

Human Rights Policy

Our Approach

Syensqo SA and its subsidiaries ("Syensqo") are, as economic participants of the society committed to meeting their responsibility to prevent any infringement of human rights. This applies with respect to Syensqo's own activities as well as activities in Syensqo's supply chain. Through this Human Rights Policy, Syensqo aspires to lead by example in respecting human rights in line with internationally recognized human rights standards. Syensqo acknowledges, in accordance with the United Nations Guiding Principles on Business and Human Rights, that the responsibility to respect human rights is a global standard of expected conduct for all business enterprises wherever they operate. Syensqo expects its business partners and their business partners to recognize their responsibility and to work together to reduce human rights risks and avoid human rights violations along Syensqo's supply chain.

In all its business activities, Syensqo is committed 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 and on Economic, Social and Cultural Rights.
- The United Nations Global Compact.
- The UN Guiding Principles on Business and Human Rights.
- The UN Convention on the Rights of the Child and the Children's Rights and Business Principles.
- The International Labor Organization's (ILO) eight core labor conventions and Declaration on Fundamental Principles and Rights at Work and the ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy.
- The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.
- The IndustriALL Global Union Framework Agreement.
- The OECD Guidelines for Multinational Enterprises.

Syensqo is also committed to comply with the law in the countries where it operates and 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 Business Integrity, the Syensqo Supplier Code of Business Integrity and the Sustainable Procurement Policy.

This policy applies to our employees and our suppliers who shall cascade these requirements to their own supply chain. Syensqo's local management is responsible to ensure the implementation of this policy in accordance with local laws and regulations.

Human Rights Risks Assessments, Impacts and Due Diligence

Syensqo is committed to regularly identify, assess and remediate potential human rights risks in its own operations, in the communities impacted by Syensqo's operations and along its supply chain which includes:

- Periodic risk assessments to proactively identify actual or potential adverse risks and impacts in Syensqo's own operations and its supply chain.
- Negotiation of contractual commitments from its suppliers to ensure compliance with Syensqo's Supplier Code of Business Integrity.
- Periodic evaluations of our suppliers's compliance with these principles.
- Implementation of preventive measures to prevent adverse impacts on human rights along the supply chain.
- Implementation of remedial actions to cease or mitigate assessed adverse impacts on human rights along the supply chain.
- Maintaining and promoting through trainings and periodic communication a grievance mechanism and related procedures.
- Monitoring and tracking the effectiveness of the identification, prevention, mitigation, bringing to an end and minimization of human rights adverse impacts.
- Communicating on Syensqo's actions and progress regarding the protection of human rights.

Stakeholder engagement

Syensqo is committed to fostering an open dialogue with employees, trade unions, NGOs and other relevant stakeholders, in order to assess and act upon human rights risks, both in our own operations and along our supply chain. We strive to conduct regular local consultations to actively engage with and gather feedback from impacted stakeholders, including Syensqo's employees, individuals within our supply chain, and those directly impacted by our economic activities. Through these consultations, we aim to ensure that their interests are adequately acknowledged and addressed.

Our Human Rights Commitments

Syensqo requires its employees and its suppliers to uphold Syensqo's commitment to respecting

such human rights:

- Health and Safety

Syensqo provides safe and healthy working conditions on its sites for both its employees and contractors and strives for work-life balance. Each employee is expected to contribute to the safety of the workplace by being alert and aware of the rules, policies and procedures and by promptly reporting any unsafe conditions to the site management or through the grievance mechanism. Syensqo's suppliers are required to act similarly.

- Ethical Recruitment and Employment Practices

We have adopted a global Ethical Recruitment and Employment Practices policy [<https://www.syensqo.com/en/about-us/ethics-and-compliance/code-business-integrity>] which reinforces our commitment regarding fair recruitment and employment practices.

- Clean, Healthy and Sustainable Environment

Syensqo's commitment is to uphold the protection and welfare of both the environment and individuals. This is achieved through constant enhancements of our performance regarding health, safety, and environmental matters. We also ensure the security of our facilities, processes, and technologies, including chemical product safety and stewardship across our supply chain. These efforts are in line with Syensqo's Responsible Care Policy, which requires efficient management systems to be in place at all sites. Syensqo expects a similar approach from its suppliers.

- Freedom of Association and Collective Bargaining

We acknowledge our employees' rights to freedom of association and collective bargaining, as defined in the ILO Conventions No. 87 (Freedom of Association and Protection of the Right to Organise Convention) and No. 98 (Right to Organise and Collective Bargaining Convention).

- Non-Discrimination and Equal Opportunities

Syensqo appreciates its employees for their individuality and encourages them to bring their "whole self" to work. We provide equal opportunities and support diversity at every level of employment. Syensqo does not allow, in its own business operations or along its supply chain, any form of discrimination based on racial and ethnic origin, colour, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national extraction, social origin, or any other forms of discrimination covered by applicable laws. Unequal treatment includes in particular the payment of unequal remuneration for work of equal value. We strive for a culture in which individuals feel empowered to speak up when they experience or witness discriminatory or non-inclusive behaviors.

- No Child Labor

Syensqo does not tolerate any forms of child labor, as defined in the ILO Conventions No. 138 (Minimum Age Convention) and No. 182 (Worst Forms of Child Labor Convention). We are 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. We do not hire employees under the age of 16 years. Employees under the age of 18 are not allowed to perform hazardous work or night shift.

- No Modern Slavery, Forced Labor or Human Trafficking

Syensqo prohibits the use of any form of modern slavery, servitude and forced or compulsory labor including bonded labor, indentured or involuntary prison labor and any form of human trafficking, as defined in the ILO Conventions No. 29 (Forced Labor Convention), No. 105 (Abolition of Forced Labor Convention) and the Protocol of 2014 to Convention No. 29. Migrant workers must not be discriminated against, and it is not acceptable to retain immigration and travel documents. We are committed to identifying and addressing any form of modern slavery in our operations and in our supply chains. In our annual UK Modern Slavery Statement and in our Canadian Forced Labour Report, we outline our endeavors towards the prevention and elimination of forced labor.

- Living Wages

Syensqo's aspirations do not end in adhering to local laws and regulations regarding minimum wages. Within the Better Life pillar of our One Planet Program, we have committed to ensure that 100% of our employees worldwide will be paid at least a Living Wage by 2026. As part of our commitment Syensqo has also joined the UN Global Compact call for action on living wage, and we must report annually on our progress.

- Indigenous People Rights

Syensqo recognizes the importance of protecting the rights of indigenous people. Syensqo does not allow unlawful forced evictions or seizure of land, forests and waters in the acquisition, development or other use of land, forests and waters.

- Involvement of security personnel

Syensqo recognizes that the role of public or private security personnel is to provide security to employees, equipment and facilities and to protect the sites. Where a company in Syensqo's supply chain contracts security personnel, Syensqo requires that such security personnel will respect human rights principles.

Please refer to our Conflict Mineral policy

[\[https://www.syensqo.com/en/about-us/ethics-and-compliance/code-business-integrity\]](https://www.syensqo.com/en/about-us/ethics-and-compliance/code-business-integrity) for more details on the use of security personnel in our supply chain regarding mining and conflict minerals.

- Impact on the Environment

Syensqo aims at minimizing the impact of its operations on harmful soil change, water pollution, air pollution, harmful noise emissions or excessive water consumption which significantly (i) impairs the natural basis for the preservation and production of food, (ii) denies a person access to safe drinking water, (iii) impedes or destroys a person's access to sanitary facilities, or (iv) harms the health of a person.

Grievance mechanism

Employees and any third parties have various internal channels through which they are encouraged to report to Syensqo suspected violations of human rights or human rights related concerns and to seek remedy. A global Speak Up program is in place and overseen by the Business Ethics Board and the Audit Committee of the Board of Directors. Syensqo has also implemented a non-retaliation policy providing that no action will be taken against an employee who makes a report in good faith.

A third-party Ethics helpline, active on a 7/24 basis globally, allows employees and external parties to ask questions, raise concerns or file reports, including human rights related issues. Any concerns and suspected violations reported through the Ethics helpline are reviewed by the Ethics & Compliance Team and investigated as appropriate. Remedial actions are taken based on the findings of the review/investigation when required.

The helpline is available on Syensqo's Ethics & Compliance website or by the following link:

<https://www.syensqo.com/en/about-us/ethics-and-compliance/ethics-helpline>

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