



Group Policy: Environment

Synthomer produces high-performance, highly specialised chemical products and solutions that bind the modern world together through the broadest range of everyday applications.

We recognize that we need to ensure the identification and responsible management of the environmental impacts and dependencies related to relevant activities across the entire value chain of our business, and see this as a fundamental part of how we operate. Sustainability is one of the critical enablers of our strategy and our Vision 2030 roadmap¹ sets out how we are delivering on our commitments for our most relevant environmental, social and governance (ESG) issues.

Synthomer is fully committed to supporting the goals of the Paris Climate Agreement², the objectives of the UN Sustainable Development Goals³ and the worldwide chemical industry Responsible Care® Guiding Principles⁴.

The Chief Executive Officer, assisted by the Executive Team, has overall responsibility for implementation of this policy throughout the business.

We are committed to continually improving our management systems to enhance our environmental and energy performance.

To achieve this, we focus on:

- ▶ Reducing Scope 1 and 2 GHG emissions in line with our Science-Based target by reducing energy consumption, increasing the use of renewable energy and reducing fugitive emissions, including refrigerants.
- ▶ Reducing Scope 3 GHG emissions in line with our Science-Based target primarily by working with our suppliers to source lower-carbon raw materials for use in our own operations.
- ▶ Working with customers and suppliers across the value chain to accelerate the design and deployment of more sustainable products with increased environmental benefits and reduced hazard over their entire lifecycle as defined by our Product Sustainability Scorecard.
- ▶ Assessing and integrating the actual and potential impacts of climate-related risks and opportunities into our business strategy, and financial planning.
- ▶ Reducing any emissions to air (including oxides of sulphur and nitrogen, volatile organic compounds and particulate matter) from our own operations in line with regulatory requirements.
- ▶ Having process safety systems and controls in place to prevent incidents with environmental consequences and to minimise potential impacts.
- ▶ Minimising waste generation in our own operations, increasing levels of reuse and recycling, and reducing hazardous waste requiring disposal and waste to landfill to levels as low as practicable.
- ▶ Implementing water stewardship systems for any of our own operations located in areas of high water stress in order to minimise water withdrawal, net consumption and increase effluent discharge quality⁵.
- ▶ Understanding the relationship of our operational activities on key ecosystems and biodiversity.
- ▶ Using an internal carbon price as a tool to accelerate the adoption of lower-carbon investments.
- ▶ Meeting our compliance obligations.

¹ <https://www.synthomer.com/sustainability/our-commitments/>

² <https://unfccc.int/process-and-meetings/the-paris-agreement>

³ <https://sdgs.un.org/goals>

⁴ <https://www.synthomer.com/media/zsnpsh5g/responsible-care-guiding-principles-2021.pdf>

⁵ https://www.synthomer.com/media/m0vjy4y5/water_management.pdf

In order to fulfil these commitments, we will:

- Comply** ▶ Work effectively with local regulators to ensure legal compliance and where technically and economically practicable exceed legal and other requirements.
- Manage** ▶ Operate according to certified internationally recognized Management Systems.
 - ▶ Set challenging environmental and energy objectives and targets, aligned to our Vision 2030 Goals.
 - ▶ Ensure the availability of information and provide adequate resources to support their delivery.
 - ▶ Use our systems to drive continuous improvement in performance.
 - ▶ Introduce robust corporate governance mechanisms and plans to identify, assess, and address environmental risks and opportunities; including for Mergers and Acquisitions.
 - ▶ Consider environmental and energy performance improvement in design and procurement activities.
- Appoint** ▶ Formally appoint individuals with responsibility for implementation of environmental management policy and improvement of environmental performance.
- Involve** ▶ Actively engage with our employees to create shared ownership for environmental management and actively involve stakeholders, both internal and external.
- Train** ▶ Provide information and training to employees to enable them to contribute to the achievement of our targets.
- Expect** ▶ Expect a high level of personal commitment and behaviour from all those who manage and work for, with and on behalf of the company, consistent with our desired performance.
- Report** ▶ Require regular reporting of performance (using applicable internationally recognised Standards) and improvement plan progress to all stakeholders.
 - ▶ Publish transparent group performance against improvement plans and objectives on an annual basis⁶.
- Learn & Share** ▶ Share learnings and good / best practices throughout the organisation and where appropriate, both with and from relevant industry bodies.
- Audit** ▶ Conduct independent, regular site and supplier audits to assess the effectiveness of our practices and systems.
- Review** ▶ Monitor and analyse our environmental and energy performance and review the adequacy and the effectiveness of our management systems regularly.
 - ▶ Review the Policy annually, and update at least every 3 years to reflect any changes in scope, materiality and learning from the above.



Peter Hill
Chair of Synthomer
Synthomer plc
April 2026



Michael Willome
Chief Executive Officer
Synthomer plc
April 2026

⁶ <https://www.synthomer.com/sustainability/ratings-and-resources/>