

November 2024

# PCC

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## CHEM NEWS

Newsletter of the PCC Rokita Capital Group and affiliated companies

*Autumn Edition*

## Excipients & Raw Materials for Pharmaceutical Industry



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# Annual Industrial Applications Conference 2024



On September 18-19, 2024, the PCC Group welcomed numerous guests from around the globe. During these days, we hosted them in Brzeg Dolny for the first International Conference on the Applications of Specialty Products.



The event brought together distributors and partners of the PCC Group, who are dedicated to expanding sales markets in their respective regions. Approximately **60 participants from 11 countries** attended, including representatives from Brazil, Turkey, and various European Union nations.

The event aimed to showcase the newly opened Centre for Process Scaling and Innovation. We also used this opportunity to share key information about new products and solutions tailored to the guests' respective industries.

The Conference programme was divided into two days. On the first day, the R&D Director addressed the general challenges related to upcoming legislative and market changes that the PCC Group's R&D department will face.

And the Business Development Senior Manager discussed the latest investments and development trends for the PCC Group in the coming years. Subsequently, the newest product solutions were presented in the areas of: Plastics & Rubbers and Polyurethanes Additives.

The Technical Support Managers discussed topics related to flame retardants for the composites industry and a new flame-retardant plasticizer for PC/ABS materials. They also presented the results of application research on antistatic agents designed for a wide range of plastics.

The Technical Support Manager responsible for the Polyurethane Additives sector covered topics related to flame-retardant solutions for both flexible and rigid PU foams. Her presentation also included a discussion on thermal stabilizers used in the production of flexible foams.

Day 2 was dedicated to topics related to Paints & Coatings applications. The presenters focused on new flame retardants, dispersants, and emulsifiers used in the industry.

The next topic covered applications related to construction chemicals. The key topics of the presentations included: microsilica, concrete additives, and additives for bituminous mixtures and plasterboard. The event concluded with solutions tailored to the ceramics industry.

The program also featured captivating laboratory demonstrations, a tour of the Centre for Process Scaling and Innovation, and a visit around the entire company premises.

This allowed invited guests to witness live application tests and chemical processes that are part of the daily work of our R&D researchers.

We firmly believe that this practical knowledge will lead to a better understanding and more effective implementation of PCC products in the near future.

A heartfelt thank you to all participants for their engagement and contributions, which made the event a tremendous success. We eagerly look forward to the next edition – just a year away!

Patryk Juszcak  
PCC Rokita / PCC Exol

# PCC Intermodal

## - SAFETY first!

Another round of SAFETY training sessions for drivers is behind us! The participants were drivers working in intermodal transport, responsible for container deliveries from the terminal to the customers' doors.

As part of the program, the drivers received training in first aid (for road accident situations) and self-defence. The sessions were filled with excitement, questions, and unwavering engagement during tasks and exercises!

In total, the drivers participated in six training modules. The training sessions were held:

- in Pomerania, hosted by a long-term partner of PCC Intermodal SA, the Gdynia Container Terminal.
- in central Poland, where we trained drivers at the PCC Kutno Terminal.
- in Lower Silesia, at the PCC Terminal in Brzeg Dolny – the birthplace of intermodal transport, where nearly 20 years ago, the first container train organized by PCC Intermodal set off.

During the first aid segment, drivers had the opportunity to participate in simulations of real road incidents, including:

- adult resuscitation techniques;
- using AED defibrillators;
- calling for help in an efficient manner;
- controlling massive bleeding;
- child and infant resuscitation, along with removing foreign objects from airways;
- recognizing strokes, heart attacks, and epileptic seizures;
- responding to choking incidents;
- evacuating an injured person from a vehicle, with instructions and exercises;
- ensuring safety at the accident site;
- discussing the risks associated with modern vehicles;
- using safety tools, such as cutting seatbelts, breaking windows, and operating fire extinguishers.



The self-defence portion of the training (focused on scenarios involving attacks on truck drivers) covered the following aspects:

- discussion of threats, methods for minimizing them, and preventive measures;
- understanding the psychology of aggression;
- familiarization with protective equipment;
- personal safety procedures (entering and exiting the vehicle, checking surroundings and cargo).
- responding to physical aggression, including punches, kicks, grabs, choking, and pulling.
- safe behaviour on the ground in the event of an attack;
- defensive actions in confined spaces (such as the truck cabin or container).
- proper responses to armed attackers (knives, pepper spray, batons, or firearms).

All sessions involved hands-on practical exercises.

- Among other equipment, mannequins were

used with app-based feedback systems to evaluate the quality of chest compressions and rescue breaths.

- Tourniquet application drills for massive bleeding, conducted with Doppler devices providing real-time feedback.
- Massive bleeding control exercises performed on training simulators specifically designed for this purpose.
- Vehicle evacuation training using a tractor unit and a passenger car provided for the exercises.
- Safety tool practice, including cutting seat belts and breaking windows, carried out on materials supplied by the instructors.

Participants had access to the following equipment:

- adult mannequins for resuscitation training,
- defibrillators for adult resuscitation,
- child mannequins for resuscitation training,
- infant mannequins for resuscitation and re-

removal of a foreign body in the airway, - tourniquets for bleeding control and Doppler devices for real-time feedback,

- simulators specifically designed for bleeding control exercises.
- a heavy mannequin (70 kg) for evacuation drills.
- disposable first-aid supplies.
- protective equipment (gloves, safety goggles).

The self-defence training was conducted using training mats, punch shields, batons, training pistols, and training knives. After a brief warm-up, participants learned safe defensive stances for both standing and ground-level threats. They then practiced, under the guidance of instructors and with each other, techniques to escape dangerous situations and regain control effectively.

Katarzyna Uklejewska -Krawczyk  
PCC Intermodal



## The training was conducted by

**Marek Maj:** Professional soldier, participant in missions in Iraq and Afghanistan, experienced battlefield paramedic, since 1999 professional medical rescuer, trainer with more than 20 years of experience in rescue and safety training, Master's degree in military safety, head of medical security for many major sporting events, including the Poland Winter Challenge - the world's largest winter adventure racing competition (included in the World Cup series) and the Polish Adventure Racing Championships.

**Mateusz Janikowski:** Junior Captain of the National Fire Service, in service since 2009, member of the Special Search and Rescue Group, participant in

the 2022 rescue mission in Turkey, shift commander of the Fire and Rescue Unit, experienced road rescuer.

**Krzysztof Suchomski:** Graduate of the Naval Academy in Gdynia, former FORMOZA operator and trainer. Long-time judo competitor. Actively involved in the Krav Maga system since 1997. Instructor with over 20 years of training experience within the IKMF, IKM, KRAV MAGA POMORZE, KRAV MAGA PRO, Defendo. Instructor of tactical and combat shooting, coach and referee in sports shooting. co-creator of the self-defence programs Bezpieczna Polka and Bezpieczna Gdynianka. Initiator and co-founder of the KRAV MAGA

POMORZE organisation and the international KRAV MAGA PRO federation. Co-founder of the first Krav Maga school in Kazakhstan.

**Kacper Pawlowski:** Instructor actively involved in the Krav Maga system for 12 years. Self-defence, kickboxing, and muay thai trainer. Co-organiser and participant in many national and international self-defence and combat sports courses and seminars. Certified personal trainer. Leader of open outdoor projects by KMP to improve the safety of residents and tourists on Tri-City beaches during summer, co-creator of the KRAV-MAGEDON endurance training raid.



# „TalenTY” in action!

Armed with deeper insights into their own talents, participants of the "TalenTY" program began transforming them into strengths. This goal was the focus of a two-day workshop held in the picturesque town of Świeradów-Zdrój.

Each of the four participant groups took part in developmental workshops: "Effective Communication and Feedback Delivery" and "I Have Talent – What's Next?"

The first session delved into the secrets of effective communication, identifying barriers and tools, and practicing a feedback delivery model. Participants engaged in various exercises, lively discussions, and analysed pre-prepared case studies together.

On the second day, we reflected together on what development really means. Recognizing that no journey begins without proper navigation (and preparation), we created a development map rooted in our values and talents. We set goals and planned the necessary steps to achieve them.

One thing is certain - these two days were filled with energy and productivity. More workshops are on the horizon!

Joanna Hamerlińska  
CWB „Partner”

## PCC Leader Academy

PCC is committed to growth! In November, the PCC Leader Academy was launched, offering leaders (from supervisor level and above) an extraordinary opportunity to develop their soft skills.

The Academy's structure consists of six topics, each relevant to every leader. Each month, one topic will be explored. Every workshop features an active and engaging four-hour format. Sessions will be held on multiple dates, ensuring everyone has the chance to participate.

### What awaits us?

#### ROLE AND RESPONSIBILITY OF A LEADER

The entire program begins with the topic of leadership. The key goal of this workshop is to build awareness of the leader's role in a modern organization. Who is a leader? What role does a leader play in the employee lifecycle? What do employees expect from their leader? How to build authority within a team after a promotion? What is situational management? And finally – what should a leader's personal mission look like? These are the main topics that will be covered during this two-day workshop.

#### TOGETHER, BUILDING EFFECTIVE TEAMS

Without a team, there is no leader. That's why the next session will focus on building effective teams. - We'll address questions such as: Who am I managing (as a leader) – a group or a team? How do I select team members? How can I identify and leverage their natural strengths? What strengthens teamwork? How do we shape cooperation standards?

#### MOTIVATION, "MAKING THEM WANT TO WANT IT"

The goal of this module is to explore and practice methods for motivating employees. We'll delve into key theories of motivation, learn about goal-driven motivation, and discover various other valuable tools. An important focus will also be on employee turnover – specifically, how to retain the best talent.

#### CONFLICT RESOLUTION

What is conflict? How can it be used effectively? In this module, we will examine: communication strategies that

support conflict resolution, the role of emotions in conflicts, and the 5-step model for resolving conflicts.

#### THE MENTAL STRENGTH OF A LEADER

Effective emotional management is a vital skill for modern leaders. The module will provide information on what lies behind emotions and how to express them constructively (assertive approach), what emotional intelligence is, how to deal with stress and how to avoid professional burnout.

#### CHANGE MANAGEMENT

Change management is one of the fundamental competences today. Understanding – and more importantly, comprehending – the process of change enables leaders to implement and manage it effectively.

Joanna Hamerlińska  
CWB „Partner”

### WHO WILL LEAD THE WORKSHOP?

All sessions will be conducted by an HR Business Partner with over 15 years of experience. Her background includes working with production and service companies in the field of human resource management. She specializes in training and interactive workshops on interpersonal communication, team integration, leadership competencies, and developing growth programs. In July 2024, she joined the HR team at the PCC Group.



## Gaining experience in the PCC Group

We've had an intensive period of introducing our companies to schoolchildren and students. Who has been involved with our organisation in recent months and in what ways? Here's a brief overview of the collaboration between the PCC Group and schools.

## Knowledge in practice

Summer is not only a break from school but also a time to gain practical experience. Students had the opportunity to put their theoretical knowledge into practice during a one-month internship at PCC Group companies, including PCC Exol, PCC MCAA, PCC Rokita KR, PCC Rokita KF, PCC CP Kosmet, PCC Prodex, and CWB Partner. We thank all mentors involved and hope that the participants now understand the skills essential for work and will be able to apply them in the future – perhaps by returning to us as full-fledged employees.

## Interns at the PCC Group

From June to September this year, **as many as thirty interns** had the opportunity to complete internships within the PCC Group. Students from two schools – Technical School of the Vocational School Complex in Brzeg Dolny and the Technical School at the Center for Vocational and Continuing Education in Wołów – spent their summer learning and gaining insight into the nature of work in our companies. Students from the classes Chemical Technology Technician, Mechatronics Technician, Electrical Technician, as well as Economics Technician and Information Technology Technician participated in the internship. In total, they spent 5,400 hours working and learning within the structure of our Group. We extend our sincere thanks to all mentors and employees involved in organizing the internships for their time and willingness to share their knowledge.

## Technical school with vocational training classes

In the 2023/2024 school year, the vocational training class from the Chemical Technology Technical School from the Vocational School Complex in Brzeg Dolny was reintroduced. Thanks to their excellent academic performance, **six top students** had the opportunity to complete internships over the summer, gaining deeper insight into the PCC Group. Their internship began with technological tours of the CTP-3 and FTT departments, where our outstanding technologists shared their extensive knowledge. Throughout the internship, the students learnt, among other things, the principles of working in physico-mechanical laboratories and had the opportunity to carry out application tests. They learnt more about the requirements and standards for cosmetic and detergent manufacturers, conducted tests on their stability and compatibility, and learnt how chemists work with documentation. **A heartfelt thank you** to all employ-



ees who shared their expertise with the interns! In the photos, you can see the conclusion of the internship program and a tour of the Wastewater Treatment Plant and the Water Production and Network Maintenance Department. During the visit, students learned, among other things, what a sampler is and why demineralized water should not be consumed. We extend our sincere thanks to our guides from ETIWS for sharing their knowledge. In addition, in September, another class began studying in our Chemical Technology vocational training class at the Vocational School Complex in Brzeg Dolny. This school year, **14 students** will have the opportunity to explore the intricacies of chemical magic. We are eager to get to know them better, and they, no doubt, are looking forward to academic scholarships. We're rooting for their academic success and keeping our fingers crossed!

## Scholarship program for the 13th time

September marks the start of the 13th edition of our scholarship program. This academic year, 10 students from Wrocław University of Science and Technology will write their master's theses under the careful guidance of our employees from PCC Exol and PCC Rokita. Our laboratories will be available to them over the next two semesters. The scholarship students began their internship on September 16. They have already explored PCC Exol's R&D laboratories, learned about the sulfation process, and gained insight into the technological processes in the Phosphorus Chemistry Complex and the electrolysis process in the Chlorine Complex at PCC Rokita. We extend our heartfelt thanks to the employees who guided them, sharing their knowledge, experience, and passion for chemistry – infecting the younger generation with enthusiasm for the field. A new school and academic year bring new challenges for all students. We wish them success in their studies, ease in absorbing knowledge, and the ability to apply what they've learned in practice within our group of companies – and beyond! :)

# The Role of Leaders in Building a Lean Culture

## *Lean Leadership*

In today's rapidly changing world, effective management plays a significant role in achieving ultimate success. Many companies recognized this long ago and, following others and global trends, have implemented the Lean Management concept. However, adopting Lean tools alone does not guarantee success. Leaders play a crucial role – not only in promoting but, more importantly, in sustaining a Lean culture.

Their dedication and mindset are essential, directly influencing the effectiveness of Lean Management initiatives. Undoubtedly, leaders are the foundation upon which the entire organization rests.

### What is Lean Leadership?

It is a management approach focused on creating and maintaining a culture of continuous improvement and eliminating waste throughout the organization. Lean leaders do more than just manage various processes. Their primary role is to **inspire and support their employees** in achieving better results – by optimizing operations and continuously improving them.

### How do they do it?

Lean Leadership can manifest on many levels.

#### LEADING BY EXAMPLE

Lean leaders serve as role models. Their daily actions have a significant impact on the attitudes and behaviours of their employees. This aligns with the motto "The example comes from the top, the strength comes from the bottom." The leader's consistent application of Lean principles in their daily work proves that Lean is not merely a set of "some" tools. On the contrary! It is a philosophy of action that delivers numerous tangible benefits.

#### EMPLOYEE DEVELOPMENT

Lean leaders prioritize the growth of their team's skills. They invest time and resources in training, enhancing employees' abilities to effectively operate within a Lean culture. They also cultivate a workplace environment where employees feel valued. The knowledge and skills of the employees are key to achieving the organization's long-term success.

#### Communication

Lean leaders ensure that communication within the organization is effective. How? Through regular meetings where results, goals, progress, opportunities for improvement, and other topics are discussed. This fosters trust, engagement, and collaboration across the team while also encouraging open dialogue and the exchange of ideas.

Given the numerous challenges, promoting and sustaining a Lean culture is a major task for any leader. These challenges include resistance to change, maintaining team motivation, and, ultimately, the ongoing need to refine their own skills.

Consistency is crucial in a leader's approach, as cultural changes never happen overnight. It is quite the opposite. Such transformations require time, but their outcomes can bring significant benefits to the entire organization.

Lean Leadership demands not only expertise in process management but



#### GEMBA WALK

Lean leaders spend time on the production floor, at installations, or in workshops. Why? To be where their employees are, understand the challenges (problems) they face, and identify ways to improve processes and reduce waste. Gemba Walk, meaning regular "being on site," is one of the most critical tools in Lean Leadership. By staying close to the source of the problem, leaders can make better, more informed decisions.

#### SUPPORT FOR CONTINUOUS IMPROVEMENT (KAIZEN)

Lean leaders actively support employees in initiatives aimed at continuously improving processes. They motivate and encourage employees to share their ideas. In this way, everyone can contribute to achieving better results within the organization.

also the ability to inspire, motivate, and engage people. Lean leaders lay the groundwork for a Lean culture through their attitude, transparency, support, and commitment to continuous improvement. As a result, organizations gain not only improved efficiency but also create a work environment where every employee feels part of something larger, more meaningful, and more ambitious. Implementing Lean Management philosophy is a process that requires deep engagement across all levels of the hierarchy. However, it is Lean leaders who shape the organization's culture, set developmental directions, and serve as role models for other employees.

Through active participation in establishing standards and seeking improvements, leaders accelerate organizational transformation and enhance its competitiveness in the market. To effectively guide their teams toward continuous improvement, leaders need to be well-prepared, supported, and motivated. Investing in the development and engagement of leaders directly translates into long-term organizational success.

Joanna Baranowska  
PCC Rokita

# Sustainable Development: *the key to a safe future*



## What exactly is sustainable development?

It is a concept that enables us to meet the needs of the current generation without depriving future generations of the same opportunity. It integrates care for the environment, social justice, and economic stability.

## Understanding through analogies

To better understand the concept of sustainable development, we can use a few analogies. Sustainable Development...

**...as a garden.** Imagine you are creating a garden. You want it to yield harvests not only now but also to continue providing in the future. By caring for the soil and nurturing the plants, you ensure that your children and grandchildren will also be able to benefit from its abundance. Sustainable development is exactly this kind of resource management – making sure they last for the long term.

**...as a library.** Think of a library that everyone uses. You borrow books but return them in good condition so others can also enjoy them later. Sustainable development works on a similar prin-

ciple. We ensure that natural resources remain available for future generations. Moreover, sustainable development also involves continuously "restocking the shelves" with new additions – innovations and discoveries that help us manage resources more effectively.

**...as mushroom picking.** Autumn is the season for mushroom picking. When picking mushrooms in the forest, you need to be mindful of the whole ecosystem. Pick only as much as you need. Don't destroy the mycelium and allow the forest to thrive. Remember! Care for not just the mushrooms but also the tre-

es, plants, and animals that make up this beautiful ecosystem. This way, you can return next year, find mushrooms again, and enjoy a forest that remains healthy and full of life.

**...as health.** Taking care of your health – with a balanced diet, exercise, and rest – gives you energy both for today and for the future. If you neglect your health, problems will quickly arise. It's the same with Earth's resources. If we take care of the environment, there will be enough for absolutely everyone.



## Sustainable Development Goals

In 2015, the United Nations adopted 17 Sustainable Development Goals (SDGs). Below are a few examples particularly relevant to the chemical industry:

**Objective 9:** Industry, Innovation and development of sustainable chemical technologies.

**Objective 12:** Responsible consumption and production – reducing chemical waste.

**Objective 13:** Climate action – reducing greenhouse gas emissions.

**Objective 6:** Clean water and sanitation – minimising pollution.

**Objective 3:** Good health and well-being – reducing the negative impact of chemical processes.

**Objective 7:** Affordable and clean energy – development and use of renewable energy sources in production processes.

## Challenges in implementing Sustainable Development

Implementing the principles of sustainable development in the chemical industry comes with certain challenges, but the benefits of doing so are invaluable:

**1. Costs:** introducing new, sustainable technologies can initially require significant capital investment.

**2. Adaptation:** changing production processes requires time and training for employees.

**3. Balance:** achieving a balance between economic efficiency and environmental responsibility.

**4. Innovation:** the ongoing need to develop new, more sustainable solutions.

## Conclusions

Sustainable development is not just about environmental protection. It is also, and perhaps above all, about social justice and economic stability. It represents a long-term strategy and a responsibility shared by each of us. Even small steps can contribute to a better future. Simple actions like saving energy or sorting waste make a difference.

As you can see, sustainable development is something everyone can understand and implement! It's our shared, everyday choice to leave the world a better place for future generations.

## Your opinion matters!



Do you have an idea on how we can improve our sustainable development efforts? Share your thoughts and write to us at: [esg@pcc.eu](mailto:esg@pcc.eu)

**Together we can achieve a lot!**

**Paulina Polityło**  
PCC Rokita



# Cave Bear Run

**A** long time ago\*... in the beautiful mountainous region of the Śnieżnik Massif, we took part as a family in a remarkable event – the charitable Cave Bear Run. Starting early in the morning (around 6:00), new groups of brave runners set off from the starting line almost every hour. Each participant faced mountainous and forest trails, with distances ranging from **8 kilometers to an impressive 71 kilometers**, depending on the preferences of the individual runners. However, they all had one common

goal: to have a great time and help. The Kłodzko Valley didn't greet us kindly, which we took as an extra sporting challenge and a test of character. From the start – even before the race began – it rained and was very cloudy. Luckily, just after the warm-up, the skies began to clear. The best proof that this is a great sporting event for everyone was the youngest participant of our mountain adventure, who was in our crew, and believe it or not, was just 7 years old. What's even more impressive? He completed the entire 8-kilometer

distance without breaking a sweat. The run was held under the patronage of the Veritas Foundation, which raises funds to organize sports, recreational, and educational camps, as well as sports activities for children and youth from various backgrounds.

\*Just kidding, it wasn't that long ago.

Beata Krok  
PCC Rokita



Responsibility and Care Program®



# Nature in Lens

## Photo Contest First Place for PCC Exol

**A**bout the program: The "Responsibility and Care" initiative originated in Canada in the 1980s, developed by the Canadian Chemical Industry Association. In Poland, it has been active since 1992, and the PCC Group is proud to be one of its participants. The primary goal for participants

in this initiative is to foster credible and reliable actions that contribute to the prosperity of "sustainable development". Such actions should be a priority for all sectors of the economy. We are proud to announce that our colleague, Anita Nowicka, won first place in the Natura w Obiektywie photo contest organized by the program, in the category MY

LANDSCAPE. Congratulations to Anita! For those curious about her award-winning work, we are pleased to present her stunning photograph, captured at Morskie Oko.

Beata Krok  
PCC Rokita

