

Modern Slavery Statement

Background

This statement is made on behalf of the UK subsidiaries of Syensqo S.A. of Belgium ('Syensqo') for the financial year ending 31 December 2023. This includes: **Cytec Engineered Materials Ltd**; (02851421); **Solvay Solutions UK Ltd** (00036833); and **Oldbury Energy Solutions (UK) Ltd** (13535021).

This statement is made under the provisions of the Modern Slavery Act 2015 (the 'Act') and with reference to the guidelines issued from time to time by the Home Office. It sets forth steps taken by Syensqo during the financial year to minimise the risk of any slavery or human trafficking, (together, 'Modern Slavery') taking place in any part of its business or in any of its supply chains. Modern Slavery encompasses slavery, servitude, human trafficking and forced labour.

Syensqo is strongly committed to ethical behaviour, sustainable development and responsible care in order to respond as a corporate citizen to the major challenges facing society and the communities in which Syensqo operates.

Our commitment to combatting Modern Slavery

Syensqo is committed to acting ethically, and to maintaining a fair and honest business environment for its employees, customers, suppliers and the public in general. This includes a commitment to respecting and supporting human rights with regard to its employees, the communities in which it operates and its business partners as expressed in the internationally recognized standards, many of which are referenced in Syensqo's policies. Syensqo operates a number of initiatives to combat Modern Slavery which are further explained below.

The [Syensqo Code of Business Integrity](#) explains the manner in which Syensqo behaves as an organisation and how all employees are expected to act wherever Syensqo operates or conducts its business. The Syensqo Code of Business Integrity focuses on both integrity and ethics. Syensqo's 'Ethics and Integrity in Society as a Corporate Citizen' firmly establishes Syensqo's commitment to respect human rights and to respect internationally recognized human rights standards and conventions, including the United Nations Universal Declaration of Human Rights, of which Syensqo is a member signatory. The exclusion of child exploitation is explicitly recognized as a human rights standard applicable to Syensqo's operations and in its value chain. Syensqo does not tolerate the employment of children or forced labour and will take counter-measures to prevent human and/or sex trafficking. Syensqo expects and requires that all of its business partners will respect and support these fundamental principles in the same manner.

As signatory to the Global Framework Agreement with the IndustriALL Global Union, Syensqo further commits to safeguard human rights by respecting international social standards as defined by the International Labour Organization, to comply with the principles of the United Nations Global Compact and to respect the OECD's Guidelines for Multinational Enterprises. Syensqo's commitment to human rights is also underlined in the [Syensqo Human Rights in](#)

Business Policy which incorporates well-known internationally recognized standards as the UN Universal Declaration of Human Rights.

Syensqo is committed to creating stable and reliable relationships with its suppliers based on shared values. Syensqo has adopted a Supplier Code of Business Integrity which requires the written commitment of its suppliers to follow the Syensqo Code of Business Integrity or to abide by their own code of conduct, on the condition that it provides the same guarantees as the Supplier Code of Business Integrity, as Syensqo is determined to work only with suppliers who are engaged with similar ethical principles, including those to combat Modern Slavery.

Syensqo is a member of Together for Sustainability (TfS), a global procurement-driven initiative that improves the sustainability performance of chemical companies and their suppliers. The TfS program is based on the UN Global Compact and Responsible Care® principles. To foster sustainable and resilient chemical supply chains, TfS's core offer includes assessments and audits that measure suppliers' performance in key areas, such as environmental, labor and human rights, and ethical and sustainable procurement. TfS assessments are carried out by the initiative's key partner EcoVadis, a global service provider specialized in sustainability performance assessments.

Syensqo conducts its business with an established approach to corporate social responsibility and sustainability through its Syensqo One Planet initiative which is inspired by the United Nations Sustainable Development Goals. Syensqo is aligned with the ISO 26000 standard, which, amongst others, includes the elimination of child labour and forced labour as recognized basic human rights and highlights Syensqo's drive for continuous improvement in its corporate social responsibility.

To further improve the efficiency of its compliance management system, Syensqo operates a whistleblowing platform called 'Speak Up' to allow employees to raise concerns about how colleagues are being treated or practices within the business or supply chain, or any observed or suspected violations of the law or of Syensqo's policies. Such reports are wholly confidential and any employee who makes a report in good faith will be protected from retaliation. Mandatory awareness and training campaigns regarding applicable legal rules and the policies in force in the Syensqo Group, including topics such as human rights, are deployed for all employees.

Syensqo endeavours to comply with all laws and regulations in effect in the jurisdictions in which it operates and to go beyond legal compliance when needed to meet the high ethical and moral standards reflected in our commitment to combatting modern slavery and human trafficking and in our commitment to corporate social responsibility.



Ben Moore
Country Director
10th June 2024