



## **Group Policy: Equal opportunities, diversity and human rights policy**

Synthomer is fully committed to ensuring the fair, courteous and respectful treatment of its employees and to the elimination of unlawful and unfair discrimination. Synthomer recognises and values the strengths and opportunities that a diverse workforce brings to its global business. In pursuance of this policy:

- ▶ We will take all reasonable measures to prevent discrimination, harassment and bullying conduct.
- ▶ We will build a culture that values meritocracy, openness, fairness and transparency.
- ▶ We will observe all laws and regulations governing the equality of men and women.
- ▶ We will take all reasonable measures to prevent sexual harassment in the work place and all behaviour with a sexual element that is unwelcome and degrading to the affected employee.
- ▶ We will under no circumstances engage child, forced or compulsory labour.
- ▶ We recognise the freedom of employees to establish or join an organisation of their own choice (including trade unions), to refrain from joining such organisations and to bargain collectively.
- ▶ We will work toward meeting the expectations placed on business to respect the United Nation's Guiding Principles on Business and Human Rights and report to our shareholders accordingly.

All employees are responsible for the promotion and advancement of this policy. Behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with the local Synthomer disciplinary policy.

A handwritten signature in black ink, appearing to read "Neil Johnson", written over a horizontal line.

**Neil Johnson**  
Chairman  
Synthomer plc  
February 2015

A handwritten signature in blue ink, appearing to read "Calum MacLean", written over a horizontal line.

**Calum MacLean**  
Chief Executive Officer  
Synthomer plc  
February 2015