

Nexam Group Sustainability Policy

A. Purpose and Scope

1. The management of **Nexam Chemical Group** is committed to sustainable development (meeting the needs of the present without compromising the ability of future generations to meet their needs) as a guiding principle within its work. Concern for the environment is an integral and fundamental part of this commitment. Our aim is to reduce the impact on the environment from our operations.
2. In delivering sustainable development **Nexam Chemical Group** recognises that its activities can have both a positive and negative impact on the environment, people and wider communities. In the delivery of our vision, the company will ensure that environmental, social and economic impacts are fully considered when taking decisions.
3. To deliver our vision of the future and in line with environmental sustainability priorities, we will incorporate 'environmental and sustainability thinking' into our everyday activities and require our partners and suppliers to do the same. Success will be measured by the degree to which environment and sustainability management is fully embedded into the way everyone works.

B. Procedural Steps

4. **Nexam Chemical Group** will adopt a systematic approach to environmental management and, where necessary, implement environmental management systems as specified by ISO 14001. This International Standard specifies the requirements for an environmental management system that can be used to enhance environmental and sustainable performance.
5. Top management of **Nexam Chemical Group** shall demonstrate leadership and commitment by ensuring that the environmental policy and environmental objectives are established and are compatible with the strategic direction and the context of the organisation. **Group Regulatory and EHSQ Manager** (a senior managerial position) has specific responsibility for the environmental policy and achievement of objectives and this may be delegated to an Environmental Manager to promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within the workforce.
6. The **Group Regulatory and EHSQ Manager** shall establish, implement and maintain an environmental policy that, within the defined scope of its environmental management system, includes a commitment to the protection of the environment, including prevention of pollution, sustainable resource use, climate change mitigation and adaptation, and protection of biodiversity and ecosystems.

7. The sustainability policy shall be maintained as documented information, be communicated within the organisation and be published on the company website, www.nexamchemical.com.

8. **Nexam Chemical Group** will fulfil its compliance obligations associated with the environmental aspects (hazards) and associated environmental and sustainability risks and opportunities by: continually improving the environmental management systems that mitigate our direct environmental impact, reduce our use of natural resources including water, reduce our waste production and prevent pollution on our estate.

9. Environmental and sustainability objectives will be established that take account of any significant environmental aspects, compliance objectives and other identified risks and opportunities. These will be periodically reviewed, documented within our environment and sustainability objectives and be communicated to staff and to others on request.

10. **Nexam Chemical Group** will commit to minimising negative impacts for the benefit of all within the financial constraints of the business.

11. **Nexam Chemical Group** will invest in energy efficient buildings and technology, improve energy management, manage business travel and influence colleagues' behaviour in order to reduce carbon emissions from operations.

12. **Nexam Chemical Group** will embed environmental and sustainability considerations into business decisions including the supply chain, design of products, end-of-life considerations and operational flows.

13. **Nexam Chemical Group** will ensure opportunities for conservation and enhancement of biodiversity are taken wherever possible.

14. **Nexam Chemical Group** will:

- reduce the use of energy, water and other resources
- minimise waste by reduction, re-use and recycling methods
- comply with all relevant environmental legislation
- ensure that its vehicle fleet is operated as efficiently as possible, such as using green fuels and energy efficient vehicles to cut down on emissions
- ensure that our policies and services are developed in a way that is complimentary to this policy
- not prioritise funding needs ahead of sustainability requirements
- identify and provide appropriate training, advice and information for staff and encourage them to develop new ideas and initiatives
- provide appropriate resources to meet the commitments of this policy

- promote and encourage involvement in local environmental initiatives/schemes.

15. Employees awareness of **Nexam Chemical Group's** environmental and sustainability risks and opportunities will be raised, influencing and encouraging environmental and sustainable behaviours and identifying and providing appropriate training to enable them to play a full role in implementing this policy.

16. The **Group Regulatory and EHSQ Manager** will seek opportunities to work with our supply chain, national and local government and local communities to reduce the environmental impact of our operations, and to exploit other opportunities, where practical.

17. **Nexam Chemical Group** may additionally, where appropriate:

- arrange for automatic shutdown of equipment at an agreed time each evening
- closely monitor energy and water consumption for each site
- increase recycling options and fit time clocks on items of equipment which are not required to be powered up 24/7
- ensure that new buildings and refurbishment projects comply with relevant building regulations
- use environmentally friendly products.

Signed :  _____ Position : CEO _____

Name : Ronnie Törnqvist Date : 14th May, 2024

Signed :  _____ Position : Group Regulatory and EHSQ Manager _____

Name : Adrian Pepper Date : 14th May, 2024