

# Communities

## Why is it important?

Our licence to operate as a chemicals business that handles complex, sometimes hazardous materials, as well as our reputation as a good corporate citizen, relies on the trust and support of the communities that live near our sites. Indeed, those communities are home for many of our employees. At the same time, a growing number of people want to work for companies that demonstrate strong social connections and provide opportunities for community volunteering. In providing those opportunities, we can help create a greater sense of belonging and purpose among employees.

## Our commitments

We are proud of our long tradition of supporting our local communities, in particular through the Synthomer Foundation. Since it was established, first as the General Tire and Rubber Foundation and through its evolution as GenCorp and OMNOVA, the Foundation has played a positive role in communities in the USA for more than 60 years.

[More information about the Synthomer Foundation is available on our website.](#)

We want to continue building on this great legacy, and in the past few years we have refocused the Synthomer plc approach to community engagement, adapting the way we provide funding and support for local community activities, based on lessons learnt from the Foundation.

## Policies associated with engaging with communities

[Our Code of Conduct is available on our website.](#)

## Our approach

We want the communities where we work to thrive, and look for ways to promote learning and career development in chemistry and engineering. We also support and encourage our site-based social committees to host activities that help raise funds for good causes. However, we do not get involved in providing any financial or non-financial support for political activities.

### We focus our activities on four key areas:

Area of focus	Why we get involved
Education	We want young people to feel inspired to study scientific and technical subjects and consider careers in these areas. In doing so, we contribute to the future talent pipeline – ours and the wider manufacturing industries that modern society relies on. We also want to help develop the leaders of the future who will one day contribute positively to their neighbourhood's growth and prosperity.
Health	Strong communities rely on healthy citizens, so we look to support the immediate social needs of vulnerable members of the community.
Diversity	Companies like ours rely on diversity of thinking in order to succeed. As well as striving to reflect the communities in which we operate, we want to help them celebrate and amplify their culture, supporting activities that foster unique opportunities to broaden cultural horizons.
Environmental stewardship	We want to minimise our impact on the environment. We always operate within local legal regulations and seek to do more where possible. For example, our sites look for ways to care for their local environment, encouraging employees and local communities to get involved through volunteering activities.

Our global volunteering network, formed in 2021, has helped drive a consistent approach to our community programme. Corporate social responsibility (CSR) representatives from each site propose and present initiatives to their regional coordinator on a regular basis. Those representatives then meet with our central team on a quarterly basis to discuss project proposals and share volunteering ideas. They also track high-level metrics, such as the number of volunteers and hours volunteered. The network is actively supported by an executive sponsor and our Human Resources network.

We want to encourage more employees to get involved in community activities and have made a matched-funding programme available to all Synthomer plc employees. In addition, the Synthomer Foundation has a matching gift programme available to eligible US employees. We also continued to develop a working with the community component in our talent development and graduate programmes in all our key regions.

In May 2021, we launched our annual Synthomer Cares week, where employees around the world get involved in activities to raise funds, support local communities and feel connected with one another.

## Our performance in 2025

In 2025, Synthomer colleagues were involved in 84 community-related activities. Meanwhile, the Synthomer Foundation awarded \$1.25 million to non-profit organisations that provided services which improved the quality of life, education, health and human service, civic initiatives, and the arts.

## Synthomer Foundation Awards

Area	Number of awards	% of total payment
Arts and culture	17	4.5%
Civic	36	14.7%
Education	139	52.6%
Health and human services	72	28.2%

### Global: our fifth annual Synthomer Cares week

Throughout May 2025, we celebrated the fifth annual Synthomer Cares Week, with 380 colleagues taking part in global lunchtime walks to help raise money for Médecins Sans Frontières, a medical humanitarian organisation that provides aid to people in crisis around the world. Thanks to their support, we raised £1,900.

Our local sites also got involved in Synthomer Cares Week, raising money for and participating in activities that made a tangible difference in their communities. Though there were many, here are just a few of the initiatives our sites got involved in:

- Middelburg, the Netherlands: employees rallied together to support the Walcheren Food Bank, raising essential funds to help provide free food to approximately 250 households in need
- Kuala Lumpur, Malaysia: employees created art in support of Dignity for Children Foundation, empowering over 2,000 underprivileged students through education
- Beachwood, USA: continuing our long-standing partnership with RePlay for Kids, our employees hosted toy adaptation workshops, building battery-operated toys for children with disabilities
- Harlow, England: a group of our employees hit the ground running, taking part in the Victoria Park 10k and raising £2,190 for Myeloma UK, a charity dedicated to supporting those affected by myeloma.

### Our next steps

We will continue to support local activities and provide financial contributions in line with our areas of focus. And we will keep looking for ways to help more employees get involved in those activities. That includes our next Synthomer Cares week, which will take place in 2026.