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|  | LABOR & EMPLOYMENT POLICY | Issue: 04 | Date: 08.07.2025 |
| | | Approved by: Krzysztof Dolewa | |

P. P. U. CHEMCO Sp. z o. o. as the RSPO member taking into account UN Declaration on the Rights of Indigenous Peoples (UNDRIP), UN Guiding Principles for Business and Human Rights (UNGPs), Universal Declaration on Human Rights, ILO Fundamental conventions on Labor, The International Bill on Human Rights declares respect for:

- the acquired rights of all workers in all areas of production, procurement and financial investment, including contract, temporary and migrant workers, and the prevention of forced or compulsory labor, trafficking in persons, slave and slave-like child labor, unfair unequal treatment, harassment and sexual violence, and the right to freedom of association and collective bargaining;
- occupational health and safety based on applicable national and international regulations;
- no discrimination (based on caste, ethnic and national origin, religion, disability, gender, marital status, political affiliation, sexual orientation and union membership) and equal opportunities practices, i.e. the recruitment is based solely on criteria related to skills and knowledge, as well as the teamwork ability, not harming other people and equipment and the willingness to comply with health and safety rules applicable in the oleo/chemical sector; the assessment of work performance is based solely on the results obtained, not on personal likes and dislikes;
- no abusive practices or undue disciplinary procedures;
- living conditions, i.e. maintaining legal and decent working hours and safe working conditions, warranting payment of wages not lower than the minimum wage (as defined by the legislature or collective agreements with employees, taking into account the higher value) and promoting the payment of a living wage and fair and equitable pay and benefits for all workers;
- the self-determination and rights of indigenous and local communities, including Free, Prior and Informed Consent (FPIC) to operations on lands to which they hold legal, community, or customary rights, recognizing those land-tenure rights and ensuring adequate compensation infringed upon;
- rights and specific challenges facing vulnerable and marginalized groups such as the physically or mentally disabled, pregnant or breastfeeding women, children, the elderly, identified through formal unfair discrimination in policy or law; recognition of the equal dignity of women and men;
- counteracting addictions; helping addicts fight their addiction;
- no retention of worker identification documents;
- safety of workers' rights advocates and environmental defenders;
- support for the inclusion of independent smallholders in the global palm derivatives supply chain;
- honest business conduct, commitment to ethical conduct;
- prohibition of all forms of corruption, bribery and fraudulent use of funds and resources;
- proper disclosure of information in accordance with applicable laws and accepted industry practices;
- commitment to resolve all complaints relating to this policy and, if the complaint is upheld, to find a solution satisfactory to both parties, i.e. the grievance raiser and the accused.

Signature



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The above commitments shall apply to all segments of the company and the supply chain, including:

- palm oil, palm kernel oil as well as raw materials purchased based on them and products based on them sold;
- all operations, subsidiaries, and joint ventures;
- third party suppliers and sub-contractors directly and indirectly;
- financing related to high-risk market, not limited to specific markets, product lines, ownerships, or geographies.

The above declarations are not valid only if they violate the law of Poland, and even more so the law of a higher order, e.g. righteous international agreements or distort the justice and right.

I declare with full responsibility to supervise compliance with this policy and its annual update.

General Director

PREZES ZARZADU

Krzysztof Dolewa
Dyrektor Naczelny