



## — Our commitment to providing equal opportunities for individuals of all backgrounds —

*Syensqo creates breakthrough innovations thanks to the combination of different ideas, perspectives, and experiences. That is why the Company, with its diverse teams around the world, is committed to fostering a fair and inclusive workplace where all employees are valued, respected, and empowered.*

*This policy outlines how Syensqo creates a positive impact related to inclusion and non-discrimination in its workforce for all levels of the organization worldwide. Syensqo's policy is to provide equal opportunity for all individuals, without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, and all other traits protected by law. The policy should be read in conjunction with the [Code of Business Integrity](#) and other relevant Company policies as referenced below, and is intended to align with local laws and regulations.*

## Our commitment

---

In order to eliminate discrimination and advance broad inclusion, Syensqo is committed to and recognized for:

1. An inclusive environment that provides a safe workplace allowing everyone to be respected for who they are and to feel valued for what they have to offer
2. As we are present in various communities around the world, managing diverse teams at every level of the organization
3. Equitable opportunities for everyone, where pay, job opportunities, and career development are based solely on merit and contribution and without discrimination
4. Its engagement with the ecosystem, through dialogue with relevant stakeholders in a spirit of mutual learning and sharing

## Our approach

---

Syensqo's commitment to a fair and inclusive culture extends to all areas of the business, including recruitment; compensation and benefits; professional development and promotion; social and recreational programs; board appointments and succession planning; and ongoing efforts to create a culture that encourages the visible and invisible diversity of employees.

The Company's approach is aligned with global initiatives such as United Nations (UN) Global Compact, IndustriALL Global Union, the World Business Council for Sustainable



Development, and Responsible Care practices, as well as the UN Sustainable Development Goals (SDG 8 - "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all").<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](#).

### **Promoting equal opportunities and an inclusive workplace**

Syensqo implements fair recruitment, selection, and promotion processes based on their skills and abilities at every level of the company that aim to be free from bias. More information can be found in the [Ethical Recruitment Policy](#).

Syensqo is committed to closing gender pay gaps.

The Company values leadership that is diverse and inclusive by leadership development programs. All employees are provided equal access to opportunities for professional growth, training, and advancement. Employee Resource Groups (ERGs) are open to all employees, and education and training programs help guide the journey towards a culture which combats unconscious bias and where diverse perspectives are valued in decision-making.

**Awareness programs to support the inclusion** Syensqo develops and implements specific awareness programs to support the inclusion of individuals from groups at particular risk of vulnerability or facing specific challenges, including but not limited to: women, parents, people with disabilities, members of racial, cultural, and ethnic minorities, senior employees, and LGBTQ+ individuals.

The Company partners with external organizations and community groups to create pathways for underrepresented individuals to enter and succeed in its workforce.

### **Eliminating discrimination and harassment**

Syensqo prohibits discrimination, violence, and harassment based on racial and ethnic origin, color, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national extraction, social origin, or any other forms of discrimination covered by applicable laws. There is a zero-tolerance policy towards any form of violence or harassment, ensuring swift and effective action against perpetrators.

Robust mechanisms to address cases of discrimination or harassment, including through use of anonymous channels, are available to all employees and partners supporting Syensqo. Individuals can report their concerns through the [Syensqo Ethics Helpline](#). More information and guidance can be found on the [Ethics & Compliance](#) page of Syensqo's corporate website.

### **Measurement and evaluation**

Syensqo measures and regularly reviews and updates its policies and practices to help promote inclusion and non-discrimination practices.



Global and local leaders are accountable for fostering an inclusive environment. Regular quantitative and qualitative feedback from employees on inclusion initiatives, as well as their feeling of inclusion and fairness, informs continuous improvement.

The Company conducts reviews of Fair & Inclusive Culture (FIC) policies and procedures, including benchmarking against industry and labor market standards and best practices, to ensure they remain effective and relevant. A demonstration of this is Syensqo's Living Wage target.<sup>6</sup>

### 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 Inclusion & Non-discrimination Policy is applicable to all Syensqo employees and sites worldwide, and many initiatives include temporary staff such as contractors and partners. Further information on third-parties can be found in the [Supplier Code of Business Integrity](#).

The Inclusion & Non-discrimination Policy is communicated to all employees and potentially affected stakeholders and is published on Syensqo's corporate website.

Syensqo reports workforce and inclusion-related data in the Company's annual report, as well as to relevant partners and organizations.

Syensqo's Board of Directors has approved the Company's Inclusion & Non-discrimination strategy. The Executive Leadership Team has approved the Company's Inclusion & Non-discrimination Policy, and the Global Fair & Inclusive Culture Director is accountable for implementation.

#### References

1. United Nations. The United Nations Global Compact: A Call to Action. UN Global Compact, [www.unglobalcompact.org](http://www.unglobalcompact.org).
2. IndustriALL Global Union. IndustriALL Global Union: Strengthening Workers' Rights Worldwide. IndustriALL, [www.industrialall-union.org](http://www.industrialall-union.org).
3. World Business Council for Sustainable Development. WBCSD, [www.wbcsd.org](http://www.wbcsd.org).
4. American Chemistry Council. Responsible Care: A Global Commitment to Sustainable Development. ACC, [www.responsiblecare.com](http://www.responsiblecare.com).
5. United Nations. *The Sustainable Development Goals Report 2023*. United Nations, 2023, <https://unstats.un.org/sdgs/report/2023/>.
6. Syensqo. Sustainability. Syensqo, <https://www.syensqo.com/en/our-impact/sustainability>.