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SOLENIS POLICY

Sustainability

1.0 Policy

Solenis will conduct business in a sustainable manner in compliance with all applicable environmental, health, safety and security laws, regulations, technical specifications and internal standards, while adhering to high ethical standards and commitment to respecting human rights. The health and safety of our workers, customers and communities, as well as the prevention of environmental harm, are among Solenis' primary responsibilities.

1.1 Objective

To outline our commitment to ethics and compliance, continuous improvement, environmental stewardship, diversity, equity and inclusion, human rights, security and worker health and safety across our entire enterprise.

1.2 Our promise

Solenis is committed to:

- continuously improving our business operations,
- providing safe working conditions for our workers, and
- promoting safe design use, and handling of our products.

Our environmental efforts support the sustainable production, use and disposal of all Solenis products. We also work toward environmental, health, safety and security excellence as an integral part of our management systems. We work to be an industry leader in these areas and are committed to operating our global facilities and businesses in accordance with the principles of [Responsible Care](#)^{*}. Solenis' commitments to the environment, Responsible Care, health, safety and security are outlined in our [Responsible Care policy, SL-POL-005.000](#). Each worker is expected to promote these goals in his or her tasks. All employees are expected to use Solenis resources in a responsible manner to eliminate waste.

2.0 Commitments

2.1 Health and safety

Solenis commits to providing workers with a safe, healthy and hygienic working environment, including, but not limited to, safe driving and parking practices, adequate emergency procedures, fire safety, management of hazardous materials and housekeeping. Where legal requirements for occupational safety do not exist, Solenis will ensure the safety and well-being of workers by

employing best practices for health and safety, including, but not limited to, training and incident prevention initiatives. Solenis' long-term ambition is to operate with zero harm; one incident is too many.

2.2 Sustainability

Solenis commits to operating in a sustainable manner by evaluating and improving our social and environmental impacts. On a regular basis, Solenis will conduct a materiality assessment to identify the key environmental and social issues for our business. Solenis will integrate sustainability targets on these material issues into company objectives, embrace best practices, communicate our results to stakeholders and publish a Sustainability Report on a regular basis. The report can be found at www.solenis.com/en/sustainability/strategic-vision.

2.3 Ethics and compliance

We conduct business consistent with our core values of respect, integrity and accountability across all our operations around the world, without exception. We compete and conduct business based only on the distinction and quality of our products and services, and the value we deliver to our customers. Each year, each employee will certify adherence to these standards and that they are not aware of any violations of our [Global Standards of Business Conduct, SL-POL-004.000](#). The document is available in 14 languages in the [Sustainability and Regulatory Library](#) on solenis.com.

2.4 Transparency

We maintain an open and active dialogue with our workers and communities about environmental, health, safety, security and product stewardship issues. We work with governments, policymakers, advocacy groups and value-chain partners to develop and promote laws, regulations and practices that improve human health and the environment. Solenis will report progress on our management of the material sustainability issues regularly.

2.5 Environmental stewardship

Solenis commits to compliance with all applicable environmental regulations where we manufacture, sell or distribute products. Environmental permits will be kept current and followed. Where no local regulations exist, we will operate in a manner that does not pose risks to the environment. Our facilities are operated to reduce our impacts and improve our overall environmental performance. A key focus is the reduction of environmental incidents that may arise from chemical releases.

In addition:

- **Climate change and energy management** – Solenis recognizes the threat that climate change poses and will take appropriate action to mitigate our impact. Solenis takes action and manages impacts by combining energy-related investments with efficient manufacturing best practices.
- **Water management** – We assess and manage our water risks by reducing our withdrawals from sources such as bodies of water, groundwater and wells, and improving our wastewater systems.

- **Protection of biodiversity and ecosystems** – Some of our sites are located near sensitive ecosystems and as a matter of course we conduct environmental impact assessments to ensure that our impact is minimized.
- **Waste management** – In our manufacturing sites, we have implemented processes to reduce, recycle and reuse materials that potentially can become waste.

2.6 Security

Solenis commits to maintaining and securing the physical work environments, including but not limited to physical security measures, access control, information technology and cyber security, response to security threats and security incidents, and a security continuous improvement process. See [Facilities Security – U.S., SL-POL-005.003](#) and [Operational Technology Security, SL-POL-006.010](#).

2.7 Product Stewardship

Solenis commits to ensuring our products are safe for their intended uses. Risks to human health or the environment associated with the use of Solenis products must be negligible. Products must comply with all applicable regulations where they are manufactured, sold or distributed. Products must be supported by safety information including, but not limited to, appropriate directions for use, hazard classifications, warnings, first aid instructions and emergency contact information. Accurate and complete Safety Data Sheets and labels must be legible and available to distributors, customers and end users.

Solenis also commits to responsible material use. See [Sustainable Procurement of Raw Materials, SL-POL-008.005](#); [Responsible Palm Oil Sourcing, SL-POL-008.012](#), and [Conflict Minerals, SL-POL-008.012](#).

2.8 Supplier engagement

Solenis commits to engaging and collaborating with suppliers to ensure they are complying with environmental regulations and not posing risks to the environment. Suppliers are expected to have all applicable environmental permits in place. See [Supplier Code of Conduct, SL-POL-008.007](#) and [Sustainable Procurement of Raw Materials, SL-POL-008.005](#). Solenis also commits to engaging and collaborating with suppliers on key social and governance issues, such as, but not limited to, modern slavery, ethical business practices and anti-discrimination activities.

2.9 Diversity, equity and inclusion

A diverse, equitable and inclusive culture makes us stronger as a whole, drives innovation and better leverages individual strengths and thinking. We create this culture through attracting, retaining and developing our employees and managers. We attract top talent through diverse recruiting strategies and practices, marketing and branding our diverse initiatives and activities, and enhancing data analysis and collection across the organization. We work to retain and engage employees through surveys and communications that help gauge employee feedback and experience and encourage Employee Business Resource Groups and special interest groups to enhance belonging. We develop our workforce through mentor and sponsorship programs, inclusive learning and development opportunities, and by continually building a diverse pipeline of qualified individuals in succession and talent reviews.

2.10 Social and human rights

We focus on operating with the highest ethical standards in all aspects of our business and protecting the rights and interests of all our stakeholders, individually and collectively. See [Human Rights, SL-POL-004.030](#).

2.11 Governance

We are committed to develop and implement our positions on sustainability and monitor global developments and sustainability trends to ensure that Solenis' efforts remain relevant, competitive and compliant with governmental requirements. In addition, through our governance structure, the company monitors and facilitates progress to ensure consistency with our strategy, goals and reporting standards. We will report regularly to senior leadership on our strategy and progress on our goals.

A core component of our governance framework involves establishing and maintaining relationships with external authorities, government agencies, regulatory bodies, industry representatives, customers, competitors and other parties while representing and protecting our business interests in the external environment.

3.0 Use and maintenance of this policy

This policy will be communicated to all employees and made available at all Solenis sites. The Environmental, Health and Safety department and Corporate Sustainability team will review this policy on a timely basis, at least once per year. Updates will be made to ensure the policy reflects best practices for sustainability. Any violation of this policy should be reported to management, through our Share Your Concern channels or via email to ethicsandcompliance@solenis.com.

4.0 Scope

This policy covers all Solenis businesses, subsidiaries, offices, warehouses, manufacturing facilities and operations globally. Compliance with this policy is the responsibility of every worker worldwide and is a condition of employment. Managers will lead by example as well as educate and train workers and stakeholders. Everyone must commit to the safety of themselves, co-workers, visitors and customers. Anyone concerned about a work-related situation should stop the activity and report it as unsafe to their manager, who will lead finding a safe approach.

5.0 Owner

Chief sustainability officer.

6.0 Endorsement



John E. Panichella, CEO

7.0 Exceptions

There are no exceptions to this policy.