

## INTEGRATED MANAGEMENT SYSTEM POLICY

The core business of Grupa LOTOS S.A. is crude oil processing and trading in high-quality petroleum products.

**The implementation of strategic objectives of the company for the years 2017-2022 is supported by:**

- building a safety culture,
- well-designed and effective management systems,
- application of corporate governance principles and attention to organisational culture,
- commitment to the community and to the protection of the environment.

**In our business, we commit to:**

- comply with the provisions of law and other requirements regulating the activity of the company,
- offer supreme quality products and services to customers while applying best market practices,
- ensure a high level of safety culture through visible leadership, responsibility and involvement of the management,
- ensure the consultation and participation of employees in creating safe working conditions,
- prevent work-related accidents, occupational diseases, and to identify and eliminate hazards in the work environment, as well as to take measures with regard to health protection and healthy lifestyle promotion,
- support professional development and create conditions that foster the improvement of employee qualifications,
- apply the highest standards for information protection and to prevent cyberthreats,
- manage opportunities and threats in order to ensure the achievement of optimal business benefits,
- protect environment, minimise environmental damage and increase ecological awareness among employees and contractors,
- continually improve the effectiveness of the Integrated Management System in all areas of the activity of the Grupa LOTOS S.A.

The guarantee of compliance with the adopted policy is the Integrated Management System implemented and improved in accordance with the standards: PN-EN ISO 9001:2015, PN-EN ISO 14001:2015, PN-ISO 45001:2018 and PN-EN ISO/IEC 27001:2017.

On behalf of the Management Board, I declare to support the activities arising from this Policy and to provide resources to achieve the objectives and tasks set.



**Paweł Jan Majewski**

Chief Executive Officer, President  
Grupa LOTOS S.A.

Gdańsk, 29<sup>th</sup> April 2020  
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