

January, 2023

## SUSTAINABILITY POLICY



### COMMITTED TO EXCELLENCE (The Archroma Way – it's our nature)

Archroma's purpose is to lead our industry towards a more sustainable future for our customers and markets. This drives our Environment, Social & Governance (ESG) strategy, which is incorporated in our guiding principles of "The Archroma Way to a Sustainable World: Safe, efficient, enhanced, it's our nature". We strive for excellence and continuous improvement in line with the 4 pillars of our culture: Achieve and exceed – Adapt & innovate able – Center on customer – Collaborate & embrace diversity.

### COMMITTED TO SOCIAL RESPONSIBILITY

We are committed to operate and conduct all our business activities in an ethical and fair manner, according to the principles of the United Nations Global Compact, Responsible Care®, and our Code of Conduct. Corporate Social Responsibility is an integral component of our philosophy. We actively develop talent, promote diversity, and invest in our employees' skills to enable superior business performance whilst contributing to community development.

### COMMITTED TO COMPLIANCE

We are committed to comply with all applicable local and international laws and standards and our internal policies, in particular the Archroma Code of Conduct. We strive to understand and respect the interests of all our stakeholders, and to balance these in a fair manner.

### COMMITTED TO QUALITY

Our certified Integrated Management System fulfils all our internal and external standards and forms the structural framework for all quality improvement objectives and programs. We monitor and review all aspects of our business, our processes, and our performance at regular intervals as an integral component of our business management process to inform our priorities and our strategic planning.

### COMMITTED TO SAFETY, HEALTH AND ENVIRONMENT

Safety and protection of people and the environment is our uncompromised top priority. We set ambitious goals for occupational safety, health and environment (SHE) and our 12 Life Saving Rules, which are valid throughout the entire Archroma Group, and we monitor and evaluate all related aspects of our activities worldwide.

### COMMITTED TO RISK AND EMERGENCY MANAGEMENT

A comprehensive assessment of risks related to our operations and products is a prerequisite for all our business processes. Global and local emergency teams are in place and trained to ensure comprehensive emergency management and response.

### COMMITTED TO CONSUMER AND PRODUCT SAFETY

Customer focus is another pillar of our business and culture. We develop innovative products, systems and services which deliver sustainable value to both our customers and the planet. We ensure that our products are safe for use by our employees, customers, consumers, and society over their entire lifecycle.

### COMMITTED TO RESOURCE OPTIMIZATION

We continuously and proactively take initiatives to minimize any safety, health and environmental risks associated with the production, storage, distribution, or use of our products, and with the disposal of waste. We also strive to optimize the use of energy, water, and raw materials through continuous improvement of our processes, as well as our customers' processes, to minimize the impact of our – and our customers' – activities on the environment.

### COMMITTED TO COLLABORATION

We are committed to establishing and nurturing mutually beneficial relationships with our third-party suppliers and contractors in line with our internal SHE & quality standards, including corporate social responsibility and Responsible Care®. We require our suppliers and service providers to adopt and adhere to standards comparable to our policies.

### COMMITTED TO TRANSPARENCY

We foster a culture of proactive and transparent communication as a cornerstone of trust and sustainable business relationships. All stakeholders are regularly informed about our activities, our targets, and our progress against these, in particular through our annual Sustainability Report. We identify the concerns and expectations of our stakeholders systematically and regularly consult with employees and their representatives.

Heike van de Kerkhof  
Archroma Group CEO