



## — Our commitment to the safety of our workforce —

*Operations safety is a priority for Syensqo. Like most industrial manufacturers, the Company's sites carry out high-pressure and high-temperature processes, employ heavy equipment, and use chemical substances that may have risks associated with their composition if not handled properly. Syensqo is therefore committed to continuously improving its health, safety, and environment (HSE) performance, and the security of its facilities, processes, and technologies.*

*This policy outlines how Syensqo manages impacts and risks related to operations safety. It entails how the Company promotes occupational safety, industrial hygiene and occupational health, process safety management, and transport safety.*

*For more information on how Syensqo promotes safe use of products throughout their life cycle, minimizing risks for customers and end consumers, see the [Product Stewardship Policy](#).*

## Our commitment

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Syensqo has a company-wide approach to operations safety, applicable to all sites where it has controlling interest or operational control. The Company complies with all relevant local, national, and international laws and regulations. Each year, Syensqo aims to achieve zero accidents in the workplace.

Syensqo's operations safety strategy creates a shared understanding and approach to mitigating major risks, based on the following four levers:

- **Culture:** Promoting a culture of safety for all employees and contractors
- **Continuous improvement:** Utilizing networking, best practice sharing, common methods and tools, monitoring, and auditing to improve HSE performance
- **Competency:** Ensuring all employees have the right level of knowledge and skills
- **Compliance:** Maintaining compliance and mitigating risks

## Our approach

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Syensqo's comprehensive approach to operational safety is in line with the International Council of Chemical Associations (ICCA) Responsible Care Global Charter, the HSE Standards of the International Standards Organization (ISO), IndustriALL Global Union, the World Business Council for Sustainable Development, and the United Nations' Sustainable Development Goals (SDG 8 - "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all"), as well as standards set by national associations and regional legislations.<sup>1-5</sup>



In all its business activities, Syensqo is committed to respecting human rights. More information is available in the [Human Rights Policy](#).

### **HSE management and reporting**

Syensqo's HSE strategy sees each industrial site, including manufacturing and research & innovation sites, deploying a management system which includes risk-based procedures covering health, industrial hygiene, occupational safety, process safety, and the environment. Transport safety strategies occur at supply chain level. The Company oversees the application of these procedures, ensures regulatory compliance, and facilitates sharing of best practices.

Company procedures contain training requirements, guidelines, onboarding presentations and recurring safety dialogues at virtual and in-person meetings. Site reporting processes evaluate performance, analyze incidents, and inform improvement plans and compliance audits are undertaken by internal or external parties every five years. Identified risks, gaps, and areas for improvement are systematically addressed.

Information on employee health and safety, incidents, and risk management is reported in the Company's annual report, and reviewed regularly by the Company's Executive Leadership Team.

### **Occupational safety**

Syensqo places a strong emphasis on fostering a culture of safety, where employees collaborate and care for one another. Sites are expected to have HSE improvement plans, employee engagement activities and activities promoting safety and well being.

### **Industrial hygiene and occupational health**

Syensqo takes a comprehensive approach to minimizing workplace risks and safeguarding employee health in line with its health and safety obligation as an employer. This includes conducting risk assessments, providing personal protective equipment that complies with safety requirements and implementing risk-based medical surveillance by occupational health services, when required, with an emphasis on chemical and physical hazards. Key initiatives include pandemic preparedness and mitigation plans and Bio Safety Planning. Syensqo also focuses on improving working conditions, providing an employee assistance program, promoting overall physical and mental health, and establishing conservative in-house exposure limits for critical substances.

### **Process safety management**

Syensqo has developed a robust Process Safety Management System, emphasizing a preventative, risk-based approach supported by systematic analyses and the identification of critical scenarios requiring timely mitigation actions.

Syensqo tracks and reports Process Safety Incidents in conformance with national laws and, where applicable, in accordance with harmonized metrics, such as those from the ICCA and the European Chemical Industry Council (Cefic).<sup>6,7</sup> Syensqo endeavors to avoid any high- or catastrophic-severity incidents and reduce the Process Safety Incident rate.



Each site is equipped with an Emergency Response Plan, and regular preparedness drills and training take place to support an effective response that limits any impact to people and the environment in case of an emergency.

### **Transport safety**

Syensqo has implemented tools and procedures to effectively identify and mitigate transport-related risks. These include establishing qualification standards for carriers of dangerous goods, providing enhanced training when necessary, and enforcing comprehensive safety procedures and guidelines. The Company also emphasizes the collection and sharing of lessons learned and ensures global coverage with emergency response hotlines available in multiple languages.

### **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 Operations Safety Policy is applicable to all sites where the Company has controlling interest or operational control.

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

Syensqo's Board of Directors has approved the Company's Corporate Governance and Environmental Protection strategies. The Executive Leadership Team has approved the Company's Operations Safety Policy, and Industrial Directors and Site Managers are accountable for implementation.

#### References

1. International Council of Chemical Associations. Responsible Care Global Charter. ICCA, <https://icca-chem.org/resources/responsible-care-global-charter/>.
2. International Organization for Standardization. ISO 45001: Occupational Health and Safety. ISO, <https://www.iso.org/iso-45001-occupational-health-and-safety.html>.
3. IndustriALL Global Union: Strengthening Workers' Rights Worldwide. IndustriALL, [www.industriall-union.org](http://www.industriall-union.org).
4. World Business Council for Sustainable Development. WBCSD, [www.wbcsd.org](http://www.wbcsd.org).
5. United Nations. *The Sustainable Development Goals Report 2023*. United Nations, 2023, <https://unstats.un.org/sdgs/report/2023/>.
6. International Council of Chemical Associations. ICCA: International Council of Chemical Associations. ICCA, [www.icca-chem.org](http://www.icca-chem.org).
7. European Chemical Industry Council. Cefic: The European Chemical Industry Council. Cefic, [www.cefic.org](http://www.cefic.org).