



Group Policy: Water Management

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 and Sustainability Insights² set 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 Agreement³, the objectives of the UN Sustainable Development Goals⁴ and the worldwide chemical industry Responsible Care® Guiding Principles⁵.

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

Synthomer is a predominantly water-based emulsions company, and our use of water rather than other solvents has clear environmental benefits. Synthomer is committed to ensuring it has in place sustainable water management systems and practices, minimising water withdrawal, net consumption and negative impact on water quality.

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** ▶ Implement Management Systems which set standards for water usage, with sites in areas of high water stress (now or forecast to be by 2050) and that are significant water consumers seeking Alliance for Water Stewardship⁶ accreditation by 2030.
 - ▶ Introduce robust corporate governance mechanisms and plans to identify and manage water risks; including for mergers and acquisitions.
 - ▶ Drive continuous improvement in performance through challenging plans and targets and provide adequate resources to support their delivery.
- Appoint** ▶ Formally appoint individuals with responsibility for water management
- Involve** ▶ Actively engage with our employees to create shared ownership for water 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.

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

² <https://www.synthomer.com/sustainability/our-sustainability-insights/>

³ <https://unfccc.int/process-and-meetings/the-paris-agreement>

⁴ <https://sdgs.un.org/goals>

⁵ <https://www.synthomer.com/media/zsnps5g/responsible-care-guiding-principles-2021.pdf>

⁶ <https://a4ws.org/>

- Expect**
 - ▶ High level of personal commitment and behaviour expected from all those who manage and work on our sites consistent with our desired performance.
 - ▶ **All sites** to implement core standards and practices, including:
 - ▶ Compliance with water / effluent discharge permit conditions
 - ▶ Having robust systems in place to prevent and contain spills and minimise potential pollution risk.
 - ▶ Providing good access to clean water for drinking, sanitation and hygiene (WASH)
 - ▶ Development of water balances – covering all input sources as well as indicating where wastewater is treated and/or recycled.
 - ▶ Using benchmark data and monitoring performance,
 - ▶ Closing performance gaps through good leak management practices and effective equipment efficiency management, and investigating alternate sources of make-up water.
- Design**
 - ▶ Ensure assets and processes are designed to minimise water consumption, promote water circularity and minimise any negative impact on water quality.
 - ▶ In particular, **sites in areas of high water stress** (currently or projected to be by 2050) **and that are significant water consumers** to design plant and processes that where practicable:
 - ▶ Incorporate flow meters
 - ▶ Recycle process wastewater
 - ▶ Eliminate once-through cooling
 - ▶ Recover and recycle hot condensate water
 - ▶ Harvest and reuse rainwater
 - ▶ Utilise low flow fixtures and flow restrictors
- Report**
 - ▶ Require regular reporting of water management performance against recognised International Standards and improvement plan progress.
 - ▶ Publish group performance against improvement plans on an annual basis.
- 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 audits to assess the effectiveness of our practices and systems
- Review**
 - ▶ 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
 February 2025



Michael Willome
Chief Executive Officer
 Synthomer plc
 February 2025