental impacts of the company's business activities (especially on pollution sources). To publicly declare the characteristics of our products through the Environmental Product Declaration (EPD), monitoring their environmental impact.
- Identify, monitor and assess environmental risks, aspects and hazards.
- Search for opportunities and implement measures to reduce the amount of pollutants in the environment. Implement a long-term programme to remediate old environmental burdens in the role of as an acquirer.
- Improve measures to reduce risks of accidents and undesirable events, maintain and test safety and emergency systems, and check effectiveness of emergency plans.
- Identify, assess and minimise risks arising from technological processes and work activities which endanger the health and safety of workers at work. Improve conditions and design effective measures for prevention in this area.
- To comply with relevant legal and other requirements in the field of environment, energy management, accident prevention, fire protection, to ensure the safety of operation and health protection at work of all employees and persons moving within the premises of SPOLANA s.r.o. in accordance with legal requirements, to carry out regular evaluation of compliance with these requirements.
- Meet requirements of voluntary activities in the area of safety and the environment which the companies in the ORLEN Unipetrol Group have been committed to, with the aim to promote continuous improvement of the determined control items (identifiers) in these areas.
- Fulfil a financial plan while maintaining the product quality, safety, environmental protection and improving energy performance.
- Protect assets and values of ORLEN Unipetrol Group, take care of the entrusted property and maintain it in the operational condition, ensure its proper use and storage and protect it from misuse.
- Develop and implement a business culture in accordance with the ethical standards of the ORLEN Unipetrol Group.

DEVELOPMENT

- Improve activities aimed at improving the product quality, increasing safety and health of workers, reducing the environmental impacts, monitoring the energy consumption and efficient energy management.
- Improve performance in the area of safety and health at work, fire protection, prevention of serious accidents, and transport of dangerous goods by road/rail, environmental protection and quality control of products.
- Introduce effective measures with the aim of improving product quality and employee occupational health and safety, reducing environmental impacts, and improving energy management.
- Ensure stable production and quality of our products, strengthen our market position.
- Develop and produce products with a view to high standard of quality, safety, environmental performance and energy efficiency and be a leader in this field.
- When changing and introducing new production technologies, products and services and other conditions (internal and external), assess their possible influence and impact on occupational safety and health protection, environmental protection, fire protection, prevention of serious accidents and energy management.
- Optimize technologies and recipes for ensuring the quality of our products and processes and thereby meeting the demands of our customers.
- Monitor, measure and assess processes and define measures to improve their performance in order to continuously improve the effectiveness of the management systems.

PEOPLE

- Develop communication for maintaining correct relations with our suppliers and customers.
- Develop communication, awareness and transparency within the company, including the mutual exchange of information between the company, employees and employee representatives.
- Continuously enhance staff competencies and clearly define their responsibilities at work. Create conditions for the safe and active performance of tasks by employees and employees of contractors.
- Educate, motivate and raise awareness of the employees, suppliers and customers in relation to ensuring safety and health at work, fire protection, prevention of serious accidents, environmental protection and quality of supplied products and services.
- Eliminate and primarily prevent injuries, work accidents, occupational diseases and potential accidents.
- Involve and motivate all employees in the process of continuous improvement and achievement of the objectives and target values in product quality, environmental protection, safety and health at work, fire protection, and prevention of serious accidents and improving energy performance; activate also external co-workers and renters in this area.
- Communicate using all forms of internal and external communication with all stakeholders and promote an open approach to the public, particularly regarding to the surrounding towns and villages. Cooperate with the adjacent regions and contribute to their development.
- Ensure access to information related to the energy management system to all employees, educate them in the area of energy efficiency, new technologies and their impact on the environment.
- Operate the facilities in a manner that is safe and protects health of the employees, suppliers and customers, other companies and residents of surrounding villages and that has a minimum impact on the environment and product quality.
- Regularly check health status of the employees in the performance of their work activities and improve employee training, development and satisfaction.

ENERGIES

- Improve energy performance of both production and non-production processes.
- Check performance in the area of energy efficiency, establish and implement measures to improve energy performance and improve energy efficiency and energy consumption.
- Use energy efficiency as one of the key criteria in purchasing processes and encourage the purchase of energy-efficient products and services.
- Respect natural resources, particularly rational use of raw materials, materials, water and energies.
- Fulfil the relevant legal and other requirements in the area of energy management. Contribute to fulfilment of national objectives in the area of greenhouse gas emissions and increase energy efficiency.
- Constantly and systematically optimize energy consumption and related costs; reduce energy consumption in the long run.
- Maintain a high quality of products and services in efficient use of materials, energies and support media.
- Cooperate with experts from academic and professional communities in fulfilment of the objectives established by the energy management system.
- Search for new opportunities, promote and develop innovations that strengthen and sustain the company's competitiveness.
- Achieve the ORLEN Unipetrol Group decarbonisation targets.

OUR RELIABILITY

- Satisfy customer requirements, deliver products to agreed quality, parameters, conditions and improve customer service.
- Adapt business proposals to changing needs of the customers.
- Monitor changes and ensure business continuity.
- Cooperate with contractors and suppliers that meet company´s requirements for compliance with established quality standards, environmental protection, energy management, safety and health at work, fire protection and prevention of serious accidents. Periodically to check performance of our suppliers.

The implementation of the intentions and objectives of the voluntary programme "Responsible Care" strengthens the image of SPOLANA s.r.o., as a trusted, responsible and stable company.

SPOLANA s.r.o. management expects from all employees to accept the principle that fulfilment of all obligations towards the environment, health protection at work, operational safety, quality of our products and improvement energy performance is one of the most important basic tasks of each employee of the company. It expects the same from the lessees carrying out their activities in the premises of SPOLANA s.r.o. and external co-workers – suppliers.

All employees and their representatives are familiarised with this Policy, they understand it and respect it; it contains a commitment to our customers, shareholders and region.

Neratovice, 6th February 2024

Piotr Robert Kearney
Authorized Executive
SPOLANA s.r.o.

Miroslav Falta
Executive
SPOLANA s.r.o.