

# Nexam Chemical Group Sustainability Policy

## 1. Purpose

Nexam Chemical Group is committed to integrating sustainability into its business operations and decision-making processes. This Sustainability Policy aligns with the principles of EcoVadis and the UN Global Compact to ensure responsible environmental, social, and governance (ESG) and corporate social responsibility (CSR) practices across our organization and supply chain.

## 2. Scope

This policy applies to all Nexam Chemical Group subsidiaries, employees, suppliers, contractors, and business partners. It serves as a framework to drive sustainability initiatives in all aspects of our operations, including procurement, production, distribution, and corporate social responsibility.

## 3. Objectives and Targets

Nexam Chemical Group is committed to maximising resource efficiency and minimising our carbon dioxide emissions using the Greenhouse Gas (GHG) Protocol.

Nexam Chemical aim to ensure that annual targets and results on these topics are reported and updated in the Sustainability Section of our Annual Report.

## 4. Guiding Principles

Nexam Chemical Group adheres to the ten principles of the UN Global Compact and EcoVadis sustainability criteria, which emphasize:

- **Environmental Responsibility:** Reducing our carbon footprint, managing waste responsibly, optimizing energy efficiency, and promoting sustainable resource use.
- **Social Responsibility:** Upholding human rights, fostering diversity and inclusion, ensuring fair labor practices, and contributing to community development.
- **Ethical Governance:** Promoting transparency, anti-corruption efforts, and compliance with legal and regulatory requirements.
- **Sustainable Innovation:** Encouraging eco-friendly product development, responsible sourcing, and circular economy principles.

## 5. Sustainability Commitments

Nexam Chemical Group is dedicated to:

- Implementing and maintaining an ESG management system to monitor sustainability performance.
- Setting measurable sustainability targets and regularly reviewing progress and reporting on our environmental results and progress in the Sustainability Section of our Annual Report.
- Partnering with suppliers and stakeholders to advance responsible sourcing and reduce environmental impact.
- Raising awareness and providing training on sustainability practices to employees and partners.

## 6. Implementation & Monitoring

To ensure compliance with this policy, Nexam Chemical Group will:

## Nexam Chemical Group Sustainability Policy

- Conduct sustainability assessments, audits, and supplier evaluations based on EcoVadis and UN Global Compact standards.
- Engage in continuous improvement by integrating sustainability into business strategies and operations.
- Promote sustainability reporting to enhance transparency and stakeholder engagement.
- Collaborate with industry groups, government agencies, and NGOs to drive sustainability initiatives.

### 7. Continuous Improvement & Reporting

Nexam Chemical Group is committed to:

- Regularly reviewing and updating this policy in response to emerging sustainability challenges and regulatory changes.
- Publishing annual sustainability reports detailing our ESG performance and progress.
- Encouraging feedback from employees, suppliers, and customers to enhance our sustainability efforts.

### 8. Responsibility

The Nexam Chemical Group Sustainability Team is responsible for this policy and future updates. They are also responsible for carrying out the requests of information, signing of Supplier Code of Conduct, self-assessments and auditing and developing of Supplier Corrective Action Plans.

### 9. Review

This policy is to be kept under constant consideration and formal reviews are to take place at no longer than two years from the date of signature.

Signed :  Position : CEO

Name : Ronnie Törnqvist Date : 8<sup>th</sup> April, 2025

Signed :  Position : Group Regulatory and EHSQ Manager

Name : Adrian Pepper Date : 8<sup>th</sup> April, 2025