

## *Quality, Environment, Information Security and Occupational Health and Safety Policy*

When manufacturing products, NITROERG S.A. aims to achieve the highest quality standards for its products, ensure information security, including personal data, occupational health and safety and minimise an adverse impact on the environment, in accordance with the law, business requirements and internal regulations.

These objectives are achieved through:

- \* ensuring the optimal organisation and necessary technical and economic measures;
- \* continuous improvement of the quality, environment, information security and occupational health and safety management system, taking into account product quality, technical progress and changes affecting the Integrated Management System;
- \* ensuring continuity of the processes functioning in the company, including information processing, and responding to emerging risks;
- \* analysing cost to optimise the price of products;
- \* improving, on a continuous and regular basis, staff qualifications and awareness, and taking into account the role of employees and engaging them in activities for quality, environmental protection, information security, occupational health and safety and process safety;
- \* motivating staff to achieve objectives for pro-quality activities, pro-environmental activities, ensure information security and improve health and safety;
- \* improving customer service and regular measurement and improvement of customer satisfaction;
- \* sourcing from suppliers who guarantee deliveries at an agreed quality level that meet the requirements of environmental protection, information security and occupational health and safety;
- \* limiting the emission of pollutants into the environment or preventing their production by changing the production technology and applying the best available techniques;
- \* preventing accidents at work, occupational diseases and events that may cause accidents;
- \* regular assessment of occupational health and safety and aiming to continually improve it;
- \* compliance with the law, contractual clauses and other regulations, including those regarding product safety, environmental protection, information security, including personal data, and occupational health and safety;
- \* dialogue with the community, local authorities and employees in the area of environmental protection and occupational health and safety;
- \* documented estimation of the information security risk, in accordance with the adopted methodology and risk acceptance criteria, and the application of security measures adequate to the level of existing risks for all processes functioning in the company, including for information processing and IT systems.

The Quality, Environment, Information Security and Occupational Health and Safety Policy is consistent with the operating strategy of NITROERG S.A.

As the Chief Executive Officer, I am responsible for its implementation and I declare that it is and will continue to be consistently implemented by me and employees of our company. The Policy has been communicated to all employees, along with the consequences of any breach of the Policy.

PRESIDENT OF THE BOARD  
General Director

*Grzegorz Sosna*

Bieruń, 25 January 2019