



► Our commitment to positive collaborations with global and local communities ◀

As one of the world's leading specialty chemical companies, with over 13,000 employees operating in 30 countries across 60+ sites, Syensqo values open dialogue and collaboration with communities and stakeholders to make a lasting, positive impact on society.

This policy outlines how Syensqo manages the impacts and risks from its operations related to the health, safety, and well-being of communities where the Company operates, including guidelines for employee and corporate interactions with global and local stakeholders.

Our commitment

Syensqo is embedding the following community engagement practices throughout the organization:

- Respecting human rights and creating inclusive practices that strengthen community relations
- Addressing local needs and promoting sustainable development by working in collaboration with stakeholders
- Promoting health and safety within the community through stringent industrial and operational safety measures
- Acting with transparency and accountability, with open channels of communication and defined mechanisms for individuals and communities to voice issues of concern

Our approach

Syensqo's Community Engagement Policy is aligned with international guidelines and conventions to promote responsible, transparent, and inclusive practices, including the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, and the International Labour Organization (ILO) Conventions.^{1,2,3} Efforts are also in line with the United Nations' Sustainable Development Goals (SDG 17 - "Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development").⁴

Respecting human rights and addressing local needs

Syensqo is deeply committed to business integrity and respecting human rights, as per the Company's core ethics and values found in the [Code of Business Integrity](#) and [Supplier Code of Business Integrity](#).



The Company regularly identifies, assesses, and remediates potential human rights risks in the communities impacted by Syensqo's operations. Further information is available in the [Human Rights Policy](#).

In order to promote sustainable development and further address local needs, Syensqo provides its employees with comprehensive guidelines for local stakeholder engagement and employee community engagement.

- **Local Stakeholder Engagement:** Syensqo prioritizes forming partnerships with local and global organizations, including communities, not-for-profits, educational institutions, and indigenous community groups where applicable to enhance social, economic, and environmental wellbeing
- **Employee Community Engagement:** Acknowledging the invaluable contributions of employees, Syensqo actively supports volunteer efforts to make a positive community impact

Promoting community health and safety

Syensqo ensures facilities are built, operated, and maintained to protect the health and safety of employees and contractors, the environment, and surrounding communities. By continuously improving environmental, health, and safety performance, the security of facilities, site emergency management, and chemical product safety and stewardship throughout the supply chain, the Company promotes individual and societal health.

Open dialogue with communities and grievance mechanism

Syensqo understands the importance of listening, engaging and working with stakeholders to receive and address their concerns and expectations. The Company is committed to operating with transparency and works to integrate into the surrounding community.

Syensqo has an established process to receive, address, and resolve issues or concerns voiced by community members and stakeholders in a confidential and secure manner. Individuals can report their concerns through the [Syensqo Ethics Hotline](#). More information and guidance can be found on the [Ethics & Compliance](#) page of Syensqo's corporate website.

Monitoring and reporting

To ensure the effectiveness of Syensqo's Community Engagement Policy, sites will establish key performance indicators to measure community involvement, grievance mechanism effectiveness, and overall contributions. Feedback from surveys and forums will be reviewed by engagement teams and reported to senior management, and annual evaluations take place for continuous improvement.

About Syensqo and implementation of this policy

Syensqo is a science company with more than 13,000 employees across 30 countries. Its solutions contribute to safer, cleaner, and more sustainable products found in homes,



food and consumer goods, planes, cars, batteries, smart devices and health care applications.

Syensqo's Community Engagement Policy is applicable to all Syensqo entities, including but not limited to industrial, research, and administrative sites, along with all categories of personnel without limitation (full-time, part-time, and temporary employees). Contractors are encouraged to participate in community engagement activities.

The Community Engagement Policy is communicated to all employees and potentially affected stakeholders and is published on Syensqo's corporate website.

Syensqo's Board of Directors oversees the Company's Corporate Governance and Ethics and Compliance strategy. Syensqo's Executive Leadership Team has approved the Company's Community Engagement Policy, and the Chief Sustainability Officer is accountable for implementation.

References

1. United Nations Human Rights Council. *Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect and Remedy" Framework*. United Nations, 2011, https://www.ohchr.org/documents/publications/guidingprinciplesbusinessshr_en.pdf.
2. Organisation for Economic Co-operation and Development (OECD). *OECD Guidelines for Multinational Enterprises*. OECD Publishing, 2011, <https://www.oecd.org/corporate/mne/>.
3. International Labour Organization. *Ratifications of Fundamental Conventions by Country*. International Labour Organization, 2024, <https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:10011>.
4. United Nations. *The Sustainable Development Goals Report 2023*. United Nations, 2023, <https://unstats.un.org/sdgs/report/2023/>.