

## **POLICY of QUALITY, SAFETY, HEALTH and ENVIRONMENT**

Sirius International's policy is focused on being distinctive and prominent in environmental solutions.

The main business activities relate to the development of environmentally friendly solutions for the cleaning, water treatment and personal care industries. In addition Sirius International is more and more often approached by coating, plastic, food and other industries to help with environmental improvements to also support those industries with complying to the progressive norms and consumer demands. For this purpose Sirius International develops innovative chemical raw materials to be produced at third parties but under supervision, transported and stored. Furthermore Sirius International maintains delivery of conventional raw materials, but always with the remark that those can be replaced by environmentally friendlier alternatives.

To increase efficiency, identify and manage internal and external risks and opportunities and in order to continue to meet the needs and expectations of customers and the applicable laws and regulations, since many years the organization has a quality management system conform the requirements of NEN and ISO 9001, Responsible Care and RSPO, where sustainable palm kernel oil raw materials are involved.

By environmental improvements Sirius International means:

- 100% sustainable raw materials; i.g 0% fossil raw materials, 100% vegetal and mineral raw materials. In this respect Sirius International takes care that the total supply chain does not intervene in the food chain. E.g by use of harvest remains and inedible rest streams from the food industry
- Readily degradable raw materials, i.e the raw materials, after having fulfilled their active function in customers end products, are broken down minimum 60% within 28 days
- Non-genetically modified organisms; i.e in case bacteria, fungi or yeasts are employed to produce biological raw materials, the DNA of those microorganisms are not manually influenced

Besides the quality system and policy, Sirius International underlines the importance of proper safety and health policies and accompanying measures, because the labor conditions directly affect the work motivation and performance and thus the quality of the supplied between.

Therefore Sirius International seeks, in consultation with its employees, to improve and optimize the working conditions of all employees. In addition, we strive to prevent damage, namely personal injury on property and environment. Through evaluation and risk inventory and a periodic review, structural problems regarding labor conditions are taken and where possible minimized.

Sirius International also wants to design its internal operations in a sustainable and environmentally friendly manner, precisely because the goods and services are focused on environmental improvements in the market. Environmental policy - as well as the concern for quality, safety, health and well being – is seen as an integral part of the overall business and the board also strives for continuous improvement of environmental performance. Sirius International continuously challenges itself i.a by:

- Conducting Life Cycle Assessment calculations on its own raw materials – how environmental friendly are they quantitatively? In this context not only CO<sub>2</sub> footprint, but also many other environmental and health aspects in the supply chain are taken into account
- Designing next development steps to produce degradable raw materials also sustainably and to produce sustainable raw materials also degradable

In addition, Sirius International will endeavor to reduce to a minimum the negative environmental effects that business could bring in order to prevent environmental pollution. Meeting the demands of environmental laws and regulations is part of those efforts and other environmental demands endorsed by our organization. Where appropriate, even more will be done than is required by law, provided that the efforts are in a healthy relationship with the results.

Sirius International environmental policy is directed to:

- Compliance with environmental laws and regulations and anticipation on new national and

#### European legislation

- Encouraging the use of raw materials with functionalities or production methods that are more environmentally friendly.
- Purchase of sustainable office products and services such as recycled paper, green energy, etc.
- Reduction of water and energy consumption in the office by promoting behavioral changes such as double-sided printing.
- Responsible use of unavoidable hazardous and environmentally harmful substances.
- Sustainable use of office products and reduction of waste through segregation in packaging / paper, cardboard / vegetable garden / residual waste.
- Increasing environmental awareness among employees and third parties
- Hiring of working- and project students, interns, graduating students and appointing young graduates in permanent job positions to combine the environmental consciousness and knowledge of the younger generation with the possibilities and strength of the organization

The management is committed to a professional and sustainable implementation and quality of work to meet the demands of the customers and to burden the environment as little as possible. It is of utmost importance to implement all executive and support activities by competent personnel through internal and external training courses which is able to perform adequately. Management shall therefore ensure that through training and awareness, the employees are embracing the latest developments in the field of chemistry.

The Management provides the resources that are necessary for effective implementation and enforcement of the management system. They also committed to continuous improvement, targets are formulated each year in order to optimize internal operations, safety and environmental performance and meet the demands and requirements of clients.

Being aware of and complying with the rules and measures as defined in the management system is the responsibility of all employees at Sirius International.

This policy statement is made known to the entire organization and third parties and is also, through our website, available to the public.

For agreement signed on January 27 2023,



Leo J. Verboeket

Director Sirius International BV