

DECLARATION OF COOPERATION PRINCIPLES WITH STAKEHOLDERS

I. POLICY OF INTEGRATED MANAGEMENT SYSTEM

POLICY of the Integrated Management System

Our ultimate goal is to achieve the success of the Company by offering the Customers products that meet their requirements, while having a socially acceptable impact on the environment, using energy resources rationally and maintaining high standards of occupational safety. Our efforts to achieve this goal are reflected in the implemented and functioning Integrated Management System, including the quality management system, occupational health and safety management system, environmental management system and energy management system, meeting the requirements of current editions of standards:

ISO 9001, ISO 14001, ISO 45001, ISO 50001

The Company's top management commits itself and all employees within the scope of their competence to:

- implement the adopted Company Policies, objectives and actions,
- comply with all applicable legal and other compliance requirements,
- continuously improve the Integrated Management System implemented in the Company, aiming at meeting individual requirements of the Customers, eliminating threats and mitigating risks related to occupational health and safety, improving the environmental effects of activities and improving the energy performance,
- protect the environment, including pollution prevention, and meet specific obligations relevant to the context of the organisation,
- ensure the availability of the information and resources necessary to achieve objectives, including specific energy objectives,
- purchasing energy-efficient products and services and supporting the design of activities that improve energy performance,
- ensuring safe and healthy working conditions to prevent work-related injuries and illnesses,
- consultation and participation of workers and/or their representatives in the establishment of occupational safety and health measures.

Alchemia S.A. strives to:

- implement effective technologies, improve products, processes and work organization,
- maintain and upgrade its infrastructure,
- develop competent, conscious and responsible staff,
- deepening cooperation with competent suppliers meeting our requirements,
- effective planning and implementation of products meeting our requirements

I oblige all employees of the Company and the entire management to familiarise themselves with this Policy, to implement it, also by implementing the established objectives and improvement actions. Responsibility for ensuring that resources, information and means are available to implement the presented The responsibility for ensuring that the resources, information and means are available to implement the presented Policy rests with the Company's Management Board and the Branch Directors.

President of the Management Board

Warszawa, 1.04.2025

Maciej Korniluk

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II. MUTUAL COOPERATION

ALCHEMIA S.A. together with all the Company's Branches declares that it considers the applicable national and international legal requirements and generally accepted standards of ethical conduct appropriate to the purpose and scope of the Company's activities as the foundation of its activities and is guided by the customs of good commercial practice.

Suppliers of ALCHEMIA S.A. branches. are assessed annually in accordance with established criteria, which are the same for all Suppliers and result from the established assessment procedure.

The company, bearing in mind that relationships with customers are its greatest asset in its business activities, regularly assesses their satisfaction, the results of which constitute the basis for developing further cooperation.

The Code of Ethics applicable at Alchemia SA regulates the scope of cooperation between employees of Alchemia SA Branches and the Stakeholder.

III. WORK HEALTH AND SAFETY

ALCHEMIA S.A. in relation to the scope of activities of its Branches, it expects its stakeholders, and in particular its Suppliers, to meet the requirements of applicable legal and other provisions in the field of occupational health and safety.

Requirements for moving around the premises of individual branches of ALCHEMIA S.A. apply to employees of external companies carrying out work on the premises of these Branches, which constitutes an obligation for the staff of external companies to follow the instructions of Branch employees designated to coordinate the activities carried out.

The Supplier is obliged to inform its employees about the occupational risks associated with the work performed and about the principles of protection against threats occurring at the supplier's workplace. The Supplier is required to ensure occupational health and safety for employees, in particular by limiting occupational risk as a result of proper work organization and applying the necessary preventive measures, as well as informing and training employees.

The Supplier is obliged to guarantee employees the right to refrain from work if the working conditions may not comply with safety regulations and may expose the employee or other persons to loss of health or life.

ALCHEMIA S.A. through designated representatives in individual Branches of the Company, collects information and keeps appropriate registers in relation to accidents at work, occupational diseases and near misses among its employees and employees of Suppliers carrying out work for individual Branches of ALCHEMIA S.A.

Before starting the execution of the contract, the Supplier is obliged to provide a list of employees (including subcontractor's employees) designated to carry out activities in a given Branch/Branches of ALCHEMIA S.A. to the extent required for the implementation of the concluded contract. The Supplier updates this list if additional employees are assigned to work in a given Branch/Branches after the date of commencement of the contract.

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IV. NATURAL ENVIRONMENT, ENERGY

ALCHEMIA S.A. strives to reduce its negative impact on the natural environment also by protecting its resources and reducing greenhouse gas emissions.

The company is aware of the great importance of its activities for the local community and the natural environment and therefore plans and implements processes taking into account the ecological effect and energy result of its activities.

Products offered by individual branches of ALCHEMIA S.A. may affect the natural environment in cases where they are protected against corrosion, in accordance with the Customer's order. This protection is achieved using water-based varnishes or varnishes containing volatile organic compounds (VOCs) approved for use in the EU. Safety data sheets for used products, which specify the detailed impact of anti-corrosion products on the natural environment, are available at the customer's request.

The company, in accordance with legal requirements, monitors the environmental effects of its activities on an ongoing basis and reports the required information to the relevant state and local government units.

ALCHEMIA S.A. supporting the implementation of the idea of maximum limiting the negative impact of the implemented processes on the natural environment and in order to create pro-ecological attitudes, requires its Suppliers and their representatives to respect and meet established legal requirements in the field of environmental protection and energy management.

ALCHEMIA S.A. During the purchasing process, one of the aspects that guide the selection of the offer are energy factors, especially the energy result related to the purchased services and products.

The Company requires Suppliers to comply with environmental protection laws. In the case of Suppliers carrying out work on the premises of individual branches of ALCHEMIA S.A. they are responsible for collecting waste resulting from their activities until it is disposed of. Therefore, Suppliers are obliged to designate waste collection areas or places to locate waste containers in consultation with an employee appointed by individual branches of ALCHEMIA S.A. Suppliers are obliged to use appropriate containers and mark them with the waste code and/or name. ALCHEMIA S.A. reserves the right to control the records of waste generated during work carried out in its individual Branches.

The Company obliges Suppliers to use energy as rationally and efficiently as possible and other media that it uses on the premises of individual Branches of the Company or when, through its activities, it can influence the use of energy and media by the Branches of the Company, including the use of the most energy-efficient solutions available to it.

ALCHEMIA S.A. company recommends that its Suppliers strive to minimize the consumption of natural resources as a result of their processes through proper planning of these processes and optimization of energy management. The Company recommends that its Suppliers analyze the effects of their activities in order to reduce their negative impact on the natural environment and use the conclusions from the analysis in the process of planning their activities.

Detailed requirements regarding the protection of the natural environment and the consumption of energy and other media in relation to activities carried out by Suppliers in individual branches of ALCHEMIA S.A. are specified in concluded contracts, written orders or purchase specifications. The provisions made in this regard may constitute the basis for the implementation of control activities by designated employees of ALCHEMIA S.A. and the Supplier, by signing the contract or accepting the order/order for execution, agrees to carry out these control activities within the deadlines established by mutual consent.

V. FINAL REMARKS

This document does not constitute a complete list of requirements for the stakeholders of ALCHEMIA S.A. and its Branches in connection with the cooperation. Other requirements necessary to implement cooperation result from the general terms and conditions of sale (GTCS), general terms and conditions of purchase (GTCP), the content of concluded contracts and agreements together with annexes and the applicable provisions of Polish and international law.