2025

ESG Datapack

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1. Introduction

Synthomer's ESG approach

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

We recognise that we need to identify and responsibly manage the environmental, social and governance (ESG) impacts and dependencies related to relevant activities across our entire value chain, 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 targets set out how we are delivering on our commitments for our most relevant ESG issues. Many of these targets are underpinned by short-term objectives, so that we can track and report progress between now and 2030.

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

This datapack contains detailed information of the continuous progress we are making in our sustainability agenda.

For more information, please visit us at Sustainability | Synthomer.

Targets and objectives

Sustainable products

Vision 2030 target

At least 60% of new products with enhanced sustainability benefits.[1]

Short-term 2025 objective

At least 55% of new products with sustainability benefits.

Sustainable procurement

Vision 2030 target

80% procurement spend with a sustainability rating.[2]

Short-term 2025 objectives

- 50% procurement spend covered by a sustainability rating and improvement plan
- Audit eight key suppliers' sites by 2025
- Ensure that all our highest-risk suppliers agree to our Supplier Code of Conduct[3] or equivalent standards

Health and safety

Vision 2030 targets

Recordable injury case rate (RCR)[4] 0.20.

Process safety event rate (PSER)[5] 0.10.

Short-term 2025 objectives

- RCR of 0.20
- PSER of 0.20

Environment

Vision 2030 targets

Reduce Scope 1 and 2 absolute emissions by 47% (versus 2019).

Reduce Scope 3 absolute emissions[6] by 28%.

80% of electricity from renewable sources.

Establish sustainable water management at sites located in areas of high water stress.

Short-term 2025 objectives

- 30% absolute reduction in Scope 1 and 2 emissions (versus 2019)
- 5% improvement in energy intensity (versus 2022)
- 5% reduction in total waste per tonne (versus 2022)

Our employees

Vision 2030 targets

40% senior management gender diversity.

Achieve upper quartile engagement scores against external benchmarks.

Short-term 2025 objectives

- 33% female senior leaders
- 20% senior leaders from ethnically diverse backgrounds

Methodologies for reporting and references can be found in Appendix 1 on pages 16 to 19.

2. Environment

Energy

	Unit	2024[a]	2023[a]	2022[a]	2021[b]	2020[b]	2019[a]
Energy consumption[7]							
Absolute energy consumption	GJ	5,692,630	5,681,673	6,194,661	5,035,920	4,919,295	4,964,234
Energy consumption by source							
Natural gas	GJ	3,346,534	3,297,460	3,374,052	2,146,659	2,047,624	2,075,657
Light and heavy oils and GLP	GJ	297,937	278,152	336,728	24,782	28,310	32,997
Steam and hot water (metered)	GJ	726,932	835,579	873,923	892,030	883,941	999,288
Electricity (metered)	GJ	1,321,228	1,270,481	1,329,683	1,222,002	1,263,276	1,253,575
Coal	GJ	0	0	280,275	750,448	696,145	602,716
Specific energy consumption*	GJ/tonne	4.205	4.06	3.95	2.89	2.79	2.73
Projects related to energy efficiency*	#	48	41	41	59	55	46

	Unit	2024[a]	2023[a]	2022[a]	2021[b]	2020[b]	2019[a]
Refrigerant releases – HCFC and others							
Absolute refrigerant releases	kg	1,682	3,099	2,442	1,783	1,670	2,000
Specific refrigerant releases	kg/tonne production	0.0012	0.0022	0.0016	0.0010	0.0009	0.0011

Renewable energy

	Unit	2024[a]	2023[a]	2022[a]	2021[b]	2020[b]	2019[a]
Renewable energy consumption							
Total energy from renewable sources	GJ	1,009,610	966,265	997,727	1,094,871	452,067	170,519
Total share of energy from renewables	%	18	17	17	22	8	3
Total share of electricity from renewable sources*	%	80	80	80	90	31	10
Share of energy from renewable sources by region							
Americas	%	19	19	17	25	2	0
Asia	%	33	51	48	45	0	0
EMEA	%	15	11	11	15	12	4

* More details on targets and objectives can be found on page 2.

Methodologies for reporting and references can be found in Appendix 1 on pages 16 to 19.

2. Environment

Climate action

	Unit	2024[a]	2023[a]	2022[a]	2021[b]	2020[b]	2019[a]
Greenhouse gas (GHG) emissions [8,9,10,11,12]							
Absolute Scope 1 GHG emissions	tonnes CO_2e	241,151	230,798	270,849	225,949	219,564	309,645
Absolute Scope 2 GHG emissions *Market based*	tonnes CO_2e	64,086	97,984	105,942	83,857	183,429	259,040
Absolute Scope 2 GHG emissions *Location based*	tonnes CO_2e	174,605	207,957	209,500	210,899	226,537	263,745
Absolute Scope 1 and 2 GHG emissions *Market based**	tonnes CO_2e	305,237	328,782	376,791	309,806	402,993	586,685
Specific Scope 1 and 2 GHG emissions	tonnes CO_2e/tonne production	0.225	0.235	0.240	0.178	0.228	0.289
Absolute Scope 1 and 2 GHG emissions by source							
from energy[9]	tonnes CO_2e	252,599	289,190	326,992	270,097	362,222	513,994
from process emissions	tonnes CO_2e	50,195	41,454	43,807	34,724	35,916	47,164
from refrigerant releases	tonnes CO_2e	2,443	4,138	5,992	4,985	4,855	7,527
Scope 3 GHG emissions[13]							
Category 1 Purchased goods and services*	tonnes CO_2e	2,321,758	2,222,660	2,323,984			2,993,462
Category 2 Capital goods	tonnes CO_2e						996
Category 3 Fuel and energy related activities (not included in Scope 1 and 2)	tonnes CO_2e	70,348	75,763	100,070			93,907
Category 4 Upstream transportation and distribution	tonnes CO_2e	129,745	163,075	38,803			27,848
Category 5 Waste generated in operations	tonnes CO_2e	5,971	8,938	2,008			4,351
Category 6 Business travel	tonnes CO_2e	15,819	10,607	542			788
Category 7 Employee commuting	tonnes CO_2e	8,166	8,610	6,211			6,225
Category 8 Upstream leased assets	tonnes CO_2e	Not relevant	Not relevant	Not relevant			Not relevant
Category 9 Downstream transportation and distribution	tonnes CO_2e	Relevant Not calculated	Relevant Not calculated	Relevant Not calculated			Relevant Not calculated
Category 10 Processing of sold products	tonnes CO_2e	Not relevant	Not relevant	Not relevant			Not relevant
Category 11 Use of sold products	tonnes CO_2e	Relevant Not calculated	Relevant Not calculated	Relevant Not calculated			Relevant Not calculated
Category 12 End-of-life treatment of sold products	tonnes CO_2e	3,751	12,363	16,069			8,653
Category 13 Downstream leased assets	tonnes CO_2e	62,536	55,444	56,257			44,371
Category 14 Franchises	tonnes CO_2e	Not relevant	Not relevant	Not relevant			Not relevant
Category 15 Investments	tonnes CO_2e	11,602	11,469	7,023			24,101
Absolute Scope 3 GHG emissions	tonnes CO_2e	2,629,696	2,568,929	2,550,967			3,204,702
Specific Scope 3 GHG emissions	tonnes CO_2e/tonne production	1.94	1.83	1.55	1.33	–	1.41

* More details on targets and objectives can be found on page 2.

Methodologies for reporting and references can be found in Appendix 1 on pages 16 to 19.

2. Environment

Climate-related financial disclosures

	Unit	2024[a]	2023[a]	2022[a]	2021[b]
Financial intensity					
Scope 1 and 2 GHG emissions	tonnes CO_2e/£m revenue	154	167	137	121
Scope 1 and 2 GHG emissions	tonnes CO_2e/£m EBITDA	2,076	2,314	1,334	538
Scope 3 GHG emissions	tonnes CO_2e/£m revenue	1,169	1,300	944	995
Scope 3 GHG emissions	tonnes CO_2e/£m EBITDA	15,794	18,036	9,209	4,440
Scope 1, 2 and 3 GHG emissions *Market based*	tonnes CO_2e/£m revenue	1,323	1,467	1,081	1,116
Scope 1, 2 and 3 GHG emissions *Market based*	tonnes CO_2e/£m EBITDA	17,871	20,350	10,543	4,979
Sites with ETS or equivalent					
Scope 1 emissions	tonnes CO2e	148,346			
Proportion of Group Scope 1 emissions	%	62	46	–	–
Proportion of Group production volume	%	15	13.6		
Proportion of Group revenue	%	16	20	–	–
Capital investment for sustainability projects					
Capex for sustainability projects	%	9			

	Unit	2024	2023
Priority sites at high risk of water stress[14] (using WRI Aqueduct and local risk factors)			
Number	#	3	3
Proportion of Group production volume	%	11.8	10.9
Proportion of Group revenue	%	12.5	12.7

Methodologies for reporting and references can be found in Appendix 1 on pages 16 to 19.

2. Environment

Other air emissions

	Unit	2024[a]	2023[a]	2022[a]	2021[b]	2020[b]	2019[b]
Other emissions to air – absolute							
Sulphur dioxide (SO_2)	tonnes SO_2	23.42	14.08	44.61	122.13	132.24	126.28
Nitrogen oxides (NO_x)[15]	tonnes NO_x	195.159	162.92	164.89	230.67	229.51	201.98
Particulate matter (PM)	tonnes PM	48.53	24.68	29.66	–	–	–
Volatile organic compounds (VOC)	tonnes VOC	475.56	298.67	529.78	268.08	246.79	231.34
Other emissions to air – specific							
Sulphur dioxide (SO_2)	kg SO_2/tonne production	0.017	0.01				0.07
Nitrogen oxides (NO_x)[15]	kg NO_x/tonne production	0.142	0.116				0.111
Particulate matter (PM)	kg PM/tonne production	0.035	0.018				n/a
Volatile organic compounds (VOC)	kg VOC/tonne production	0.347	0.214				0.127

Methodologies for reporting and references can be found in Appendix 1 on pages 16 to 19.

2. Environment

UK only

	Unit	2024[a]	2023[a]	2022[a]	2021[b]	2020[b]	2019[b]
Energy consumption[7]							
Absolute energy consumption	GJ	285,722	284,674	321,034	339,579	340,477	329,741
Specific energy consumption	GJ/tonne	3.85	4.67	5.05	4.32	3.95	4.22

	Unit	2024[a]	2023[a]	2022[a]	2021[b]	2020[b]	2019[b]
Greenhouse gas (GHG) emissions [8,9,10,11,12]							
Absolute Scope 1 GHG emissions	tonnes CO_2e	10,389	10,322	11,963	12,721	12,867	12,429
Absolute Scope 2 GHG emissions *Market based*	tonnes CO_2e	8,171	6,443	5,815	5,893	6,266	5,308
Absolute Scope 2 GHG emissions *Location based*	tonnes CO_2e	9,669	7,698	7,545	7,887	8,785	8,367
Absolute Scope 1 and 2 GHG emissions *Market based*	tonnes CO_2e	18,560	16,765	17,778	18,613	19,133	17,737
Specific Scope 1 and 2 GHG emissions	tonnes CO_2e/tonne	0.250	0.275	0.280	0.237	0.222	0.227
Absolute Scope 3 GHG emissions	tonnes CO_2e	250,130	119,876	102,624	–	–	–
Specific Scope 3 GHG emissions	tonnes CO_2e/tonne	3.37	1.97	1.61	–	–	–

Methodologies for reporting and references can be found in Appendix 1 on pages 16 to 19.

2. Environment

Water

	Unit	2024[a]	2023[a]	2022[a]	2021[b]	2020[b]	2019[b]
Group water usage[16]							
Total water withdrawal	m^3	7,131,716	7,066,045	8,090,588	7,747,617	7,202,458	7,142,707
Specific water withdrawal	m^3/tonne	5.27	5.05	5.16	4.45	4.08	3.93
Water withdrawal by source							
Public potable supply	m^3	2,248,948	2,105,024	2,225,772	1,664,140	1,639,818	1,755,650
Raw water from river	m^3	2,696,248	2,681,342	3,231,223	3,357,138	2,992,894	2,810,402
Raw water from borehole	m^3	771,770	782,757	1,058,105	1,327,913	1,158,464	1,192,088
Raw water from canal	m^3	41,232	38,932	54,018	80,039	70,609	65,012
Raw water from other	m^3	1,373,518	1,457,990	1,521,470	1,318,387	1,340,673	1,319,556
Total water consumption	m^3	1,972,144	2,020,273	2,565,882	–	–	–
Specific water consumption	m^3/tonne	1.46	1.44	1.64	–	–	–
Priority sites at high risk of water stress[14] (using WRI Aqueduct and local risk factors)							
Number	#	3	3	–	–	–	–
Proportion of Group production volume	%	11.8	10.9	–	–	–	–
Proportion of Group revenue	%	12.5	12.7				

Waste

	Unit	2024[a]	2023[a]	2022[a]	2021[b]	2020[b]	2019[b]
Group waste (total)							
Absolute	tonnes	50,382	50,358	62,454	39,708	39,852	49,346
Specific*	kg/tonne	37.21	36.01	39.83	22.81	22.58	27.19
Group waste (landfill)							
Absolute	tonnes	12,322	12,772	17,298	9,345	9,487	12,353
Specific	kg/tonne	9.10	9.13	11.03	5.37	5.38	6.8
Group waste (hazardous)							
Absolute	tonnes	28,865	27,367	35,591	22,674	21,402	23,128
Specific	kg/tonne	21.32	19.57	22.70	13.03	12.13	12.74
Group waste (non-hazardous)							
Absolute	tonnes	21,517	22,991	26,863	17,034	18,450	26,236
Specific	kg/tonne	15.89	16.44	17.13	9.79	10.45	14.45

* More details on targets and objectives can be found on page 2.

Methodologies for reporting and references can be found in Appendix 1 on pages 16 to 19.

2. Environment

Waste continued

	Unit	2024[a]	2023[a]	2022[a]	2021[b]	2020[b]	2019[b]
Hazardous waste by source							
Incinerated – with energy recovery	tonnes	7,020	8,677	10,684	2,931	3,244	3,777
Recycled – separated – reprocessed	tonnes	9,548	7,222	7,914	5,065	6,418	5,959
Incinerated – no energy recovery	tonnes	3,681	4,126	5,392	2,738	1,611	1,430
Disposed by landfill	tonnes	1,876	1,565	2,755	3,235	2,276	1,643
Other	tonnes	6,740	5,777	8,845	10,141	8,567	11,100
Non-hazardous waste by source							
Incinerated – with energy recovery	tonnes	3,292	3,232	3,714	4,278	4,475	8,176
Recycled – separated – reprocessed	tonnes	3,879	3,006	3,503	2,836	2,377	2,275
Incinerated – no energy recovery	tonnes	87	75	123	22.3	17	186
Disposed by landfill	tonnes	10,447	11,206	14,544	8,011	8,170	11,808
Other – municipality	tonnes	3,813	5,471	4,977	1,887	3,411	3,791
Sites that are zero direct waste to landfill							
Number	#	6	10	–	–	–	–
Proportion of Group revenue	%	17.0	27.7	–	–	–	–
Proportion of Group production volume	%	22.5	30.7	–	–	–	–

Methodologies for reporting and references can be found in Appendix 1 on pages 16 to 19.

3. Social

Workforce

	Unit	2024	2023	2022	2021	2020	2019
Total headcount	#	4,102	4,215	5,207	4,632	4,608	28,992
Employees with permanent contract	%	96.6	97	97	96	~ 100	~ 100[18]
Employees with temporary contract	%	3.4	3	3	4	0	2
Total employee turnover	%	6.1	7.9	8.5	14.5	10.2	10.22
Employees covered by collective bargaining	%	61	55	65	67	67	67
Total new hires	#	470	435	822[17]	564	327	2052
Average training hours per FTE	#	29	31	23	15	18	232
Workforce gender diversity							
Total workforce who are female	%	23.4	23	21	21	21	212
Board who are female	%	36.4	44	33	33	33	222
Senior leaders who are female[19]*	%	29.2	30.4	25	20	17	92

	AMERICA		EMEA		ASIA		FEMALE		MALE		NOT DECLARED	
People demographics in 2024	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE
No. of employees	812	809.5	2610	2543.6	680	680.0	960	926.5	3129	3093.5	13	13.0
No. of permanent employees	805	805.0	2544	2496.9	613	613.0	908	879.3	3043	3024.5	11	11.0
No. of temporary employees	7	4.5	66	46.7	67	67.0	52	47.2	86	69.0	2	2.0
No. of non-guaranteed employees	0	0	0	0	0	0	0	0	0	0	0	0
No. of full-time employees	807	806.9	2506	2469.7	680	680.0	890	879.8	3091	3064.7	12	12.0
No. of part-time employees	5	2.6	104	73.9	0	0.0	70	46.7	38	28.8	1	1.0

Notice period for operational changes[20]		AMERICA	EMEA	ASIA
Minimum notice period regarding operational changes	weeks	2	2	2
Specified in collective labour agreements	Y/N	Y	Y	Y

* More details on targets and objectives can be found on page 2.

Methodologies for reporting and references can be found in Appendix 1 on pages 16 to 19.

3. Social

Health and safety

	Unit	2024	2023	2022	2021	2020	2019
Health and safety							
Total recordable injury case rate – RCR*	per 100,000 hrs[15]	0.14	0.16	0.34	0.31	0.36	0.2
Employees' RCR	per 100,000 hrs	0.16	0.14	0.35	0.33	0.36	0.19
Contractors' RCR	per 100,000 hrs	0.06	0.26	0.27	0.23	0.35	0.22
Total fatalities	#	0	0	0	0	0	0
Total process safety event rate – PSER*	per 100,000 hrs[21]	0.21	0.18	0.22	0.16	0.10	0.11
Lost time injury frequency rate (LTIR)	per 1,000,000 hrs[21]	1.3	1.42	2.0	1.6	2.6	1.4
Employees' LTIR	per 1,000,000 hrs	1.5	1.32	2.2			
Contractors' LTIR	per 1,000,000 hrs	0.6	1.91	1.1			
Lost time injury severity rate (LTISR)	per 100,000 hrs[21]	6.1	8.3	9.7	5.5	12.1	6.3
Employees' LTISR	per 100,000 hrs	6.7	8.1	10.7			
Contractors' LTISR	per 100,000 hrs	3.4	9.1	4.7			
% of employees covered by Health & Safety (or SHE) Committee (including offices)	%	77	–	–	–	–	–
% of employees covered by health and safety risk assessment (or job or task risk assessment) (including offices)	%	80	–	–	–	–	–
% of employees covered by Health & Safety (or SHE) Committee (excluding offices)	%	78	–	–	–	–	–
% of employees covered by health and safety risk assessment (or job or task risk assessment) (excluding offices)	%	82	–	–	–	–	–

* More details on targets and objectives can be found on page 2.

Methodologies for reporting and references can be found in Appendix 1 on pages 16 to 19.

3. Social

Procurement[22]

	Unit	2024	2023	2022	2021
Procurement spend covered by sustainability rating*	%	53	45	37[23]	26
Targeted suppliers who have agreed to our Supplier Code of Conduct*	%	93	80	–	–
Targeted suppliers who have gone through an Ecovadis assessment	%	43	–	–	–
Targeted suppliers who have gone through an on-site TfS audit	#	8	–	–	–
Buyers across all locations who have received training on sustainable procurement	%	88	–	–	–
Audited/assessed suppliers engaged in corrective actions or capacity building	#	8	–	–	–
Targeted suppliers who have ESG clauses	#	0	–	–	–

Product quality

	Unit	2024	2023	2022	2021
Right-first-time products	%	98	98.5	98	97.4

Innovation

	Unit	2024	2023	2022	2021
New products with sustainability benefits[24]*	%	69	64	50	43
Ratio of products with product carbon footprint	%	73	approx 60	–	–

Product safety

	Unit	2024	2023	2022	2021
Sales volume from products containing a substance of very high concern[25]	%	1.29	0.79	–	–

* More details on targets and objectives can be found on page 2.
Methodologies for reporting and references can be found in Appendix 1 on pages 16 to 19.

3. Social

Certifications

	% of certified sites[26]						
Standard	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**All certificates available on Synthomer website:**
ISO 9001: 2015	100	100	90.9	89.7	90.2	100	ISO 9001 multisite certificate
ISO 14001: 2015	75.8	73.7	63.6	71.8	73.2	100	ISO 14001 multisite certificate
ISO 50001: 2018	24.2	22.2	18.2	20.5	19.5	28	ISO 50001 multisite certificate
ISO 45001 certification	12.1	10.5	9.1	7.7	9.8	16	Filago (Italy); Sant'Albano (Italy); Sokolov (Czech Republic); Nanjing (China)
RCMS compliance statement	18.2	28.9	25.0	20.5	19.5	0	Synthomer HQ RCMS Statement of Conformity
ISCC Plus	24	0	–	–	–	–	ISCC Plus certificates
Total number of sites[1]	33	36	44	39	41	25	

Community

	Unit	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**
Synthomer Foundation							
Total grants	#	300	–	–	–	–	–
Total donations	£'000	1,299,938.50	–	–	–	–	–
Education	%	63.43	–	–	–	–	–
Arts and culture	%	6.12	–	–	–	–	–
Civic	%	6.35	–	–	–	–	–
Health and human services	%	24.10	–	–	–	–	–
Synthomer plc							
Total grants	#	28	–	–	–	–	–
Total donations	£'000	23.6	–	–	–	–	–
Education	%	n/a	–	–	–	–	–
Arts and culture	%	n/a	–	–	–	–	–
Civic	%	n/a	–	–	–	–	–
Health and human services	%	n/a	–	–	–	–	–

Methodologies for reporting and references can be found in Appendix 1 on pages 16 and 19.

4. Governance

Board of Directors

Board of Directors	Peter Hill, CBE	Michael Willome	Lily Liu	The Hon. Alexander G Catto	Roberto Gualdoni	Dato' Lee Hau Hian	Ian Tyler	Holly A Van Deursen	Martina Flöel	Uwe Halder
Position	Chair	CEO	CFO	Non-executive director	Independent non-executive director	Non-executive director	Independent non-executive director	Independent non-executive director	Independent non-executive director	Non-executive director
Nationality	British	Swiss	British and Australian	British	German and Italian	Malaysian	British	American	German	German
Gender	male	male	female	male	male	male	male	female	female	male
Starting date	Sep 2024	Nov 2021	July 2022	1981	Jul 2021	1993	June 2022	Sep 2018	Sep 2023	Sep 2024
Audit Committee					X		Chair	X	X	
Remuneration Committee					X		X	Chair	X	
Nomination Committee	Chair			X	X	X	X	X	X	
Disclosure Committee	Chair	X	X							
Serves in other listed company Boards	1	1	1	0	1	2	2	2	1	1

X = member of the committee.

Board diversity, tenure, ownership and pay ratio

Board diversity and tenure	
Gender diversity	
Female	3/10
Male	7/10
Ethnic diversity	
White	80%
Asian	20%
Tenure	
0 – 5 years	70%
5 – 10 years	10%
>10 years	20%

Ownership and control – higher than 10%	Ordinary shares (number)	% of ordinary shares in issue	Nature of holding
Kuala Lumpur Kepong Berhad Group	43,986,318	27%[27]	Direct interest
Total Issued Shared Capital (ISC)	163,567,621		

Chief Executive Officer to all employee pay ratio	Method[28]	2024	2023	2022	2021	2020	2019
25th percentile pay ratio	Option B	31:1	32:1	24:1	54:1	37:1	28:1
Median pay ratio	Option B	24:1	26:1	21:1	44:1	28:1	23:1
75th percentile pay ratio	Option B	19:1	19:1	16:1	31:1	22:1	16:1

Methodologies for reporting and references can be found in Appendix 1 on pages 16 to 19.

4. Governance

Ethics

	2024	2023	2022	2021[29]
Whistleblowing hotline reports	16	17	24	16
Human resources, diversity and workplace respect	5	10	12	12
Corruption	0	0	–	–
Business integrity	10	5	11	3
Safety, health and environment	1	2	1	1
Sites audits on compliance and ethical standards	3	3		
Information security incidents	1	tbc	0	5

Methodologies for reporting and references can be found in Appendix 1 on pages 16 to 19.

5. Appendix 1

Methodologies and references

Our methodologies

Environmental performance metrics and KPI data covers all manufacturing operations and major office/technical centres under Synthomer operational control for the calendar years stated. Data excludes all non-trading and office/sales-related subsidiaries and joint ventures.

Synthomer's Scope 1 and 2 GHG emission calculations follow the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Scope 1 and 2 reporting reflecting operational control boundaries.

Synthomer's Scope 3 emissions calculation is based on the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, as well as the WBCSD Guidance for Accounting and Reporting Corporate GHG Emissions in the Chemical Sector Value Chain. All emissions that the business does not have operational control over, but that are in the business's value chain, are included in the Scope 3 inventory. This includes the upstream emissions related to the extraction and production of materials and the downstream emission associated with the processing and use of products.

Synthomer uses a hybrid approach to calculate its Scope 3 emissions, using the following methods:

- Process-based method – using consumption-based data on a given activity and the associated emission factor to calculate the emissions.
- Extended Environmental Input-Output (EEIO) model method – using spend data and its emissions using EEIO models to quantify the emissions associated with a sector of the economy in a given geography.

Based on the type of activity data available for each Scope 3 category, a suitable method was chosen and used for the calculation. As such, where consumption-based data was available, a process-based method was applied. Emission factors were sourced from LCA databases such as GaBi (LCA for Expert) and official national emission factor databases such as IEA, DEFRA.

EEIO method was applied for categories where spend data was more readily available. This method combines macroeconomic data and industry-level carbon emissions data to estimate the carbon associated with financial activity in a given sector and geography. This approach provides Synthomer with the tools to carry out a complete assessment as well as identify carbon hotspots across the value chain, ensuring the business focuses its attention where it matters most. The limitations of the model are that supplier- or customer-specific activities (e.g. use of renewables in manufacturing, routing in transport) are not taken into account. Furthermore, as the model accounts for the emissions of the sector as a whole, it will include different indirect emissions than a typical life cycle assessment (LCA).

Category 1 emissions also include capital goods as they are included within general spend. Category 10 emissions have been excluded following the recommendation made by WBCSD Chemical Sector Standard "Guidance for Accounting & Reporting Corporate GHG Emissions in the Chemical Sector Value Chain" standard for chemical companies.

Over time, as Synthomer can access consumption-based data across its value chain, Synthomer will make the transition from a hybrid approach to a process-based approach for better accuracy with Scope 3 reporting.

The environmental performance metrics for Scope 1, 2 and 3 have third-party independent verification at a limited level of assurance in accordance with the International Standard on Assurance (ISAE) 3000 for the reported period of 1 January 2024 to 31 December 2024.

Further information can be found online in Sustainability insights: Climate action.

References

1. Introduction

Targets and objectives

1. Enhanced sustainability benefits are defined as a positive sustainability benefit either for Synthomer, our customer or the end user (anywhere in the downstream value chain) based on our Product Sustainability Scorecard as part of our Strategic Scorecard

2. Sustainability rating is defined as a supplier who has a valid EcoVadis Scorecard Assessment.

3. Please refer to our Supplier Code of Conduct.

4. Recordable injury case rate (RCR) is defined as the number of employee and contractor recordable injuries, divided by contractor and employee worked hours, and multiplied by 100,000.
A recordable injury is defined using OSHA as an injury resulting in time away from work and corresponding working hours.

5. Process safety event rate (PSER) is defined as the number of reportable process safety events, divided by contractor and employee worked hours, and multiplied by 100,000.
Reportable process safety events definitions are based on ICCA (International Council of Chemicals Associations) definitions.

6. As defined by our approved Science Based Targets initiative. This is Scope 3 Category 1.

2. Environment

a) Data here refers to the Group composition as of end 2024. We have recalculated 2019 data for GHG emissions to reflect all acquisitions and divestments as this is the baseline year for our Scope 1 to 3 emissions reduction targets. We have rebaselined 2023, 2022 and 2019 data for updated GWP emission factors, which include methane leakages.

b) Data here reflects the composition of the Group at the time.

7. Data relates to site usage of all fuels, excluding transport of goods to and from site and the movement of these vehicles on site. Internal transport on site is included.

8. Scope 1 and 2 CO_2e emissions have been calculated from the usage of all fuels, excluding third-party transport fuel. They therefore include both direct emissions and indirect emissions related to imported electricity, steam, compressed air, cooling water, etc., with the exception of transmission and distribution losses for electricity, which are considered Scope 3 and have not been estimated. As of this year, we now include Scope 1 process emissions for two specific processes at two sites.

9. CO_2e emissions include contributions from CH_4 and N_2O associated with combustion.

10. All direct energy production from fossil fuels has been aggregated on a Group-wide basis and converted to CO_2e by using the appropriate emissions factors. Scope 2 emissions associated with electricity have been calculated using two different methods as per GHG Protocol requirements:

Market base: using market-based emissions factors for electricity from suppliers of standard grid fuel mix tariffs, and emission factors of zero where verifiable renewable tariffs or renewable certificates with guarantees of origin have been purchased. In cases where supplier emissions factors were not available, the residual mix factor was used for EU and UK sites and the Location Base approach for non-EU sites.

Location base: using emissions factors from DEFRA (dataset published in June 2024), for UK grid electricity, US Environmental Protection Agency (EPA) Inventory eGRID sub-region factors for US sites (January 2024 dataset) and, for other countries, grid electricity from the relevant IEA (International Energy Authority) 'World CO_2 Emissions from Fuel Combustion' databases. In accordance with UK Government guidance, factors used for 2024 reporting are based on 2021 validated data.

Scope 2 emissions associated with imported steam have been estimated using verified emission factors provided by the suppliers where available. Where not available, the UK DEFRA heat and steam factor has been used.

11. The total Scope 1 and 2 CO_2e figure is the total of the CO_2e emissions associated with energy, refrigerant release and relevant process emission contributions.

12. Our Stallingborough site in the UK receives most of its electricity from an adjacent municipal waste incinerator. But since the waste is both renewable and non-renewable, the site has some associated emissions. In 2024, the emissions from this electricity were 0.427kg CO2e per kWh, based on our determination of the factors used for the Climate Change Agreement submission.

13. Scope 3 GHG emissions have been calculated following the GHG protocol. Details can be found in the climate action insight paper.

TCFD metrics are calculated using GHG data stated in the table and revenue figures stated in the Annual Report 2024

14. Priority sites for water stress have been identified by combining local risk factors using WRI Aqueduct tool and relative water demand.

15. NOx emissions are predominantly those from combustion processes. The CO_2e Global Warming Potential contribution from these releases is already included in the CO_2 from the energy figure above.

Water (page 8)
16. Since adopting a more accurate and holistic water mass balance approach in 2022, we are not reporting water consumption for earlier years.

3. Social

17. Excludes former Eastman employees.

18. Before the Omnova acquisition.

19. Executive Team and management level one.

20. In line with GRI 402, Synthomer adheres to the legal requirements for each region in which we operate.

21. Employees and contractors.

22. Please refer to our Sustainable Procurement Policy and Strategy and Supplier Code of Conduct.

23. Excluding Adhesive Solutions.

24. Assessed by our product sustainability scorecard.

25. SVHC – substances of very high concern as per Annex XIV in REACH.

26. Are considered the manufacturing sites only.

4. Governance

27. As at 31 December 2024, the following information had been received by the Company, in accordance with Chapter 5 of the Disclosure Guidance and Transparency Rules (DTRs), from holders of notifiable interests in the Company's issued share capital.

28. The employees used for the purposes of compiling the table above were identified on a full-time equivalent basis at the pay period during which 5 April 2024 fell. Option B, which involves identifying the employees at the 25th, median and 75th percentile from our gender pay gap report, was chosen as the calculation methodology. Under this methodology, the employees were identified based on the full-time equivalent basis at the pay period during which 5 April fell. The selected employees' pay and benefits for the calendar year were then calculated using each element of employee remuneration consistent with the CEO, and no element of pay has been omitted. Employees for the purpose of the gender pay gap are employees of Synthomer (UK) Limited (496 relevant employees as at the snapshot date of 5 April 2024). The ratio was determined at 31 December 2024, Ethics (page 15).

29. Data before the Eastman acquisition.

6. Appendix 2

Glossary of terms

CH_4	Methane
CO_2	Carbon Dioxide
CO_2e	Carbon Dioxide equivalent
DEFRA	UK Department for Environment, Food and Rural Affairs
EBITDA	EBITDA is calculated as operating profit before depreciation, amortisation and special Items
ESG	Environmental, Social and Governance
EU ETS	European Union Emissions Trading Scheme
GHG	Greenhouse Gases
FTE	Full-time Equivalent
GJ	Gigajoule
HC	Head Count
HCFC	Hydrochlorofluorocarbon
ISCC	International Sustainability and Carbon Certification
kg	Kilogramme
KPIs	Key Performance Indicators
ktonne	Kilotonne or 1,000 tonnes (metric)
NED	Non-Executive Director
N_2O	Nitrous Oxide
RCMS	Responsible Care Management System
TCFD	Task Force on Climate-related Financial Disclosures
TfS	Together for Sustainability
WRI	World Resources Institute

7. Disclaimer

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