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Grupa Azoty Polyolefins S.A.

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POLIMERY POLICE PROJECT

STAKEHOLDERS

ENGAGEMENT PLAN

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1. INTRODUCTION

Grupa Azoty Polyolefins (formerly PDH Polska S.A.) Spółka Akcyjna was established by the management of Grupa Azoty Zakłady Chemiczne "Police" S.A (further referred to as GAP) on 24 September 2015 by the District Court Szczecin-Centrum in Szczecin, 13th Commercial Division of the National Court Register (sąd Rejonowy Szczecin-Centrum w Szczecinie, XIII Wydział Gospodarczy Krajowego Rejestru Sądowego). The new company is fully owned by the GAP and Grupa Azoty S.A.

The establishment of Grupa Azoty Polyolefins S.A. is connected with business development of Grupa Azoty S.A. which want to create a new installation that will allow to gain new clients and markets. The crucial goals of the "Polimery Police" project are:

- Creating base for further development of Grupa Azoty group;
- Establishment of a new production segment within Grupa Azoty;
- Utilization of existing synergies with other chemical sites of Grupa Azoty;
- Diversification of production portfolio within Grupa Azoty;
- Successful and effective utilization of valuable by-products in process units of GAP, which are located next to area of the future production site of Grupa Azoty Polyolefins S.A.

To achieve goals mentioned above the "Polimery Police" project will comprise the following main objects and units:

- Production unit for production of propylene by propane dehydrogenation, PDH;
- Production unit for production of polypropylene, PP;
- Logistic infrastructure of PP;
- Auxiliary units and interconnections between "Polimery Police" and objects of GAP;
- Handling/storage terminal (gas-port).

Based on the completed environmental impact assessment (EIA) procedures conducted by the competent authorities (Regionalna Dyrekcja Ochrony Środowiska) and in line with Polish legal requirements, the project has already been granted with the relevant environmental decision:

- Environmental decision No. WONS-OŚ.4211.9.2015 AT.26. issued on September 8, 2017 by the Regional Director for Environmental Protection in Szczecin, for the beneficiary of Grupa Azoty S.A., changed with the decision of January 31, 2019, No. WONS-OŚ.420.49.2018.AW.26

The decision was preceded by obtaining agreement of the Maritime Office in Szczecin and opinions of Sanitary Inspection authorities. What is more the Minister of Maritime Economy and Inland Navigation also has issued a decision connected with environment:

- Permission to build and use artificial islands, constructions and facilities in Polish maritime areas for the project No. DGM.III.53.144.2016.NZ.8 issued on February 2nd, 2017 by the Minister of Maritime Economy and Inland Navigation, for the beneficiary of the Grupa Azoty S.A.

The above described project will includes establishment of the EPC Contractor. EPC, i.e. engineering, procurement and construction, is a particular form of contracting arrangement used in some industries where the EPC contractor is made responsible for all the activities from design, procurement, construction, commissioning and handover of the project to the end-user or owner. On May 11, 2019 the Company signed the EPC Contract with Hyundai Engineering Co., Ltd. The

chosen contractor will comprehensively implement the new manufacturing complex, including design and construction. The Contractor is also responsible for ensuring achievement and maintenance of guaranteed parameters specified in license agreements for PDH and PP installations. The Contractor shall also obtain all administrative decisions, consents, approvals, certificates and opinions required by law and will as well conduct training courses for the Company's personnel.

This stakeholder engagement plan aims at identification of the project stakeholders at different stages of development and establishment of the rules for management of exchange of information between the company and the stakeholders.

For the assessment of the Project and the Company versus the potential lenders' requirements, the Environmental and Social Policy (ESP) adopted by the European Bank for Reconstruction and Development (EBRD) in 2014 was chosen as a reference document. Given the comprehensive nature of the ESP, such a selection allows for assessment of all environmental and social aspects of Project development and future operations.

2. REQUIREMENTS

Public disclosure of the project related information is required for newly developed projects at the stage of their environmental impact assessments (EIAs). The scope of disclosed information includes among others general presentation of the project, its expected environmental and social impacts - including these on Natura 2000 protected areas and measures necessary to mitigate these impacts. Disclosure of such information and securing public participation in the EIA process is managed by the authorities in charge to undertake EIA procedures. The authorities are also obliged by law to make all resolutions and decisions taken within the procedure available for public review and manage comments and grievances submitted by the interested parties. The EIA process for the projects of similar nature to the subject one is conducted at least once, prior to the environmental decision is granted to the project.

The procedure can be repeated then, if, e.g. detailed solutions adopted by the building design differ significantly from these considered at the stage of application for the environmental decision. In such case, the second EIA procedure is conducted by the authorities prior the building permit is being granted to the project. The second procedure is also open to public participation and requires in a wide range disclosure of the project related information.

However, it should be stressed that environmental decision issued for the project does not impose an obligation of repetition of the EIA procedure, while applying for a building permit. According to the Polish law, environmental decision should be attached to the application for the building permit not longer than 6 years after the environmental decision has become final, however, its validity can be expanded for another 4 years if a project is developed in phases.

Under Polish law, the companies are not legally obliged to publish any environmental or social reports on their environmental and social performance. Such information, however, can be included as a part of annual reports to the stockholders or in other form, governed e.g. by Corporate Social Responsibility (CSR) or other internal policies.

Although not legally required, some project stakeholders, such as e.g. the lenders, may have certain requirements with respect to stakeholders engagement and project-related information disclosure. In particular, EBRD requires under Performance Requirement (PR) 10 of Environmental and Social Policy (2014) "Information Disclosure and Stakeholder Engagement" a systematic approach to stakeholders engagement at all stages of project development. Such approach allows for meaningful consultations, building constructive relationship with the stakeholders and in particular with the local communities, directly affected by the project. The stakeholders engagement should have different forms and channels of communication. These include direct consultations, meetings with interested/involved stakeholders, disclosure of project related information via media, websites or information boards, but also direct approach to particularly affected communities, groups of people or individuals.

In addition, the disclosure of information to external stakeholders (non-governmental organizations, neighboring communities) will take place in response to direct queries, complaints or objections, following the existing external communication procedure implemented in the integrated management system and appropriately prior to the time of milestones to recognize external stakeholders attitude and be able to react accordingly. Information with the Project description will be placed on the company's website, i.e. <http://polyolefins.com.pl/index.php/pl/start/>. Additional information may be published in local press, radio and other media.

3. SUMMARY OF PREVIOUS STAKEHOLDER ENGAGEMENT ACTIVITIES

The project was commenced in 2015 when the Grupa Azoty Zakłady Chemiczne Police S.A. decided to create special purpose vehicle (SPV) PDH Polska S.A. (since October 2019 Grupa Azoty Polyolefins S.A.) to meet the demand for the polymer market and to create synergy with an existing fertilizer production plant.

The first phase of the Project development was concentrated on a wide range consultations with authorities and public, presenting benefits of the investment. The milestones of this phase were as following:

- On October 30, 2015 GAP applied for a decision on environmental conditions for the investment, requesting simultaneously the scope of the report to the Regional Directorate for Environmental Protection in Szczecin;
- On February 29, 2016 the Regional Director for Environmental Protection in Szczecin by the decision, WONS-OŚ.4211.9.2015.AT, KK.10, (preceded by obtaining opinions of the Maritime Office in Szczecin and Sanitary Inspection authorities) determined the scope of the environmental impact report for the Project;
- On July 14, 2016 an investor's meeting with the Marshal of the West Pomeranian Voivodeship took place, aimed at presenting the planned investment and discussing the most important issues related to the potential impact of the investment on economic, development and environmental conditions;
- On December 15, 2016 a meeting with the management of the Regional Directorate for Environmental Protection was held. During the meeting, the applied approach to the assessment of investment impact on the environment and its preliminary results was presented;
- On December 16, 2016 a meeting at the office of the Maritime Office in Szczecin, during which issues related to the deepening of the Police channel were discussed, took place;
- On December 16, 2016 a meeting at the headquarters of the Police City Office with the participation of local authorities of the city, commune and county took place. The aim was to present to the local authorities the planned investment and potential benefits in the region, the conditions that should be met in order to strengthen the economic impact of the investment on the local economy and environmental aspects of investment in the context of further public consultations before its implementation;
- On January 27, 2017 a consultative meeting was held at the seat of the District Council in Police. The aim was to present the project in terms of benefits and potential nuisances for the residents. Methods of minimizing possible negative effects of impacts were presented (both at the stage of investment implementation and exploitation) as well as technical, legal and environmental aspects of the planned investment;
- On January 31, 2017 the environmental impact report was submitted to Regional Director for Environmental Protection in Szczecin;
- On February 02, 2017 the Minister of Maritime Economy and Inland Navigation has issued a decision, DGM.III.53.144.2016.NZ.8, for permission to build and use artificial islands, constructions and facilities in Polish maritime areas for the project;
- On February 27, 2017 a consultation meeting was held at the seat of the Kołbaskowo Commune. The aim was to present the project in terms of benefits, and potential nuisances for the residents. The participants were presented with technical, legal and environmental aspects of the planned investment;
- On June 12, 2017 an information meeting was held at the Cultural Center in Police, during which the purpose, conditions and assumptions of the investment, expected benefits for

the region and environmental aspects, onerousness that may occur during its implementation and operation of the facility were presented. The meeting was attended by residents and a representative of GAP;

- On May 21, 2017 parallel to the above activities, the Regional Director for Environmental Protection in Szczecin conducted proceedings on the assessment of the environmental impact of the project and announced to the public information on pending proceedings and the possibility to submit comments and proposals (which constitutes a public participation process), from 31.03.2017 to 02.05.2017;
- The announcement issued on June 12, 2017 from June 14, 2017 to July 14, 2017 due to the presented supplement to the report on environmental impact;
- On September 8, 2017 the Regional Director for Environmental Protection in Szczecin, issued a decision on the environmental conditions for the implementation of the PDH project, WONS-OŚ.4211.9.2015 AT.26. for the project: "Construction of an installation for the production of propylene with a storage/handling terminal and technical infrastructure". The decision, preceded by obtaining agreement of the Maritime Office in Szczecin and opinions of Sanitary Inspection authorities, became final and binding on October 16, 2017;
- On July 24, 2018 the Regional Director for Environmental Protection in Szczecin, issued the decision No. WONS-OŚ.420.43.2018.AT, of the cession of the environmental decision to PDH S.A. in Police (since October 2019 Grupa Azoty Polyolefins S.A.).

The Project was also consulted with employees/new employees of Grupa Azoty Polyolefins S.A. and West Pomeranian University of Technology, Szczecin (Zachodniopomorski Uniwersytet Technologiczny w Szczecinie) to assure both good conditions and adequate knowledge of the future need for well qualified employees.

On September 25, 2018 the Agreement on mutual cooperation in the provision of scientific and research services between Grupa Azoty Polyolefins S.A. and the Faculty of Chemical Technology and Engineering was signed at the headquarters of the West Pomeranian University of Technology in Szczecin. Moreover PDHP has signed a cooperation agreement with Faculty of Mechanical Engineering and Mechatronics and Faculty of Food Sciences and Fisheries.

During the first phase, in mid-2017 a decision was made by Grupa Azoty S.A. to expand the planned investment by additional technological node. Following the new concept the project was conceptually expanded with this node and necessary adjustments in the handling/storage terminal and auxiliary infrastructure. The company needed to consider the possibilities. The proceeding included the following milestones:

- on January 23, 2018 a meeting with the Regional Director for Environmental Protection in Szczecin took place, during which formal issues related to obtaining the decision on environmental conditions for the extended project were discussed. Three options were considered: applying for a new decision for the whole investment, changing the current decision for PDH, applying for a new decision only for the PP Unit. Finally, it was determined that the procedure is to apply for the change of the current decision for PDH due to a change in the scope of the undertaking;
- On July 31, 2018 a new Environmental Impact Report was submitted to Regional Directorate for Environmental Protection in Szczecin in reference to the change of the investment ("Construction of Polimery Police Complex, consisting of PDH Unit, PP Unit, PP logistic infrastructure, auxiliary units and interconnections well as a handling/storage terminal");

- On August 9, 2018 the Regional Director of Environment Protection issued a note No. WONS-OŚ.420.49.2018.AW.1, requesting clarification of the Project classification indicated in the application;
- On August 29, 2018 the relevant clarification was submitted;
- On August 30, 2018 the Regional Director of Environment Protection issued a note No. WONS-OŚ.420.49.2018.AW.2 with a request for submission of an appropriate map and the report, clearly indicating changes in the scope of the investment and expected impacts as compared to the previous (i.e. without PP unit and auxiliary units) scope;
- On September 20, 2018 such were submitted to the authorities;
- On October 9, 2018 the competent authorities issued notification No. WONS-OŚ.420.49.2018.AW.10 informing the stakeholders that the same day the authorities applied for necessary approvals and opinions to the following authorities: Regional Directorate of Water Management (Regionalny Zarząd Gospodarki Wodnej), The State Water Enterprise Wody Polskie (Państwowe Gospodarstwo Wodne Wody Polskie), Maritime Office in Szczecin and State Sanitary Inspectorate and Marshall of the Zachodniopomorskie Voivodeship respectively;
- On October 31, the State Voivodeship Sanitary Inspector issued a positive opinion No. WONS-OS.420.49.2018.AW.8 for the Project;
- On November 6, 2018 the State Water Enterprise Wody Polskie issued a note No. SZ.RZŚ.436.1.302.3018.RK accepting the Project and defining certain conditions;
- On November 8, 2018 the Director of Maritime Office in Szczecin issued a note No. OW.IV.071.029.04.18/IW-IV.071.29.18.AZ(3) accepting the Project and defining certain conditions. On December 3, 2018 RDOS issued notification No. WONS-OS.420.49.2018.AW.21 about commencement of the EIA procedure and the 30 days long consultation period as well as notification No. WONS-OS.420.49.2018.AW.19 to the stakeholders about received approvals;
- On January 31, 2019 the Regional Director for Environmental Protection in Szczecin, issued decision WONS-OŚ.420.49.2018.AW.26 amending the decision of the Regional Director for Environmental Protection in Szczecin, issued on September 8, 2017, WONS-OŚ.4211.9.2015 AT.26 on the environmental conditions for the Project;
- On January 31, 2019 the Regional Director for Environmental Protection in Szczecin, issued the announcement WONS-OŚ.420.49.2018.AW.27 (for interested parties) and the announcement WONS-OŚ.420.49.2018.AW.28 (for the public information) regarding the change of the decision of the Regional Director for Environmental Protection in Szczecin of September 8, 2017, WONS-OŚ.4211.9.2015.AT.26 on the environmental conditions for the Project
 - On March 11, 2019, the Regional Director for Environmental Protection in Szczecin issued a decision WONS-OŚ.420.49.2018.AW.30 confirming that the decision on environmental conditions has become final

The participation of the local communities and stakeholders was secured in line with the law in force. As a part of the EIA procedure a disclosure of project related information and securing of public participation in the procedure was maintained by the competent authorities. The EIA procedure was conducted in line with the environmental law; in particular the EIA report and other documents were available for review by interested stakeholders who had also a right to submit their concerns. The Police City Hall disclosed information to the stakeholders by posting report on the activities of master of Police city on their website (Biuletyn Informacji Publicznej in Polish, available on the Internet: <http://bip.police.pl/>). Moreover, information related to the EIA procedure was published on the website dedicated for the project, i.e.

<http://polyolefins.com.pl/index.php/pl/start/>. During the EIA procedure, no applications and grievances from ecological organizations, stakeholders and local residents were submitted to the local authorities.

As mentioned above the company obtained a final environmental decision for the Project on January 31, 2019. The procedure has been completed and between December 21, 2018 and June 30, 2019 the following public consultations were carried:

- On December 21, 2018 a meeting with Councilors of the Dobra Commune Council was held. At the meeting the Mayor of Dobra Commune, Teresa Dera was also present. PDH Polska S.A. (since October 2019 Grupa Azoty Polyolefins S.A.) was represented by the President of the Management Board, Andrzej Niewiński and the Vice President of the Management Board, Marek Czyż. Multiconsult company was represented by Artur Pudełko. During the meeting the concept of the project, time frames and the expected social and environmental effects for the local community were presented.
- According to law, the transmission of the meeting was registered and available in the Public Information Bulletin at:
https://www.dobraszczecinska.pl/site/index.php?option=com_content&view=article&id=6481:transmisje-sesji-rady-gminy-dobra&catid=480&Itemid=464;
- On January 22, 2019 a meeting with the City Council in Police was organized. Apart from councilors, the Mayor of the Police Commune, Władysław Diakun, the First Police Deputy Mayor, Jakub Pisański and the Second Police Deputy Mayor, Maciej Greinert were present. PDH Polska S.A. (since October 2019 Grupa Azoty Polyolefins S.A.) was represented by Vice President of the Board, Władysław Madej and Project Implementation Director, Marcin Palczyński. A representative of Multiconsult was also present at the meeting. The transmission of the meeting was registered and available at:
<https://www.youtube.com/watch?v=698RIEZTdEA>;
- On January 30, 2019 at the Staroste District Office, a meeting of the Police District Council took place. The Police County Executive, Andrzej Bednarek was present. PDH Polska S.A. (since October 2019 Grupa Azoty Polyolefins S.A.) was represented by Vice President of the Board, Władysław Madej. Additionally, Anna Tarocińska, a member of the Management Board of Grupa Azoty Zakłady Chemiczne Police S.A. was present. The transmission of the meeting was registered and available at:
https://www.youtube.com/watch?v=xyJsz_9NWoE&feature=youtu.be;
- On January 25, 2019 PDH Polska S.A. (since October 2019 Grupa Azoty Polyolefins S.A.) organized a meeting with the residents of the Police commune at the Municipal Cultural Center in Police. PDH Polska S.A. (since October 2019 Grupa Azoty Polyolefins S.A.) was represented by the President of the Management Board, Andrzej Niewiński and the Vice President of the Management Board, Marek Czyż. Additionally, Anna Tarocińska, a member of the Management Board of Grupa Azoty Zakłady Chemiczne Police S.A. was present. The meeting was attended by residents and representatives of local media.
- On January 30, 2019 at the County Office, a meeting of the Police District Council took place. The Police County Executive, Andrzej Bednarek was present. PDH Polska S.A. (since October 2019 Grupa Azoty Polyolefins S.A.) was represented by Vice President of the Board, Władysław Madej. Additionally, Anna Tarocińska, a member of the Management Board of Grupa Azoty Zakłady Chemiczne Police S.A. was present. The transmission of the meeting was registered and available at:
https://www.youtube.com/watch?v=xyJsz_9NWoE&feature=youtu.be;
- In June 2019, PDHP organized a meeting for key local authorities (e.g. the Mayor of Police Commune, District Police Headquarters, Voivodeship and District Fire Brigade and other representatives of the project stakeholders). The main purpose of the meeting was to officially present the EPC contractor and the status of the Project. Moreover, the topic of forms and possibilities of further stakeholder engagement was discussed at the meeting.

During all meetings, apart from the Project presentation, there was an opportunity to discuss, ask questions, present remarks and concerns.

Information about planned consultations were announced in the following internet media:

- <http://police.naszemiasto.pl/artykul/police-co-da-wielka-inwestycja-grupy-azoty,4978194,artgal,t,id,tm.html>;
- <http://wiescipolickie.pl/polimery-police-konsultacje-spoleczne/>;
- <http://wiescipolickie.pl/zarząd-pdh-polska-sa-zaprasza/>;
- <http://wiescipolickie.pl/wiceprezes-pdh-wladyslaw-madej-na-sesji-rady-miejskiej/>.

4. STAKEHOLDERS IDENTIFICATION AND ANALYSIS

4.1 Stakeholders Identification

The following major stakeholders groups were identified:

Societies and individuals:

- Residents of the villages and cities located near to the project localization;
- Employees of Grupa Azoty S.A. and Grupa Azoty Polyolefins S.A.;
- Contractors, subcontractors and suppliers.

Administrative stakeholders:

- Ministry of Environment;
- Maritime Office in Szczecin;
- RZGW w Szczecinie Państwowe Gospodarstwo Wodne Wody Polskie;
- RDOŚ - Regional Directorate of Environmental Protection (Regionalna Dyrekcja Ochrony Środowiska);
- State Labour Inspectorate (Państwowa Inspekcja Pracy);
- State Construction Inspectorate (Inspektorat Nadzoru Budowlanego);
- Voivodeship Marshall (Marszałek Województwa);
- State Sanitary and Epidemiological Inspectorate (Państwowy Inspektorat Sanitarno-Epidemiologiczny);
- Local, self-governmental administration;
- Road administration at commune, county, voivodeship and national level;
- Owners of railway infrastructure (PKP PLK Oddział Szczecin);
- Power engineering;
- Police;
- Fire brigades;
- Local universities.

Non-Governmental Organizations:

- local, regional, national and worldwide avifauna protection organizations;
- local, regional, national and worldwide ecological organizations.

Organizational stakeholders:

- Grupa Azoty S.A.;
- Grupa Azoty Zakłady Chemiczne Police S.A.;
- Grupa Azoty Polyolefins S.A.;
- Hyundai Engineering Co., Ltd.
- Other contractors, transporting companies and equipment suppliers
- Potential new investors.

Lenders:

- To be specified.

Responsibilities of the administrative stakeholders were identified in table below:

Administrative stakeholders	Administrative level	Responsibilities
Państwowa Inspekcja Sanitarna (<i>State Sanitary Inspectorate</i>)	State	In charge of the investment process (issuing opinion for the Project)

RDOŚ (<i>Regional Directorate of Environmental Protection</i>)	Regional	In charge of environmental impact assessment.
Maritime Office in Szczecin	Local	In charge of permits of artificial islands construction
Zarząd Morskiego Portu Police (ZMPP) Sp. z o.o.	Local	In charge of the investment process, permits issuing for the planned facility
RZGW w Szczecinie Państwowe Gospodarstwo Wodne Wody Polskie	Regional	In charge of water permits and approving stakeholder in the EIA procedure.
Państwowa Inspekcja Pracy (<i>National Labour Inspectorate</i>)	National	Supervisory and inspection functions over workforce and employment policies
Inspektorat Nadzoru Budowlanego (<i>State Construction Inspectorate</i>)	National	In charge of ensuring the process of building is being executed according to legal and safety requirements
Marszałek Województwa (<i>Voivodeship Marshall</i>)	Local	Ensuring the plan is carried according to local obligations and Regional Strategic Program, environmental/IPPC permits issuing for the planned facility
GDDKiA Oddział Szczecin (<i>Road administration</i>)	Regional	Enabling supply chain and logistics for the site
PKP PLK Oddział Szczecin (<i>Railway</i>)	Regional	Enabling supply chain and logistics for the site
Police	Local	Ensuring the plan is carried according to local obligations
Others (e.g. Power engineering, Fire brigades) State Respectively	Local	Respectively

4.2 Stakeholders Characteristic

Characteristic of the stakeholders is provided in the following table:

Societies and individuals	
Residents of Police City	The project is to be developed in Industrial area of Zakłady Chemiczne "Police" S.A. (Obszar przemysłowy Zakładów Chemicznych "Police" S.A.) in the City (commune) of Police (area of approx. 37,310,000.00 m ² and of approx. 33,152 inhabitants in 2016), in Police county.
Employees of the company and contractors of the civil works	Employees of Grupa Azoty S.A. and future employees of Grupa Azoty Polyolefins S.A. The engineering, procurement, construction and commissioning works related to the project will be outsourced to external contractors.
Administrative Stakeholders	
Voivodeship Office	Zachodniopomorski Urząd Wojewódzki w Szczecinie Wały Chrobrego 4 70-502 Szczecin

	<p>tel.: 91 43-03-500 e-mail: zuw@szczecin.uw.gov.pl</p>
Local communes (self-governmental authorities) / County offices	<p>Starostwo Powiatowe w Policach Tanowska 8 72-010 Police tel.: 091 432 81 00 fax: 091 317 89 00</p> <p>Powiatowy Urząd Pracy Kościuszki 5 72-010 Police tel.: 091 424 08 60 091 424 08 59 fax: 091 317 66 81 http://pup.policki.pl/</p>
Ministries	<p>Ministerstwo Inwestycji i Rozwoju Pl. Wspólna 2/4 00-926 Warszawa tel.: +48 22 250 01 30 e-mail: kancelaria@miir.gov.pl</p> <p>Ministerstwo Środowiska Wawelska 52/54 00-922 Warszawa tel.: +48 22 36 92 900 e-mail: info@mos.gov.pl</p> <p>Ministerstwo Gospodarki Morskiej i Żeglugi Śródlądowej Nowy Świat 6/12 00-400 Warszawa tel.: +48 22 583 86 70 e-mail: sekretariatBM@mgm.gov.pl</p>
Mayor/President of Police town	<p>Gmina miejsko-wiejska Urząd Miejski w Policach ul. Stefana Batorego 3 72-010 Police tel. 91 431-18-30 fax 91 431-18-32 e-mail: sekretariat@uq.police.pl</p>

Sanitary inspectorates	<p>Państwowy Powiatowy Inspektor Sanitarny ul. Kresowa 14 72-010 Police tel: 091 424 12 32 Fax: (91) 312 – 20 – 32 e-mail: psse.police@pis.gov.pl</p> <p>Państwowy Graniczny Inspektor Sanitarny Al. Wojska Polskiego 160 72-481 Szczecin tel: 091 462 43 18 fax.(91)-462-32-71 e-mail: qsse.szczecin@pis.gov.pl</p>
Regional Director for Environmental Protection (RDOŚ)	<p>Regionalna Dyrekcja Ochrony Środowiska w Szczecinie ul. Teofila Firlika 20, 71-637 Szczecin tel.: 91 43-05-200 fax: 91 43-05-201 e-mail: sekretariat.szczecin@rdos.gov.pl</p>
Voivodship Sanitary and Epidemiological Station	<p>Wojewódzka Stacja Sanitarno-Epidemiologiczna w Szczecinie ul. Spedytorska 6/7 70-632 Szczecin Centrala telefon : 91 462-40-60 Fax / telefon: 91 462-46-40 e-mail: wsse.szczecin@pis.gov.pl</p>
County Construction Inspectorates	<p>Powiatowy Inspektor Nadzoru Budowlanego w Policach ul. Tanowska 8 72-010 Police tel: 091 317 80 25 e-mail: pinb.police@interia.pl</p>
Maritime Offices	<p>Urząd Morski w Szczecinie Pl. Stefana Batorego 4 70-207 Szczecin tel.: 91 44 03 319 91 44 03 462 e-mail: sekretariat@ums.gov.pl</p> <p>Urząd Morski w Szczecinie Bosman Portu w Policach tel.: 91 31 73 293</p> <p>Urząd Miejski w Szczecinie Kapitanat Portu Trzebież Portowa 23 72-020 Trzebież</p>
Police	Police stations at Voivodeship, county and

	commune level.
Fire brigades	Fire brigades stations at Voivodeship, county and commune level.
Non-Governmental Organizations	
Fisherman associations	<p>Zrzeszenie Rybaków Zalewów Szczecińskiego, Kamieńskiego i Jeziora Dąbie Kopernika 8 72-020 Trzebież tel./fax: 91 317 01 68</p> <p>Okręg Polskiego Związku Wędkarskiego w Szczecinie Koło nr 40 Chemik Police Kuźnicka 1 72-010 Police</p> <p>Okręg Polskiego Związku Wędkarskiego w Szczecinie Koło nr 39 Police Miasto Konopnickiej 24a 72-010 Police</p> <p>Okręg Polskiego Związku Wędkarskiego w Szczecinie Koło nr 22 Jesienica Dworcowa 72-015 Police tel: 696-018-725</p> <p>Okręg Polskiego Związku Wędkarskiego w Szczecinie Koło nr 25 Sumik Police Wyszyńskiego 4F 72-010 Police e-mail: sumikpolice@wp.pl www.pzwszczecin.com</p>
Ecological/Environmental Protection/Tourism and Landscape associations	<p>Oddział Miejsko-Gminny Ligi Ochrony Przyrody w Policach Batorego 3 72-010 Police</p> <p>Polskie Towarzystwo Turystyczno-Krajobrazowe Regionalny Oddział Szczeciński im. Stefana Kaczmarska Klub Turystyczny "Sami Swoi" Wyszyńskiego 8/26 72-010 Police tel.: 606 25 38 99</p> <p>lub</p> <p>Stefana Batorego 1a/7 72-010 Police tel. 509 088 143 e-mail: papryka_belfer@poczta.onet.pl</p> <p>Stowarzyszenie Ekologiczne "Łarpia"</p>

	<p>Kuźnicka 6 72-010 Police tel.: 504 138 749 605 116 011 91 317 56 71 Adres do korespondencji: ul. Grzybowa 50 72-010 Police</p> <p>„Przyroda Pomorza” Ośrodek Dydaktyczno-Muzealny „Świdwie” Węgornik 72-004 Tanowo</p> <p>Stowarzyszenie Przyjaciół Ziemi Polickiej „Skarb” Spółdzielcza 31 72-010 Police tel.: 50 62 82 22 e-mail: e-mail: skarb@police.pl</p> <p>Stowarzyszenie Wodne „Leń” Bankowa 51/1 72-010 Police tel.: 507 179 712 e-mail: lenie@o2.pl</p> <p>WWF Polska Mahatmy Gandhiego 3 02-645 Warszawa el. (22) 849 84 69 / 848 73 64 fax (22) 646 36 72 kontakt@wwf.pl</p> <p>Ogólnopolskie Stowarzyszenie Ochrony Ptaków ul Odrowąza 24 05-270 Marki k. Warszawy</p> <p>tel. +48 22 761 82 05 fax: +48 22 761 90 51 e-mail: biuro@otop.org.pl</p>
Other associations	<p>Powiatowa Rada Działalności Pożytku Publicznego w Policach Wydział Spraw Społecznych i Obywatelskich Starostwa Powiatowego w Policach, ul. Tanowska 8 72-010 Police tel. 91 43 28 143 e-mail: dudek@policki.pl rudecka@policki.pl</p> <p>Stowarzyszenie Obrony Bezrobotnych w Policach</p>

	<p>M. Konopnickiej 2/18 72-010 Police tel. 91 317 01 68</p> <p>Polickie Stowarzyszenie Gospodarcze Usługowa 17 72-010 Police tel. 91 317 03 00 fax. 91 431 63 62</p> <p>Polskie Stowarzyszenie Kobiet Tartaczna 6 72-015 Police tel: +48913179538</p> <p>Razem dla Polic Jana Długosza 43 72-010 Police tel.: 91 317 04 11 505 08 12 91</p> <p>Stowarzyszenie Police XXI PCK 7/40 72-009 Police tel.: 883 310 815 e-mail: zarzad@policexxi.pl</p> <p>Wodne Ochotnicze Pogotowie Ratunkowe Oddział Powiatowy w Policach Marii Skłodowskiej 14 72-010 Police tel.: 91 318 01 50 601 730 296 e-mail: wopr.police@o2.pl</p> <p>Fundacja Doskonalenia Kadr Siedlecka 6a 72-010 Police tel. 91 431 66 34 e-mail: police@fodk.pl</p> <p>Stowarzyszenie na Rzecz Rozwoju Strefy Produkcyjno-Usługowej w Policach – Jasienicy „Duchowo” Piotra i Pawła 32 72-010 Police tel.: 601 702 574 e-mail: duchowo@op.pl</p>
Organizational stakeholders	
Grupa Azoty S.A.	<p>E. Kwiatkowskiego 8 33-101 Tarnów Polska</p> <p>Infolinia: +48 14 637 37 37 tel.: +48 14 633 07 81 fax: +48 14 633 07 18 tarnow@grupaazoty.com</p>
Grupa Azoty, Zakłady Chemiczne Police S.A.	

Grupa Azoty Polyolefins	Kuźnicka 1 72-010 Police tel.: +48 91 317 48 01
Construction companies Equipment suppliers Transport companies	Construction works, equipment supply and transport services will be conducted by reputable companies, experienced in this kind of assignments selected on the basis of tender procurements.
Lenders	
Lenders to be specified later	

5. DISCLOSURE OF INFORMATION

Disclosure of information and further proper communication with the stakeholders is an important measure to identify issues that could affect project development or environmental or social issues that should be taken into account to meet the good management practice rules.

Disclosure of project related information will be arranged following the legal requirements as well as the international standards of project development and internal company standards (if exist).

The disclosure of project related information is required by law among others in the following circumstances:

- while applying for environmental decision for the projects, which significantly affect the environment or may significantly affect the environment, or, which may affect Natura 2000 zones and a full scope procedure is conducted;
- while applying for a building permit if another EIA is conducted; however based on issued environmental decisions and building permits;
- in reaction to requests of the environmental control authorities if significant breaches of the environmental law or permit conditions were indicated by such authorities.

The Company will strictly follow legal requirements for disclosure of information. In addition, the Company will disclose environmental and social information and inform interested stakeholders on the Project development. A non-technical summary, a list of administrative decisions related to the project and annual project – related reports will be published on the Company's website <http://polyolefins.com.pl/index.php/pl/start/>.

In order to meet the highest international standards, following the good management practice as well as in order to meet specific requirements of the lenders, the company should maintain transparency procedures of information disclosure, which comprise among others:

- presentation of the Annual EHS reports of the company environmental, social, and health and safety practices and performance on the company webpages;
- at the discretion of the company, PR actions in local newspapers and nationwide, radio (e.g. Polish Radio programs 1 and 3) and TV (e.g. TVP1, TVP2, Polsat, TVN);
- active participation in public consultation process arranged and managed by the administrative stakeholders;
- direct communication with interested stakeholders, as appropriate;
- distribution of the project related information among own employees and employees of the external companies through internal mechanisms.

Communication with the organizational stakeholders will be conducted following the existing routines and procedures. The communication channels comprise regular meetings, reporting and day-to-day exchange of information via personal or mail contacts at different organizational levels between the involved parties. Meetings may also be arranged on request.

Disclosure of information to the administrative stakeholders will be based on formal notifications, applications and reporting – as required by law and ongoing investment process. The formal communication regarding environmental issues, as well as other issues including development and health and safety subjects, will be conducted by Grupa Azoty Polyolefins S.A., as formally responsible for the Project's development.

Internal stakeholders (workers/employees) will be informed using the existing communication channels and following the rules of internal communication as set by the integrated management system. The routine communication channels comprise: periodical meetings, announcements,

information letters and notifications posted on information boards, trainings, flow of information through the management chain.

6. STAKEHOLDERS ENGAGEMENT PROGRAM

The Company has undertaken numerous actions in order to keep the stakeholders informed about the planned project. The administrative stakeholders (internal and external) were involved in the communication process. The stakeholders' engagement to the current status of the Project development is assessed as adequate.

It can be expected, that apart from already identified, the new stakeholders will appear in the next phases of the project. Therefore, the SEP will be developed and disclosed to the public. Draft SEP will be prepared by REH and agreed with the Company & Lenders.

In terms of the communication with external stakeholders, Grupa Azoty Polyolefins S.A. will use the following communication channels:

- BIP website and bulletin boards of commune offices and RDOŚ - in accordance with legal requirements;
- Investor's and Project website - up to date as the project progresses;
- Correspondence by post - in accordance with the needs of stakeholders and the principles of internal communication;
- Mechanism of grievance and remarks - in accordance with the rules adopted by the Company;
- Consultative meetings - in accordance with the legal requirements and rules adopted by the Company;
- Communication with contractors of works - in accordance with the provisions of the contract;
- Direct meetings - on the initiative of the Company at the request of the interested party;
- Press articles and interviews - in accordance with the media's needs and in accordance with the rules adopted by the Company;
- Informers and brochures - occasionally;
- Internal training for contractors - in accordance with legal requirements (BHP) and in accordance with internal procedures of the Company;
- Form on the project website;
- Dedicated e-mail address.

Providing information about the project enables interested parties to get to know and understand the potential risks, environmental and social impacts associated with the Project, as well as the opportunities offered by the project.

Aims of communication are as follows:

- Providing the local community with information about the schedule and scope of planned work, along with the method of collecting opinions about them;
- Publishing the company's commitment to apply best practices in the field of environmental protection and work safety of employees and subcontractors;
- Publishing a mechanism for submitting comments and complaints, enabling the collection of negative opinions and taking corrective actions.

In order to ensure transparency and access to information on the Project's implementation in all its phases, including preparation, construction and operation of the Project, Grupa Azoty Polyolefins S.A. undertakes the following actions on an ongoing basis:

- Preparation of the website of the Company and the Project, where necessary information will be available related to the implementation of the Project and information on the possibility of contact and the submission of comments and proposals. Information will be available in Polish. The Company will provide data on the environmental impact caused by the implementation of the Project.

Selected information about the milestones of the project will be shared by:

- local authorities;
- village administrators;
- local newspapers.

The following information will be publicly available on the Company's website (in English and Polish) and for inspection at the offices of municipal authorities directly involved in the Project (in Polish only):

- Non-technical summary;
- Stakeholders Engagement Plan;
- Environmental and Social Action Plan;
- Grievance form;
- Environmental Impact Assessment Report with selected appendixes;
- Supplementary report on the investment impact on Natura 2000 sites;
- Environmental decision.

As the Project develops, further documents will be available, such as:

- Report on the impact on the environment and the results of environmental analyzes carried out;
- Annual environmental and social reports;
- Summary of submitted grievances.

Below there is a summary of consultation activities that the company will undertake as part of the Engagement Plan. In the table below, the 'Company's Management Board' should be understood as Grupa Azoty Polyolefins S.A. Management. This rule also applies to the Project Management

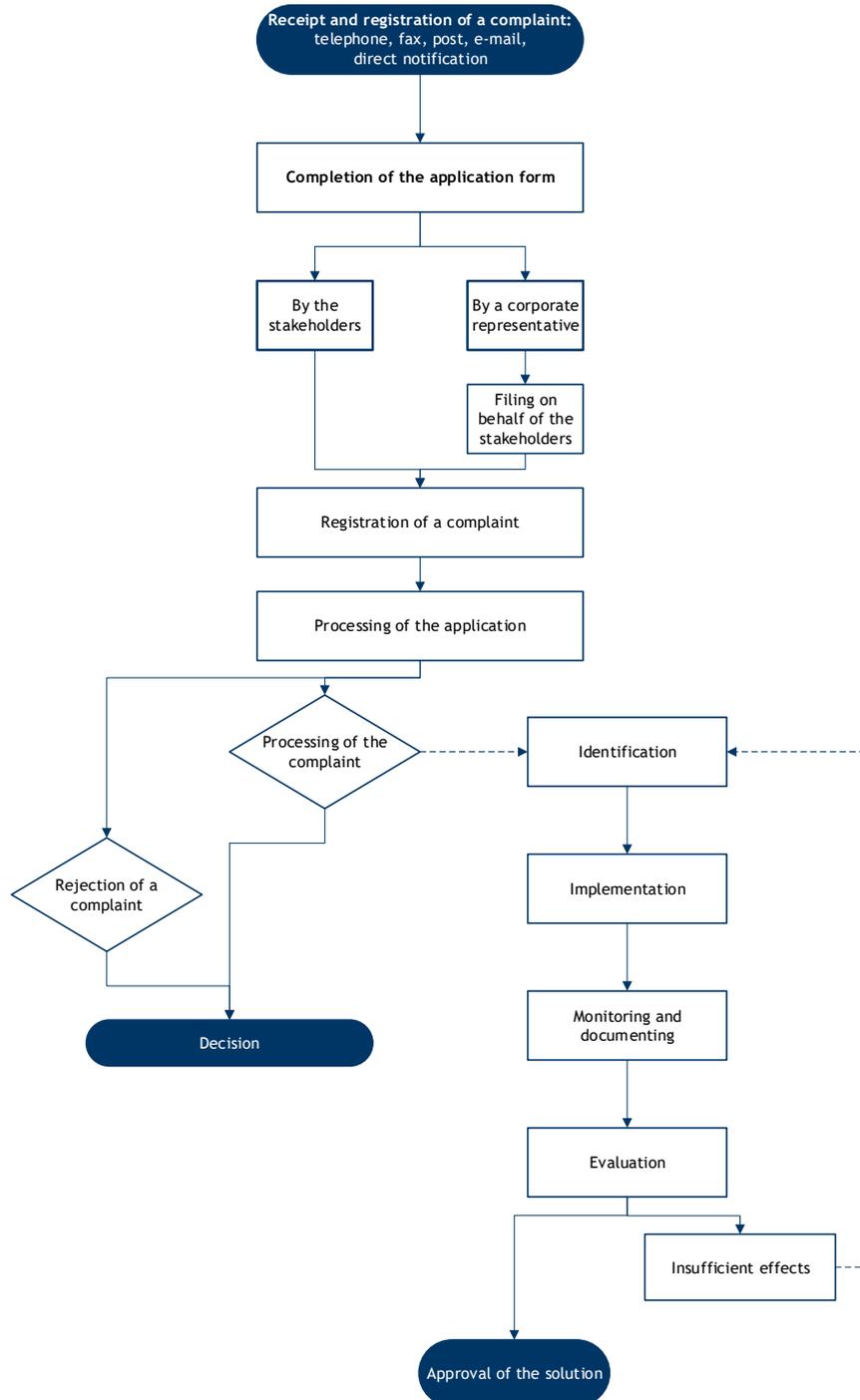
Stakeholders:	Involvement method	Proposed milestones	Responsibility
External stakeholders			
Authorities at the national, regional and municipal level	Informing about the status of the project, collecting opinions and comments	Minimum 1 time	The Management Board of Grupa Azoty Polyolefins S.A.
Environmental protection authorities (RDOS, PGW Wody Polskie)	Informing about the status of the project, collecting opinions and comments, determining the conditions for the implementation of the investment	Depending on the development of the project	Specialist in environmental management, industry specialists, experts
Local community and local entrepreneurs	Informing about investment plans	Informing about the investment intention on an ongoing basis through the Company's website, a single article in the local media	Specialist in environmental management, specialist in social consultations, communication specialist, experts
Social groups that are particularly sensitive	Informing about investment plans	Informing about the investment intention on an ongoing basis through the Company's website, a single article in the local media	Specialist in environmental management, specialist in social consultations, communication specialist, experts
Local and supralocal organizations NGOs	Informing about investment plans	Informing about the investment intention	Specialist in environmental

		on an ongoing basis through the Company's website, a single article in the local media	management, specialist in social consultations, communication specialist, experts
Media	Informing about investment plans	Depending on the development of the project (ad hoc)	The Management Board of Grupa Azoty Polyolefins S.A communication specialist
Internal stakeholders			
Shareholders of the Company	Making strategic decisions for the project, ongoing reporting on the progress of the project	In accordance with the Company's procedures and information policy	The Management Board of Grupa Azoty Polyolefins S.A.
Employees of the company	Informing about company's project plans in relation to employee issues, OSH training, Current information on issues relevant to the project and the company	Every quarter or as needed	Company Management, Project team, HR specialist, communication specialist
Contractors / experts / consultants / Contractor's employees	Ongoing information about the project implementation	Every month or as needed	Representatives of Grupa Azoty Polyolefins S.A. involved in the various elements of the project implementation.

7. GRIEVANCE MECHANISM

The Company will implement a routine to manage the grievances submitted by the Project internal (workers) and external stakeholders.

The grievance procedure will be a part of the stakeholder engagement and information plan. The purpose of the procedure is to provide the possibility to submit complaints and requests and their efficient handling. The procedure will be based on the following structure.



All complaints and grievances to the Company may be reported in person, in writing (by post or e-mail) or by filling in a complaint form. The main tool used in the grievance procedure will be the complaint form. The form will be prepared in Polish and English and it will be shared on the Company’s website. Correspondence with stakeholders will be conducted in Polish or English. Furthermore, the form with a description of the grievance procedure will be submitted to the Police authorities.

Each complaint will be registered in the grievance book within 5 days from the date of receipt of the form. In general, all responses to the submitted grievances will be submitted within 10 working days. If due to complexity of the case response won’t be possible within that time, the complainant will be informed in writing on the expected date of response and steps taken in order to address the complaint.

Contractors, subcontractors, suppliers and sub-suppliers involved in the construction process will be informed by the Company about their role in the grievance mechanism.

In order to ensure that the effectiveness of the mechanism is assessed, internal audits will be carried out systematically.

All grievances should be addressed to:
Wojciech Świecki, Proxy for compliance
mobile: + 48 887 773 775
e-mail: sygnalista.pdh@grupaaazoty.com
Adress: Grupa Azoty Polyolefins Spółka Akcyjna
ul. Kuźnicka 1
72-010 Police, Poland

Table 1 Proposed Public Grievance Form.

Reference No:	
Full Name	
Contact Information Please mark how you wish to be contacted (mail, telephone, e-mail).	<input type="checkbox"/> By Post: Please provide mailing address: _____ _____ _____
	<input type="checkbox"/> By Telephone: _____
	<input type="checkbox"/> By E-mail _____
Preferred Language for communication	<input type="checkbox"/> Polish <input type="checkbox"/> English
Description of Incident or Grievance: What happened? Where did it happen? Who did it happen to? What is the result of the problem?	
Date of Incident/Grievance	
	<input type="checkbox"/> One time incident/grievance (date _____)

	<input type="checkbox"/> Happened more than once (how many times? _____) <input type="checkbox"/> On-going (currently experiencing problem)
What would you like to see happen to resolve the problem?	
Consent to data processing	
<input type="checkbox"/>	I agree to the processing of personal data for the purpose of processing the submitted form. Processing of personal data is based on given consent and it will be process until you withdraw your consent to the processing (GDRP Article 6 (1) (a))

8. MONITORING

Prior to development and implementation of the Environmental, Social and H&S Management System (ESMS), implementation and maintenance of this Stakeholder Engagement Plan will be monitored by:

Piotr Lachowicz, CSR Office Manager
mobile: + 48 887 776 893
e-mail: piotr.lachowicz@grupaazoty.com
Adress: Grupa Azoty Polyolefins Spółka Akcyjna
ul. Kuźnicka 1
72-010 Police, Poland

Mr. Lachowicz will report to the Board of Directors.

In the future, after development and implementation of the ESMS, the monitoring responsibilities will be defined by the respective procedures.

9. RESOURCES AND RESPONSIBILITIES

This SEP will be implemented and executed by the Company. SEP will be regularly updated and published along with that actualization on the Company website.

Responsibility for the plan implementation will bear the Managing Director of the Company.

10. TIMETABLE

The following milestones of the SEP implementation and Project development are expected:

- Designing works – in the period June 2019 - end of 2020;
- Obtaining of the construction permit – expected in February 2020;
- Commencement of the construction works – expected in February 2020;
- Completion of the construction works, commissioning and test run – expected in April 2022;
- Operational start of the facility – expected in June 2022;
- Prior to construction start: notifications to local communities with summary of any construction impacts and reminder of grievance process;
- After commencement of operation: summary of project impacts and planned mitigation measures to be posted on the website and provided to press and local authorities;
- Maintaining communication with administrative stakeholders during the construction works – ongoing process.