

ETHICS CHARTER

KRONOS POLYMER SP. Z O.O.

Preamble

Kronos Polymer Sp. z o. o. as a company created in accordance with an innovative approach to plastics processing, aspires to be a company that also sets trends in the field of sustainable development and adheres to generally accepted standards of ethics and entrepreneurial culture in its operations.

Our activities are aimed at ensuring high quality products, reliability towards contractors, employees and environmental protection. This demonstrates a responsible approach to managing the company and is one of the sources of our success. In the face of growing competition, without a favorable assessment of the environment and compliance with ethical standards, the company will not have a chance to develop and achieve its ambitious goals.

Management Board of Kronos Polymer Sp. z o. o. fully supports the implementation of the Ethics Charter in the company and is truly proud to accept the obligations and responsibilities resulting from the implementation of the principles contained therein. We believe that honesty is a prerequisite for achieving stability and success in business. For us, the Ethics Charter is not just a collection of declarations on how an ideal company should look like, but practical guidelines on the approach to work, customer service, attitudes and behavior of the management staff and the rules of cooperation on a daily basis.

1. Customer relations

1. Kronos Polymer Sp. z o. o. provides valuable products of the highest quality, solidly packed and safe to use.

- The offered products comply with national and international standards and have full documentation required by law.
 - Employees do not knowingly provide incomplete information or misleading descriptions of the products and services offered.
 - The company and its employees will not knowingly conceal the harmful effects of products.
2. In advertising and other forms of communication, the company avoids providing untrue, exaggerated or incomplete information.
 3. To ensure full customer satisfaction, Kronos Polymer Sp. z o. o. provides a high standard of customer service.
 4. The company does not use any financial incentives to influence the decisions of officials or employees of third companies.
 5. The company avoids practices aimed at increasing sales through any unlawful or ethically questionable marketing activities.
 6. The company maintains the confidentiality of proprietary information obtained from the client and ensures the security of all data collected for the needs of its business.

2. Employee Relations

1. Kronos Polymer Sp. z o. o. with employees are based on the highest respect for their personal dignity.
2. The company hires and promotes employees taking into account the qualifications required for a given position.
3. Employees are not discriminated against because of race, religion, nationality, skin color, age, sex, marital status or disability that do not affect the results of their work.

4. The company strives to provide stable jobs and reliably informs employees about employment prospects.
5. The company provides a clean, healthy and safe working environment in accordance with standards and legal regulations. Employees, for their part, have a duty to make every effort to avoid accidents, injury to themselves, their colleagues and bystanders.
6. The company ensures the confidentiality of medical data provided by employees. The results of periodic examinations are not made available to other employees and third parties.
7. With a view to appreciating the efforts of individuals who contribute to the success of Kronos Polymer Sp. z o. o. applies the rules of a transparent and clear remuneration policy. The rules of the remuneration system are designed to take into account the individual contribution of each employee.
8. The company helps employees improve their qualifications and supports their career in the company.
9. The company informs employees about the goals of its activities and tasks at individual workstations.
10. Information obtained from employees while working is not used for any competitive purpose other than that for which it was made available.
11. The company does not tolerate manifestations of sexual harassment and other forms of mental or physical abuse of its employees.
12. The company is committed to recognizing its special responsibilities towards employees who will soon retire.
13. The company supports friendships and ties with retirees who previously worked in the company.
14. When choosing employee benefits, such as life insurance, the company is guided solely by the benefit of employees. The company makes every effort to choose the most secure and advantageous offer and reliably informs employees about the conditions of participation or the use of employee benefits.
15. The company has and develops dispute resolution procedures and will do everything possible to resolve these disputes without allowing the conflict to escalate.
16. Kronos Polymer Sp. z o. o. strives to ensure the fullest possible communication with each employee. The company recognizes the need to inform and consult employees in the teams in which they work.

17. The company reliably informs employees about paid social security contributions and about the nature of concluded contracts, terms of employment and the scope of duties.
18. In the event of the need to reduce jobs, the company will make efforts to help employees find a new job as far as possible.

3. Relations with contractors

1. Relations between Kronos Polymer Sp. z o. o. and contractors are based on mutual trust.
2. Payment for the service performed or the delivered goods is made on time and in accordance with the concluded contract or on the basis of a correctly issued accounting document.
3. The company's financial strength will be used sparingly.
4. The company recognizes that the acceptance of gifts or other benefits by employees of a cooperating company may cause situations perceived as an attempt to induce them to offer certain benefits to the donor in return. In Kronos Polymer Sp. z o. o. the following rules are followed:
 - do not force anyone to accept a gift,
 - do not give monetary gifts,
 - reasonable, small gifts and hospitality may be accepted if they do not create any obligation for the recipient and can be reciprocated to the same extent,
 - you should inform your superiors about any costly gift received and any favor rendered related to the company with which you do business.
5. Information on relations between the company and contractors is treated as confidential.

4. Relationships with competitors

1. Kronos Polymer Sp. z o. o. competes fairly with competitors and does not undermine their reputation.

2. When dealing with competitors, employees of Kronos Polymer Sp. z o. o. avoid situations that allow the disclosure of confidential information about the company.
3. The company does not attempt to obtain competitive information by illegal means, such as industrial espionage, hiring competitors' employees to obtain confidential information from them, inducing competitor personnel or its customers to disclose information they possess, or by any other means not listed above.
4. The company does not engage in unlawful or ethically questionable commercial practices.

5. Connections with authorities and local communities

1. Kronos Polymer Sp. z o. o. makes every effort to be a socially sensitive business entity, serves the community through activities that are beneficial to both the company and the community itself, and provides favorable employment opportunities and good working conditions.
2. The company takes into account the interests of the entire environment, trying to take into account both local and national interests.
3. Kronos Polymer Sp. z o. o. supports, as far as possible, the local community and initiatives undertaken by it. Grants for ventures are awarded under the rules set by the owners of the company.

6. Natural environment

1. The activity of Kronos Polymer Sp. z o. o. is inextricably linked to the protection of the natural environment, for which the company is responsible, takes steps to protect natural resources and limits its environmental impact to the minimum necessary. Therefore, the company:

- implemented the ISO 14001 Environmental Management System confirming the implementation of elements in the company that minimize the negative impact on the environment,
- ensures that wastewater management, waste disposal, electricity consumption, as well as exhaust and noise emissions meet the set standards and constantly strives to reduce them,
- analyzes the potential environmental effects of each project at the planning stage,
- conducts regular environmental impact reviews,
- has a special regard for the protection of animals and plants living in nature,
- informs the community in which it operates about its environmental protection activities.

7. Relations between business and politics

1. Activities of Kronos Polymer Sp. z o. o. are characterized by full respect for law implemented by democratically appointed local, regional and national authorities.
2. The company does not support political activities based on promoting hatred, prejudice and discrimination against specific groups or individuals.
3. The company's policy on supporting social and political activities is open.
4. The company does not treat politicians and representatives of power in a particularly privileged way.

8. International activity

1. Kronos Polymer Sp. z o. o. is committed to complying with the laws of other countries and respects the communities living in those countries.
2. The company respects the tradition and culture of each country with which it establishes business contacts.

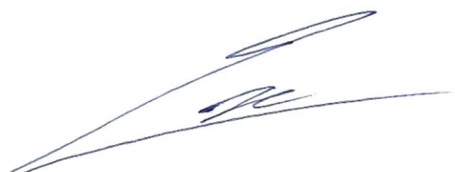
3. The company acts responsibly in the field of international trade, in accordance with agreements recognized by Poland.

9. Implementation of the Ethics Charter

1. The card will be handed over to the management staff of Kronos Polymer Sp. z o.o., whose task is to ensure that the values and obligations arising from this Charter are properly implemented. Managers also have the task of promoting the assumptions and provisions resulting from it among employees and, as supervisors, take care of communication and a good flow of information between employees and the company's management board.
2. Each employee can obtain from their superiors additional information on the values and principles contained in this Charter.
3. Kronos Polymer Sp. z o.o. creates a favorable working atmosphere and, together with the management, cares for the education of employees on the issues covered by this Ethics Charter and honestly explains all issues regarding behavior and decisions considered ethically reprehensible.

Gniew, August 8, 2023

Grzegorz Dębski
CEO



Przemysław Lichnerowicz
Vice President

