

Sustainability Initiative

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One Planet

We are purpose-led and we believe that companies who are not serious about sustainable development will disappear. Syensqo One Planet, our holistic sustainability approach, is organized around three pillars: fighting Climate change, using Resources more efficiently, and contributing to a Better Life for employees and global citizens. We consider our suppliers to be an extension of our workforce; hence we want them to help us turn our ambition into reality.

One Buyer One Project

As part of 2024 objectives, each buyer is required to develop at least one sustainability project related supplier portfolio.

- [One Buyer One Project - Guidelines](#)
- [One Buyer One Project - Project list](#)

ESG risk management in the Supply Chain

Governance

Sustainable Procurement - Responsible Supply Chain Policy

At Procurement, we integrate Syensqo Corporate Social Responsibility (CSR) principles and Syensqo One Planet ambition into our processes and strategies in order to create sustainable business value with our suppliers.

This policy aims at documenting the defined sustainable procurement practices and integrating them into our end to end procurement activities such as sourcing (tender management, supplier selection, etc), supplier performance evaluation and risk management.

Within the policy, you can find more detail information on below topics:

- [Supplier Code of Business Integrity](#)

Our Supplier Code of Business Integrity is fully aligned to our Corporate social responsibility (CSR) agreements with the IndustriALL Global Union and inspired by the UN Global Compact principles as well as Responsible Care® practices.

Before entering into a business relationship, we expect our suppliers to commit to all principles of our Supplier Code of Business Integrity. The document is part of our sourcing process and purchasing contracts. It is non-negotiable and includes fundamental conditions relating to compliance, Human Rights, employee working conditions and sustainability.

[Link to Supplier Code of Business Integrity](#)

[Link to the Syensqo Compliance clause to include in contracts](#)

- **Human Rights Policy ([Link to document](#))**

Syensqo SA and its subsidiary companies ("Syensqo") are, as economic participants of the society committed to meeting their responsibility to prevent any infringement of human rights. This applies with respect to Syensqo's own activities as well as activities in Syensqo's supply chain.

- **Syensqo Policy on Conflict Minerals ([Link to document](#))**

Syensqo SA and its subsidiary companies ("Syensqo") are committed to meeting their responsibility to respect human rights. As part of that commitment, Syensqo supports the global responsible sourcing of tin, tantalum, tungsten and gold from conflict-affected and high-risk areas. These minerals are commonly referred to as "3TG" or "conflict minerals".

- **Sustainable sourcing statement on Palm Oil/ Palm Kernel Oil Chemical ([Link to document](#))**

Syensqo has made sustainability a top priority, and to that end, we practice responsible sourcing. We are committed to use palm oil (PO), palm kernel oil (PKO) and derivatives exclusively from sustainable sources. By doing so, we help support sustainable forest management and stop deforestation, in alignment with our contribution to the UN Sustainable Development Goal 15, Life on Land, 15.2.

- **ESG Risk Management - [build and maintain overall ESG Risk matrix](#) & [supplier risk management](#)**

ESG Risk analysis measures a company's exposure to industry-specific material ESG risks and how well a company is managing those risks. It aims to comply with the EU Mandatory Human Rights and Environmental Due Diligence Legislation which requests corporate governance practices to better integrate risk management and risk mitigation of human rights and environmental risks.

More specifically, this document provides a systematic approach to identify and assess ESG risk for Syensqo suppliers through the use of the ESG risk matrix and then to define, track and monitor risks' mitigation action plans.

Sustainability Assessments

- **[Together for Sustainability \(TfS\) Initiative](#)**

Syensqo is a member of Together for Sustainability (TfS), a global, procurement-driven initiative to assess and improve the sustainability performance of chemical companies and their suppliers. The key principle is: "an audit for one is an audit for all". Sharing supplier evaluations among 29 global chemical companies prevents the duplication of efforts and delivers de facto sustainability standards for the entire chemical supply chain.

TfS sustainability performance assessments are carried out by the initiative's key partner and specialized service provider EcoVadis.

- **[EcoVadis Assessment](#)**

TfS (Together for Sustainability) chose EcoVadis, a global leader for CSR assessments, to assess corporate social responsibility and sustainable procurement of companies. It is conducted via an online questionnaire tailored to the specificities of the chemical industry and supported by documents to prove implementation. The results of the analysis are combined with a scorecard that is accessible by both suppliers and TfS member companies on a web-based platform.

EcoVadis has defined 21 CSR criteria* into 4 themes:

- Environment
- Labor & Human Rights
- Ethics
- Sustainable Procurement

[Request an EcoVadis assessment \(link\)](#)

[EcoVadis Platform \(link\)](#)

EcoVadis also launch [Ebased academy](#) to support buyers/suppliers to improve the sustainability management practices

- **[TfS Audit](#)**

The TfS audit is an on-site/remote evaluation of a company's sustainability practices by an independent third party auditor approved by TfS. The scope of a TfS audit covers a supplier business location such as a production site or a warehouse.

The TfS has also launched the [TfS Academy](#) course for all employees of TfS members and selected suppliers. Currently, over 250 courses are available in English, Chinese, Portuguese, Spanish and other languages.

[Request a TFS Audit \(link\)](#)

- **Corporate Social Responsibilities**

This CSR Questionnaire is a self-assessment tool designed by Syensqo to evaluate how our partners have integrated the principles of Corporate Social Responsibility into their business.

[Link to CSR Questionnaire](#)

- **Leverage sustainability for more robust Supply Chain**
- **Sustainable Procurement - Responsible supply chain policy**
- **Syensqo Procurement ESG Risk Management - Build and maintain overall ESG Risk matrix**
- **Syensqo Procurement ESG Risk Management - Suppliers ESG risk management**
- **Supplier Code of Business Integrity**
- **CSR Questionnaire**
- **Syensqo Policy on Conflict Minerals**
- **EcoVadis Request Form**
- **TfS Third Party Audit request form**

[Purpose-driven Procurement through Sustainability - Module 1](#)

[Purpose-driven Procurement through Sustainability - Module 2](#)

[Procurement Transformation in a Circular Economy](#)