



Group Policy: Safety, Health & Environment

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. Our ultimate goal is to minimize any environmental burden created by our activities, to reduce the consumption of resources, and to have no accidents or incidents or adverse impact on the health of those who work in, or live near, our operations, nor to those who use our products. We will continuously improve our performance towards these goals by giving safety of plant, process and people absolute priority and setting challenging annual objectives and managing our progress towards them.

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.

We are fully committed to the worldwide chemical industry Responsible Care® Guiding Principles and Sustainable Development programmes and based on these principles 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 a Group wide Management System which sets standards for process safety, occupational health and safety, asset integrity, product stewardship, emissions and waste generation, energy and water consumption in accordance with sustainable development objectives.
 - ▶ Use the system to provide good practice examples and drive continuous improvement in performance through challenging annual plans and targets and provide adequate resources to support their delivery.
 - ▶ Purchase products and services in line with our objectives from suppliers who fulfil our SHE requirements.
- Appoint** ▶ Formally appoint individuals with responsibilities under the Management System and ask them to demonstrate they have understood their responsibilities.
- Involve** ▶ Actively engage with our employees to create shared ownership for performance and actively involve Stakeholders, both internal and external.
- Train** ▶ Provide information and training to employees to enable them to work free from harm and 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.
- Design** ▶ Assets and processes are designed to be safe and efficient and improve SHE performance.
- Report** ▶ Require regular reporting of performance and improvement plan progress with all Stakeholders.
 - ▶ Publish 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 audits to assess the effectiveness of our practices and systems and encourage external certification where appropriate.

Handwritten signature of Caroline Johnstone in blue ink.

Caroline Johnstone
Chair of Synthomer
Synthomer plc
November 2021

Handwritten signature of Michael Willome in blue ink.

Michael Willome
Chief Executive Officer
Synthomer plc
November 2021