



2021 ARCHROMA SUSTAINABILITY AWARDS

Application Form

3. Title of the application:
Strengthening bonds



4. Award category

Please choose one of the following award categories. If you wish to apply for several categories, please complete one application form per category.

I/we apply for the following category (select only one per form, 2 forms maximum):

- Business Win
- Diversity & inclusion
- Environment
- Excellence
- Innovation
- Safety First
- Sustainable partnership

5. Elevator pitch

Please create a short text to describe your project/submission to describe it and convince jury and voters why they should select it. (max 50 words)

As part of our Diversity and Inclusion strategy, we created a forum with the aim to have a space **created for us and by us**. This initiative has been very welcomed for the participants and in the beginning was originally designed for Supply Chain members, but due to the interest and active participation was extended to all women in Archroma LATAM.

6. Describe how your project and its impact help achieving the category-specific criteria

Diversity and Inclusion is one of our targets included in our Sustainability Targets since FY2020. So aligned with this, in LATAM we built a forum for all Latin American Women since January 2022. The objective is to create a space "**for us and by us**", where we have a couple of simple rules:

- Confidentiality
- Respect
- Active participation
- Enjoy the sessions

The idea was born in Supply Chain and then, extended to all women from other areas, like Sales, Human Resources, Product Stewardship, Operations, Finance, etc.

We are more than 90 members that can join to the forum whenever we want (or could) and we are grateful to see that invitation is forwarded to more and more colleagues.

This space has been positively impacted the relation between LATAM women as we have had the opportunity to know each other (especially due to the restrictions for the pandemic), but also share our ideas, concerns, experiences, etc.

Every talk begins with a safety contact, for example, security while using public or private transport, global initiatives like #SignalforHelp, healthy habits, etc.

The agenda is agreed among all the participant and the most excited part is that we have many volunteers to prepare the topics to discuss. So, in this space, we have talked about how we can improve our workplace, how to promote the diversity not only in terms of gender, also being open to different cultures, ideas or believing.

Some of the topics have been: Maternity and work, Interview with LATAM leaders, What has been your major challenge in your professional or personal life? Earth day participation, International Women Day, D&I activities, etc.



7. Describe how your project supports “The Archroma Way to a Sustainable World: Safe, efficient, enhanced, it’s our nature”

This forum is reinforcing our collaboration and is a good example of a sorority that will positively impact the work environment.

Feedback received from the participants shows that to have this forum was a necessity and most of the women are glad to participate but also to have the chance to lead a session or prepare some topic to share.

8. Describe how your project demonstrates the company mindset “Everybody sells!” supported by our ACTS

Personal and professional supporting networks are more and more relevant for human being.

In line with our ACTS and D&I strategy, this forum improves the engagement, motivation and promotes a better workplace. Because we are not just professional, we are a person and having this opportunity to express our beliefs, life, challenges make us much more connected, and connection is key for team work success.

In the past we did not have a timely and specific activity to have the opportunity to know women colleagues besides the interaction related to daily work. This space is also a relaxing activity because we can openly express our ideas, share our life experiences and promote the sorority that reinforces our liaisons.

I declare to have read and accepted the privacy policy: <https://www.archroma.com/archroma-sustainability-awards-policy>

In case the submitted project belongs to a team, I declare that I have the authorization of all of them and that they have read and agreed with the privacy policy (attach to the submission!!!).