

January 2026

# SUSTAINABILITY POLICY



ISO 9001  
ISO 14001  
ISO 45001  
BUREAU VERITAS  
Certification



## COMMITTED TO REDUCING ECOLOGICAL IMPACT

Our Purpose is to lead our industries towards a more sustainable future for our customers and markets. This commitment drives our continuous effort for cleaner operations and innovative product solutions. Our Environment, Social & Governance (ESG) strategy is reflected in our Sustainability Framework which sets our long-term ambition in line with the United Nations agenda. The strategic focus areas “Climate & energy, Health & safety, and Waste & circularity” prioritize our environmental sustainability journey.

## COMMITTED TO SOCIAL RESPONSIBILITY

We are committed to operate and conduct all our business activities in an ethical and fair manner and in accordance with 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 develop talent, promote diversity, and invest in our employees' skills to enable superior business performance.

## COMMITTED TO COMPLIANCE

We are committed to comply with all applicable local and international laws and standards as well as 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 RESPECT FOR HUMAN RIGHTS

Archroma does not tolerate the use of child or forced labor, slavery or human trafficking in any of our facilities, operations or supply chain. We fully support and comply with the 1948 United Nations Universal Declaration of Human Rights. Likewise, Archroma supports and complies with applicable international sanctions regulations worldwide, including those from the United Nations, the USA, and the European Union.

## COMMITTED TO QUALITY

Our certified Integrated Management System fulfills 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.

## 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 strive to ensure that our products are safe for use by our employees, customers, consumers, and society over their entire lifecycle.

## 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, our compliance standards as well as our corporate social responsibility and Responsible Care®. We require our suppliers and service providers to adopt and adhere to standards comparable to our policies, such as our Vendor Code of Conduct.

## COMMITTED TO TRANSPARENCY

We foster a culture of proactive and transparent communication. 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.

Rajiv Sharma  
CEO

Patrick Verraes  
Chief Legal and Sustainability Officer