



Group Policy: Health & Safety

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

The management of the impact that our activities have on health & safety (H&S) is a fundamental part of how we conduct our business, and our ultimate goal is to have no accidents or incidents or adverse impact on the health of those who work in, or live near, our operations including contractors, nor to those who use our products.

The Chief Executive Officer, assisted by the Executive Team, has overall responsibility for implementation of this policy throughout the business. The primary responsibility for delivery lies with the operating managers at all our locations.

This policy covers all Synthomer group operations, employees, and contractors, but we are also conscious of our role across the value chain and our [supplier code of conduct](#) contains the health and safety expectations and requirements we set for our suppliers, with Procurement and Supply Chain functions responsible for ensuring delivery.

Synthomer is fully committed to supporting the objectives of the [UN Sustainable Development Goals](#) and the worldwide chemical industry [Responsible Care® Guiding Principles](#).

We are committed to continually improving our H&S performance by giving safety of plant, process and people (employees and contractors) absolute priority and setting challenging annual objectives and managing our progress towards them.

To fulfil these commitments we:

- Comply** ▶ Work effectively with local regulators to ensure legal compliance and where technically and economically practicable exceed legal and other requirements.
- Manage** ▶ Have implemented a group wide Management System which sets standards for process safety, occupational health and safety, asset integrity, as well as product stewardship in accordance with the sustainable development objectives outlined in our [Vision 2030](#).
 - ▶ Use the system to provide good practice examples and drive continuous improvement in performance and practices through challenging annual plans and targets and provide adequate resources to support their delivery.
 - ▶ Purchase products and service from suppliers who fulfil our H&S requirements, through the compliance with our [supplier code of conduct](#).
 - ▶ Will reduce the number of hazardous substances in our products worldwide, in line with the strategy set out on our [SVHC statement](#).
- Appoint** ▶ Formally appoint individuals with responsibilities under the management system and assure their competence and understanding of their responsibilities regarding H&S management.

- Involve** ▶ Actively engage with our employees to create shared ownership for performance, involving external stakeholders when required.
▶ Consult with workers and workers' representatives, where they exist.
- Support** ▶ Actively support employee health and wellbeing to ensure staff are fit for productive work.
- Train** ▶ Provide information and training to employees to enable them to work free from harm and 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.
- Design** ▶ Design assets and processes to be safe and efficient and improve H&S performance.
- Report** ▶ Require regular reporting of performance and improvement plan progress with all stakeholders.
▶ Publish with transparency group performance against improvement plans on an annual basis.
- Learn & Share** ▶ Investigate accidents and incidents objectively to understand root causes consistent with a just culture. Share learnings 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 and encourage external certification where appropriate.
- Review** ▶ Monitor and analyse our H&S performance and review the adequacy and the effectiveness of our management systems regularly.
▶ This Policy will be reviewed every year.



Peter Hill
Chair of Synthomer
Synthomer plc
February 2025



Michael Willome
Chief Executive Officer
Synthomer plc
February 2025