

06 March 2020

## SUSTAINABILITY POLICY



### COMMITMENT TO EXCELLENCE

We continuously challenge the status quo in the deep belief that we can make our industry sustainable, The Archroma Way: Safe, Efficient, Enhanced - it's our nature.

We are committed to ethical and sustainable operations in all business activities according to the United Nations Global Compact and our Code of Conduct. We strive for excellence and continuous improvement in line with the 4 pillars of our work culture (ACTS), to deliver value to our customers.

### SOCIAL RESPONSIBILITY

Archroma bears an ethical responsibility for sustainable, economic and ecological, as well as fair, business practices. Corporate Social Responsibility is therefore an integral component of our company's philosophy. We actively develop talent, promote diversity and invest in our employees' skills to enable a high-level performance for both current and future responsibilities.

### COMPLIANCE

Compliance with laws, international standards, internal regulations, and Archroma's Code of Conduct is a fundamental requirement for all our activities. Archroma strives to respects interests of its stakeholders and endeavors to balance their individual interest in a fair manner.

### QUALITY MANAGEMENT SYSTEM

Archroma's certified integrated Management System adheres to all internal and external standards to which Archroma subscribes and forms the company's documented structural framework as the basis for all objectives and programs. The system complies with ISO 9001, ISO 14001, OHSAS18001/ISO 45001, Responsible Care® and the United Nations Global Compact.

### SAFETY, HEALTH AND ENVIRONMENT

Safety is Archroma's uncompromised top priority, to guarantee the protection of people and the environment. We set ambitious goals for safety, health and environment which are valid throughout the entire company and monitor and evaluate all aspects of our activities worldwide.

### 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 organizations are in place to ensure comprehensive emergency management and response.

### INNOVATION AND PRODUCT STEWARDSHIP

Innovation and customer focus is another pillar of our business and culture. Based upon our industries' current and future needs, Archroma develops enhanced products, technologies and services which add sustainable value to both our customers and our environment. We ensure that our products can be used in a safe manner for employees, customers, consumers, society and the environment over their entire life cycle.

### SUSTAINABLE OPERATION AND PROCESSES

We continuously drive initiatives to reduce safety-, health- and environmental- risks in the production, storage, distribution, usage of our products and in the disposal of waste. This includes the efficient use of energy and resources, and the continuous improvement of our processes to minimize the impact of our activities on the environment.

### THIRD PARTY MANAGEMENT

Our aim is to establish mutually beneficial relationships with our third-party suppliers and contractors in order to support our services on the basis of our internal SHE & Quality standards, which include Corporate Social Responsibility and Responsible Care®. We require our suppliers and service providers to adopt and adhere to standards comparable to Archroma's policies.

### COMMUNICATION

Archroma fosters a culture of proactive and transparent communication as key to trusting and reliable relationships. All stakeholders are regularly informed about our activities, our targets and our SHE & Q performance. We identify the concerns and expectations of our stakeholders systematically and regularly consult with employees and their representatives.

### MONITORING AND REVIEW

We monitor and review all business aspects and processes at regular intervals. Observing our quality and performance is an integral component of our business processes, our top priorities and our strategic planning.

Heike van de Kerkhof  
CEO