

Quality, Environment and Safety at Work Policy

Avantor Performance Materials Poland SA Joint-Stock Company is a leading and innovative provider of professional chemicals, laboratory equipment, analytical services and the exclusive manufacturer of high purity solvents in Poland. The offer of our Company – high quality products and professional services - is dedicated to wide range of customers from industrial and laboratory sector.

We are aware that satisfaction of Customer is a prerequisite of effective functioning and further development of our Company, that is why we care of the quality of our products and business processes.

The Quality, Environment and Safety at Work Policy commit all employees to conscious execution of the assumed goals by understanding that only individual responsibility for the quality of executed work, care of the environment and safety as well as full identification with the Company policy guarantees reaching the assumed goals.

This care is reflected by implementation and continuous improvement of the following systems:

- Quality Management consistent with the requirements of ISO 9001:2008 Standard,
- Environmental Management consistent with the requirements of ISO 14001:2004 Standard,
- Safety at Work Management consistent with the requirements of PN-N 18001:2004 Standard;
- Management consistent with NATO requirements related to quality assurance during designing, development works and production AQAP 2120:2009.

Avantor Performance Materials Poland SA commits itself to:

- continuous improvement of effectiveness of the implemented systems,
- engage all employees of the Company to act in aid of the quality, environment protection and industrial safety.

The Company's image as a reliable partner and employer is created by means of:

- successive development of our competences, in order to gain trust of Customers in our brands, products and solutions,
- focusing on Customer's requirements in order to create new solutions, products and brands,
- establishing and reaching goals focused on creating value for our shareholders and Customers,
- applying the **REO** (Rzetelny, Etyczny, Odpowiedzialny) principle, i.e. Reliable in relations, Ethical in business, Responsible for natural environment and society we live in,
- observing requirements resulting from legal regulations,
- providing safe and not endangering health work environment for every employee.

All employees of Avantor Performance Materials Poland SA have gotten acquainted with the Quality, Environment and Safety at Work Policy. The policy is available at our Internet site at www.poch.com.pl

President of The Management Board

Tomasz Kania

Gliwice, August 2014