

Syensqo Human Rights in Business Policy

Our Commitment

Syensqo is committed to meet its responsibility to respect human rights and acts with due diligence to avoid any infringement of human rights or any adverse impact on or abuses of such rights.

As evidence of its commitment, Syensqo commits to respect the internationally recognized human rights contained in the following standards and conventions:

- The Universal Declaration of Human Rights,
- the International Covenant on Civil and Political Rights,
- the International Covenant on Economic, Social and Cultural Rights,
- the International Labor Organization's (ILO) eight core labor conventions,
- the ILO Declaration on Fundamental Principles and Rights at Work, and
- the Convention on the Rights of the Child.

Moreover, Syensqo adheres to the following standards outlining expectations of companies:

- The United Nations (UN) Global Compact,
- the ILO Tripartite Declaration of Principles Concerning Multinational Enterprise and Social Policy,
- the OECD Guidelines for Multinational Enterprises,
- the UN Guiding Principles on Business and Human Rights, and
- the Children's Rights and Business Principles.

Syensqo has undertaken additional commitments in terms of human rights, which are incorporated here by reference and include, but are not limited to, the Syensqo Code of Conduct, the Syensqo Supplier Code of Conduct, and the Syensqo Responsible Sourcing and Sustainable Supply Chain Statement.

The purpose of this Policy is to provide a basis for embedding the responsibility to respect human rights in the course of Syensqo's business activities. It outlines human rights which are most pertinent in our operations and within our value chain:

- Health and Safety
- Clean, Healthy and Sustainable Environment
- Freedom of Association and Collective Bargaining
- Non-Discrimination
- No Child Labor
- No Forced Labor.

Syensqo and its Employees

1. **Expectations.** Syensqo commits to respect the labor rights and working conditions of its employees in accordance with international labor standards and the local regulations. Syensqo acknowledges our Employees' rights to freedom of association and collective bargaining, and we confirm our commitment to environmental protection and the undertaking of affirmative societal actions. Syensqo also commits to treat all Employees with respect and dignity and to refuse the employment of child or forced labor, including the sanctioning of human and/or sex trafficking.

In turn, Syensqo expects and requires that all Employees shall set the standard for upholding our commitment to respecting and supporting human rights. In particular, all Syensqo Employees, regardless of position and wherever located, must undertake to adhere to rules concerning the health and safety of the workplace, contribute to a sustainable environment and respect the rights of all workers to organize collectively, to be free from harassment and/or discrimination, to refrain from corrupt practices and to speak up against any violations, especially those involving child or forced labor or human trafficking of any kind.

2. Implementation and Monitoring

- The labor rights and working conditions are covered with several agreements, Codes and documents that are applicable worldwide such as the Global Corporate Social Responsibility Agreement with IndustriALL Global Union, Syensqo Code of Conduct, etc. Mandatory awareness and training campaigns including topics such as human rights are deployed for all Employees. It ensures that Syensqo's values are demonstrable and fully engaged in the workplace, in the way we do business and in the places in which we operate. In addition, we expect our business partners to operate within the framework of the Syensqo Code of Conduct by enacting their own similar Codes of Conduct or being bound by the Syensqo Code.
- We encourage open dialogue between employees, their representatives and management to assist employees in identifying actual or potential situations that might lead to human rights violation and to find solutions to prevent such situations.
- Alternatively, employees can raise concern through Syensqo's Speak Up process by contacting their internal resources or through the Syensqo Ethics & Compliance Helpline (an external, multilingual, telephone and web-based helpline operated by a third-party and available 24 hours a day, 7 days a week and 365 days a year).

Syensqo and its Business Partners

1. **Expectations.** To strengthen our efforts to protect human rights, Syensqo entities must embed human rights elements in their risk assessments of business operations and

transactions. Moreover, all Employees must promote and respect the protection of human rights with our business partners, including our suppliers, customers, contractors, agents and other representatives.

In turn, Syensqo expects and requires that all of its business partners will respect and support these fundamental principles in the same manner.

2. Implementation and Monitoring

- **Suppliers.** Syensqo Supplier Code of Conduct is applicable to all suppliers and sets out the expectation that our suppliers will practice responsible and sustainable business practices within their organizations and commit to a continuous improvement approach. In turn, our partners are expected to seek the same commitments from their own suppliers. Our suppliers are assessed on corporate social responsibility grounds (third-party assessments of critical suppliers, internal assessment of non-critical suppliers, EcoVadis evaluation, etc.) and these undertakings are confirmed in negotiated agreements. As a member of Together for Sustainability (“TfS”), we also build awareness of the importance of creating a sustainable supply chain in the chemical industry, including the critical importance of promoting and adhering to human rights principles.
- **Joint Venture Partners.** Syensqo’s joint venture partners are expected to commit to respecting human rights and reflect Syensqo’s commitment by adopting either codes of conduct or substantially similar codes approved by management.
- **Contractors, agents, other representatives and customers.** When working with partners, Syensqo considers partners with similar values and human rights commitments.

Syensqo and the Communities in which we Operate

1. **Expectations.** Syensqo commits to being a good corporate citizen as measured by our contribution to a clean, healthy and sustainable environment while respecting the culture, customs, and values in communities in which our businesses operate. This commitment extends to respecting the indigenous rights of citizens in their environs where we have impact.

2. Implementation and Monitoring

- Syensqo has set targets for the measurable increase in our collective societal actions throughout the Group. Through Syensqo Way, the corporate responsibility approach of the Group, Syensqo is actively engaged in initiating and maintaining regular dialogue with its stakeholders including neighboring communities through formalized Community Advisory Panels (“CAPS”) in several geographic regions.

- In addition, Syensqo has acted to protect the indigenous rights of landowners in various parts of the world where we source products and ingredients. As evidenced in our Responsible Purchasing and Sustainable Supply Chain Statement, Syensqo commits to integrate economic, societal and environmental sustainability in all such activities.

Syensqo and Children's Rights

- 1. Expectations.** Syensqo considers the rights of children in implementing its business principles. In adopting Children's Rights in Business Principles, and as a signatory of the UN Global Compact, Syensqo is committed to making those principles part of the strategy, culture and day-to-day operations of our company where feasible and to engaging in collaborative projects which advance the broader development goals of the United Nations.
- 2. Implementation and Monitoring.** Syensqo is actively engaged in working with other signatories of the UN Global Compact and the Children's Rights in Business Principles Commission of Belgium to increase the awareness of children and youth rights while benefiting them as critical stakeholders.

Monitoring Compliance and Reporting Violations

To further advance the respect and support of human rights in its operations, Syensqo will undertake new risk assessments and operational reviews on a periodic basis to ensure compliance with this Policy. This work will supplement those reviews already undertaken in Syensqo's supply chain as a result of its own due diligence and that of independent third parties engaged to audit the sustainable sourcing practices of its critical suppliers. Operational risk assessments of our other business partners will also be conducted and their practices subject to due diligence reviews to ensure compliance with these principles.

It is the responsibility of appropriate business and functional managers to ensure that human rights elements are included in risk assessments and where risk is identified appropriate mitigation plans are deployed.

Syensqo shall report on the progress of its human rights efforts annually. It shall also regularly evaluate its business partners' compliance with these principles, with the ability to make selections based on the results of those evaluations.

The Legal & Compliance organization is responsible for defining and updating this Policy and for deploying effective communication and training related to this Policy.

Any violation of this Policy may result in appropriate actions, including disciplinary actions, mitigation actions and discontinuation of business relations, subject to and in conformance with applicable laws.