



PMC Group Inc.

Responsible Care® Policy

April 15, 2019

At PMC Group, we believe that the implementation of Responsible Care® maximizes the value of our company to our employees, contractors, communities, customers, suppliers, regulatory agencies and shareholders. We consider safety, health and the protection of the environment for current and future generations to be our key priorities. We are committed to maintaining a safe and productive work environment in all of our facilities that meets or exceeds local laws and regulations and embraces the philosophy of continuously improving the safety and productivity of our workplaces. Our goals are zero accidents, incidents and injuries, zero harm to the environment, and to be good neighbors and citizens in our communities. Continuous performance improvement and compliance with Responsible Care® related requirements will be achieved with the involvement and commitment of our employees to:

- Conduct business ethically and in accordance with the Guiding Principles of Responsible Care®.
- Implement PMC's Responsible Care Management System®, which integrates environmental, health, safety and security considerations into daily business practices.
- Develop objectives, set targets, measure and report performance to our stakeholders.
- Train and hold employees accountable for understanding and complying with this Policy.
- Ensure that adequate resources are provided to achieve the objectives of this Policy.
- Minimize work related accidents, incidents, injuries and illnesses.
- In consultation with the law department, ensure the appropriate written agreements are obtained from all customers, suppliers, contractors and all others with whom the company does business in order to help mitigate risk to the company.
- Minimize work related accidents, incidents, injuries and illnesses.
- Improve our process safety performance.
- Enhance the security of our employees and facilities, our information systems and our raw materials and finished products.
- Ensure all products and intermediates are properly registered, comply with applicable regulatory requirements and may be safely used for their intended purposes by following the manufacturer's instructions, industry practice and the requirements of applicable law.
- Reduce the quantity of hazardous wastes generated and minimize or eliminate the release of contaminants into the environment.
- Undertake audits of our facilities and third-party manufacturing facilities to ensure compliance with this Policy.
- Seek input from our stakeholders and respond to their concerns about our products and operations.
- Provide our employees and other stakeholders with appropriate information to understand the environmental, health and safety aspects of our operations and products, our safety, health and environmental performance, and the contribution our products make to the quality of life.



Debtosh Chakrabarti
President and COO