



## Group Policy: Water Management

The management of the impact that our activities have on safety, health and the environment (SHE) is a fundamental part of how we conduct our business. Synthomer is a predominantly waterbased emulsions company, and our use of water rather than other solvents has clear environmental benefits. However, we are conscious that as the global population increases and climate change continues to affect our environment, we need to ensure we are responsible in how we manage our water consumption.

Our 2030 Goals to reduce Scope 1 and 2 emissions intensity by 40% and 2050 goal to achieve net zero will help reduce water scarcity and extreme weather risks linked to climate change.

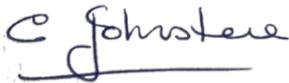
The Chief Executive Officer, assisted by the Executive Team, has overall responsibility for implementation of this policy throughout the business but primary responsibility for delivery lies with the Operating Managers at all our locations.

Synthomer is committed to ensuring it has in place sustainable water management systems and practices, minimising net consumption and water quality impact and supporting the objectives of the associated UN Sustainable Development Goal.

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 consumption and stewardship in accordance with sustainable development objectives, with sites in areas of water scarcity seeking Alliance for Water Stewardship accreditation by 2030.
  - ▶ Introduce robust corporate governance mechanisms and plans to identify and manage water risks. Sites in areas of water scarcity will align water stewardship commitments to, and in support of, existing catchment sustainability plans.
  - ▶ Use the system to provide good practice examples and 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.
- 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:
    - ▶ Development of water balances – covering all input sources as well as indicating where wastewater is treated and/or recycled.
    - ▶ Use benchmark data and monitor performance, closing gaps through:
    - ▶ Implementing leak management practices – periodic visual or auditory checking of locations where leaks are commonly found, quantifying volume of water lost in order to determine the potential water and cost savings of leak repair and implementing appropriate improvements.

- ▶ Effective equipment efficiency management, including cooling tower management – implementing energy and water management around cooling to optimise performance, eliminate excess water losses, ensuring that the cooling tower water is not over-treated with chemicals, and investigating alternate sources of make-up water.
- Design**
- ▶ Ensure assets and processes are designed to minimise water consumption, promote water circularity and minimise the impact on water quality.
  - ▶ In particular, sites in areas of water scarcity (currently or projected to be by 2030) or that are significant water consumers to design plant and processes that:
    - ▶ Incorporate flow meters and management systems to ensure traceability and support troubleshooting and benchmarking
    - ▶ Recycle process wastewater where practical
    - ▶ Eliminate once-through cooling – all single-pass cooling systems should be replaced with air-cooled or recirculating systems where practical
    - ▶ Recover and recycle hot condensate water
    - ▶ Harvest and reuse rainwater to displace water from municipally-supplied and other sources
    - ▶ Utilise low flow fixtures and flow resistors
  - ▶ Require regular reporting of water management performance against GRI Standards and improvement plan progress, with a focus on Tier 1 consumers and sites in areas of identified water scarcity.
  - ▶ 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



**Caroline Johnstone**  
**Chair of Synthomer**  
 Synthomer plc  
 December 2021



**Michael Willome**  
**Chief Executive Officer**  
 Synthomer plc  
 December 2021