

THE POLICY OF MESSER GROUP COMPANIES IN POLAND

The main objective of Messer Capital Group in Poland is to ensure long-term business success in the production and sale of products and additional services, which can only be guaranteed by satisfied customers.

Eloros Sp. z o.o. and MP Production Sp. z o.o. were established to provide Messer Polska Sp. z o.o. with an independent supply system of liquefied and compressed gases for further processing or resale to the customers. In view of the above, the main objective of Eloros and MP Production as sources of Messer Polska is to produce liquefied and compressed gases in quantity and quality consistent with the requirements of Messer Polska Sp. z o.o. and its customers, taking into account a safe working environment for all employees.

The priorities of our activity include ensuring that the products and services offered by us meet the expectations of our customers while maintaining compliance with the applicable requirements of parties concerned, including legal requirements, and taking the highest care for the condition of the surrounding environment.

In addition, due to the food gases produced, the main goal of the companies of the Messer Group in Poland is also to maintain a mature culture of food safety.

We achieve these objectives through:

- identifying, assessing and managing risk effectively to ensure the safety of our products and services;
- supervising the proper course of technological processes together with carrying out audits and controlling the processes in a way that prevents the non-compliance, and if it occurs, taking effective actions;
- identifying and fulfilling compliance obligations, in particular those resulting from legal acts and requirements of parties concerned;
- cooperating with parties concerned on an ongoing basis to understand their needs and expectations while maintaining high ethical standards set out in the "Messer Group Code of Conduct";
- guaranteeing the transparency of our activities;
- continuously improving the implemented management systems;
- defining the competences and responsibilities of all job positions and improving the professional qualifications and awareness of employees continuously, through systematic training;
- commitment of management and all employees to safe production and distribution;
- open and clear communication between all employees in the company;
- encouraging employees to lead a healthy lifestyle;
- maintaining high quality of the products from legal sources of supply and remaining in the legal chain during storage and transport;
- meeting the requirements and maintaining the effectiveness of the implemented management systems;
- providing the means to achieve the adopted objectives;
- using the experience gained, resulting from cooperation with supervisory authorities and industry entities;
- assessing the environmental impact of our activities and systematically controlling, preventing and reducing air, water and ground pollution;
- implementing the measures to prevent a major industrial failure;
- promoting effective energy management by means of identification and control of energy-intensive areas of activity, purchase and implementation of modern energy-saving technologies and equipment;
- preferring to work with suppliers and other business partners who operate according to the same principles.

The policy of implemented management systems is appropriate to the purpose and context of our organization, as well as the effect and scale of its environmental impacts. It provides a basis for establishing and reviewing the objectives and tasks related to the products safety.

Chorzów, May 20, 2021

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 President of the Management Board
 Dirk Fünfhausen

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 SHEQ/RA Director
 Anita Kuć