



Group Policy: Human Rights

Synthomer is committed to respecting and protecting internationally recognised human rights standards set out in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

We all have a responsibility to understand, respect and support dignity and human rights and to avoid infringing on the human rights of others and to address impacts where they occur. This responsibility is embedded through all business functions and throughout our global value chains.

We will not tolerate, or condone, abuse of human rights and we will take seriously any allegations of human rights abuses. As part of our commitment, we do not tolerate threats or intimidation of anyone disclosing human rights issues or defending human rights.

Any breach of this policy by any person who works for us, or on our behalf, could result in actions taken against them, including disciplinary proceedings and termination of employment or contract. Any breach may also lead to fines and/or imprisonment for the individual, and to serious damage to Synthomer's reputation.

Our Human Rights principles:

- ▶ Our people will always act in accordance with the Synthomer Code of Conduct.
- ▶ Our people, and anyone who works on our behalf, are provided with appropriate information, coaching and supervision to enhance their awareness of human rights.
- ▶ Our human rights governance is led from the top by our Board through the Executive Risk Committee and a multi-discipline Human Rights Working Group, who have a remit to develop and oversee initiatives to identify and mitigate human rights risks across the business.
- ▶ We continually assess our approach to protecting human rights for our own employees and our value chain workers using internal controls, audits and monitoring mechanisms, established to assess compliance with this Policy and relevant laws and regulations.
- ▶ Changes in human rights risks (associated with our business) are identified and reviewed on an ongoing basis, and internal controls used to manage those risks are kept under regular review.
- ▶ We report annually to stakeholders on the implementation of this policy in a number of relevant disclosures, including our Modern Slavery Act statement and our Annual Report.

Peter Hill
Chair
Synthomer plc
July 2025

Michael Willome
Chief Executive Officer
Synthomer plc
July 2025