



PMC Group Inc.

Corporate Social Responsibility Policy

January 1, 2021

Since the founding of PMC in 1994, the company's vision has been one of innovation, growth, and promotion of social good. We are a diversified global manufacturing organization with products that touch a wide range of end users and markets. Our products enhance the quality of life throughout the world, and as such, the actions we take in the organization have potential impact throughout the world. A key aspect of this is our commitment to being a responsible corporate citizen.

We consider it an utmost priority to comply with applicable legal requirements, including those related to environmental/health/safety, employment and labor, anti-trust, finance, product registrations and permitting. PMC is an Equal Opportunity Employer, and as such we recruit, hire, train, retain and promote employees regardless of gender, ethnicity, age, sexual orientation, religion, or disability. PMC is committed to conducting business with integrity and respect for human rights. We facilitate open and transparent relationships with our employees and business partners.

PMC is committed to continuous improvement in Environmental, Health, Safety, Security and Quality programs. We set goals, targets, and objectives designed to help manage risks and improve performance, and we hold our employees accountable for completing them. We are proud members in good standing with the American Chemistry Council and have demonstrated conformance with their [Responsible Care Management System®](#) for Environmental, Health, Safety and Security continuous improvement. We maintain valid certificates for ISO 9001 Quality Systems for our businesses.

As a member of the chemical industry, PMC understands that chemicals should be produced and used in ways that protect the health of people and the environment. We hold ourselves to this standard and expect the same of our customers and suppliers. Furthermore, we are continuously engaged in research and development, and consider it a high priority of the company. We are committed to this because we believe that innovative chemistry will result in meeting customer needs in broad range of markets, resulting in products manufactured responsibly to help make our lives safer, healthier and better.

PMC strongly promotes community engagement and generosity. Our employees volunteer at events and our businesses make charitable contributions to outreach programs in the locations where we work and live. The [Chakrabarti Foundation](#) makes regular investments in the education in our next generation through scholarships and donations to schools and libraries.

Debtosh Chakrabarti
President