

# CIECH CSR



## THE SOCIALLY-RESPONSIBLE VISION OF CIECH ■

HUMAN RIGHTS AND EMPLOYEES' RIGHTS ■

OCCUPATIONAL SAFETY AND HYGIENE | OSH ■

NATURAL ENVIRONMENT ■

BUSINESS ETHICS ■

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## THE SOCIAL RESPONSIBILITY OF BUSINESS

**The CIECH Group** – an international chemical group operating in more than 100 markets all over the world. A responsible partner of both global, innovative concerns and local companies. In its business activity, it implements the sustainable development and social responsibility policy, taking into account social, ethical and environmental criteria.

**The Management Board of CIECH S.A.** declares that all companies from the CIECH Group, regardless of their location and scope of operation, comply with all domestic and European legal provisions applicable to their businesses and with international standards covered, for instance, by the UN "Global compact", initiative principles, the "UN Universal Declaration of Human Rights" and the "Declaration on Fundamental Principles and Rights at Work of the International Work Organization" of 1998.

The Company ensures that, according to the sustainable development idea, the economic, social and environmental arguments are treated in an equal way and constitute a strategic element of the business strategy of the CIECH Group which follows the best practices in the area of Corporate Social Responsibility, taking care of the sustainable development, with particular emphasis on areas such as: relationships with employees, environmental protection and combating corruption. Those rules are covered by the Code of Ethics of the CIECH Group which describes in detail the standards of conduct of the Group and its Employees in individual areas of operation. The Code of Ethics of the CIECH Group is available at the following website: <http://ciechgroup.com/media/spoleczna-odpowiedzalnosc-biznesu/>.

## The Socially-Responsible Vision of CIECH

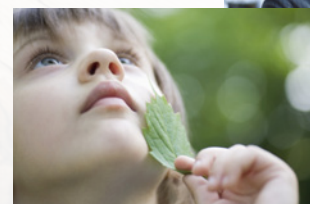
„We want to be a company which sets standards of contemporary governance, innovations, high product quality and co-operation with clients and business partners. We are building a group of a permanent and strong international position. An organization which is distinguished for its reliability, competitiveness and respect for the natural environment.”

„We are building the value CIECH together with our employees and shareholders, and we share our success”.

Maciej Tybura

President of the  
Management Board  
of CIECH S.A.





## HUMAN RIGHTS AND EMPLOYEES' RIGHTS

*We categorically observe the rules of respect of human rights – both within our organization and among our business partners and the market environment.*

- We implement and communicate to our clients the clearly-defined, transparent disciplinary procedures.
- We comply with all the binding regulations concerning working time, overtime, remuneration and other benefits offered by the employer. Salaries are paid on time, according to the binding "Regulations of Remuneration".
- We offer our employees freedom to join or resign from trade unions and/or employee representation organizations, at their choice.
- We value the diversified, integrative working environment, we do not discriminate and do not tolerate any discrimination because of sex, age, race, religion, disability, sexual orientation, origin or other aspects protected by law.
- We do not apply any type of compulsory work. Our employees have control over their identity documents, they do not make any payments connected with the obtainment and maintenance of employment.
- Any forms of physical and/or mental compulsion, including mobbing, are prohibited.
- We do not employ children and juvenile workers aged under 18.

## OCCUPATIONAL SAFETY AND HYGIENE | OSH

*Our goal is to create a working environment which is safe, which contributes to protection of health and prevention of accidents, injuries and occupational diseases.*

- We implement the highest standards of occupational safety and hygiene, relevant for a given type of operations, applying the binding OSH provisions.
- Through regular risk assessment at the working place, we implement the relevant risk control and remedy measures.
- We systematically improve the safety of the working environment by training employees in occupational safety and hygiene.

## SOCIAL COMMITMENT

*We try to be a good neighbour and to support local initiatives in the communities in which we operate through co-operation in organization of sports and cultural events and implementation of educational programmes in the field of environmental protection. We undertake ventures of a charitable and volunteering character, offering opportunities to our employees to actively participate in them.*

## NATURAL ENVIRONMENT

*Through systematic investments, we minimize our impact on the natural environment, at the same time contributing an added value to the protection and regeneration of the surrounding nature.*

- We operate according to the binding environmental provisions of law, regulations and standards.
- We implement systems of identification and elimination of potential threats to the environment.
- We implement projects and investments aimed at the effective use of materials and energy, reduction of emission of pollutants, rational wastes management, as well as we apply solutions improving the safety of operation of technological installations.
- We undertake initiatives in local communities aimed at propagation of environmental protection.

## BUSINESS ETHICS

*In our business activity, we act honestly and transparently, being a responsible market player and a good partner for our clients and suppliers.*

- We keep financial documentation and statements according to the international provisions and regulations. We public current and periodic reports on our activity according to the binding "Regulations of fulfilment of the information duties within the CIECH Capital Group".
- In our commercial activity, we act according to the binding commercial and import regulations, imposing sanctions and embargoes in our activity.
- We comply with all domestic and international anti-corruption laws, provisions and standards. We do not offer and we do not accept any valuable items in order to illegally influence the official acts or in order to guarantee ourselves undue advantage which would lead to the conclusion or maintenance of business transactions.
- We comply with all the binding provisions and regulations combating money laundering.
- We comply with all the binding free competition and anti-trust provisions.
- We operate in a transparent manner, avoiding situations which give rise to a conflict of interests with our clients and suppliers.

*Our actions are supported by the implemented management systems procedures based on ISO 9001, ISO 14001, ISO 50001 standards, and by numerous internal regulations.*

