



Addapt Chemicals BV is dedicated to upholding the highest standards of service, business integrity, and ensuring safe working conditions across our supply chain. We are committed to treating workers with respect and dignity and conducting business operations that are environmentally and socially responsible.

In selecting suppliers, Addapt Chemicals BV prioritizes those who demonstrate social and environmental progressiveness. Fundamental to adopting our standard is the requirement that all business activities fully comply with relevant laws and regulations in respective countries. We encourage suppliers to exceed legal requirements by adhering to internationally recognized standards for advancing social and environmental responsibility.

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## **Management System**

We recognize that a structured and robust management system is essential for ensuring compliance with our business and for supporting continuous improvement across our operations and supply chain. We have designed our management system to establish, maintain, and continually improve. This system enable compliance with applicable laws, alignment with the effective management of risks related to quality, safety, environmental, and social responsibility. By maintaining an effective and transparent management system, we provide a resilient, ethical, and high-performing supply chain that aligns with the values and objectives of Addapt Chemicals BV

### **1. Company Commitment**

We are committed to upholding the highest standards in product and service quality, occupational health and safety, environmental, and social responsibility. These commitments are formalized in internal policies and clearly communicated throughout our organization. They are fully integrated into our operational practices and serve as a foundation for our continuous improvement efforts.

### **2. Management Accountability and Responsibility**

We have appointed qualified personnel who are responsible for the implementation, monitoring, and regular review of our management system. Our practices are aligned with ISO 9001 quality management standards, and we are actively working toward achieving Ecovadis and ISO 14001 environmental management certification by 2030.

Our leadership is fully engaged in ensuring compliance and driving performance in all key areas of our operations.

**3. Compliance with Legal and Customer Requirements**

We have established systems and procedures to ensure we identify, understand, and comply with all applicable laws, regulations, and contractual obligations. This includes staying up to date with customer-specific requirements and industry best practices to ensure consistent compliance.

**4. Training and Awareness**

We provide comprehensive, role-specific training to our employees to ensure they are fully informed about relevant company policies, operational procedures, and improvement goals. Our training programs are regularly updated to reflect changes in legislation, standards, and customer requirements, and are designed to promote a culture of responsibility and competence.

**5. Risk Assessment and Risk Management**

We maintain a structured process for identifying and managing risks across our operations. This includes evaluating potential risks related to social responsibility, product quality, (HACCP) food and feed safety, environmental impact, health and safety, and business ethics. We take proactive steps to mitigate these risks through effective controls and continuous monitoring. This includes the implementation of effective pest control programs as part of our preventive measures to protect product integrity, ensure workplace hygiene, and meet food and feed safety standards.

**6. Performance Objectives, Targets, and Monitoring**

We have defined measurable objectives and targets that are aligned with our management system. We regularly assess our performance, identify areas for improvement, and adjust our strategies to ensure ongoing progress and accountability.

**7. Communication and Reporting**

We have implemented clear communication processes to ensure that relevant information, such as performance expectations, compliance updates, and policy changes are shared effectively with employees, subcontractors, customers, and other stakeholders.

**8. Employee Feedback and Participation**

We encourage open communication and active engagement among our workforce. Feedback moments are in place to assess employee understanding and to capture suggestions for improvement. We view employee participation as a key driver of innovation and progress.

**9. Audits and Assessments**

We conduct internal and external audits on a regular basis to verify compliance with legal, regulatory, and contractual obligations. The outcomes of these assessments are documented and used to guide preventive and corrective actions. Drive continuous improvement within our organization.

**10. Corrective and Preventive Actions**

We have established procedures to ensure that deficiencies identified during audits or assessments are addressed promptly and effectively. This includes performing root cause analyses, implementing corrective measures, and verifying their success. We

also take preventive action to minimize the risk of recurrence and strengthen our processes.

#### **11. Documentation and Recordkeeping**

We maintain comprehensive and secure documentation to demonstrate our compliance with applicable standards and regulations. Our records are regularly reviewed and updated to ensure they remain current, accurate, and relevant. Confidential information is handled in accordance with legal and contractual obligations.

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### **Environment**

We are committed to minimizing our environmental footprint and ensuring that all materials are sourced in a responsible and transparent manner. By 2030, we aim to achieve Ecovadis and ISO 14001 certification. Our processes and technologies are specifically designed to prevent pollution, safeguard ecosystems, and exceed legal requirements, ensuring a cleaner and more sustainable future.

#### **1. Sustainability Ambitions**

Addapt Chemicals BV is committed to measurable and transparent sustainability goals that align with our long-term vision for a cleaner and more responsible industry. By 2030, we aim to reduce our CO<sub>2</sub> emissions by 50% and operate entirely on renewable energy. 100% of the water used in our processes will come from sustainable water sources, and we will optimize our overall water consumption.

#### **2. Sustainable Products and Production**

We are dedicated to developing high-quality, sustainable products. By implementing cleaner technologies, optimizing efficiency, biodegradable & biobased raw materials and reducing the use of hazardous substances, we minimize our environmental impact. By 2025 more than 70% of our product portfolio will be biodegradable, over 25% bio-based, and We manufacture all our products without intentionally incorporated conflict minerals or PFAS. We comply with all applicable laws and regulations regarding the use of restricted substances, as well as requirements for labeling, recycling, and disposal.

#### **3. Chemical and Hazardous Materials**

We ensure that all chemicals and hazardous materials are identified, handled, stored, and disposed of in a safe and environmentally responsible manner.

#### **4. Wastewater and Waste**

We monitor, and control waste and wastewater generated from our operations before discharge or disposal. By 2025 we are committed to ensuring zero discharge of CMR substances or environmentally hazardous waste into surface water or sewer systems.

#### **5. Air Emissions**

We take measures to monitor, and control air emissions, such as volatile organic compounds, particulates, and other pollutants, prior to release. By 2025 over 50% of our product portfolio is VOC-free, with over 20% is SVOC-free.

## 6. **Pollution Prevention and Resource Reduction**

We actively seek to reduce or eliminate waste at its source through responsible production practices, energy and water conservation, material reuse, and recycling. Our partner in waste is Ecovadis and ISO14001 certified and where possible we recycle or discharge our waste with energy recovery waste streams.

## 7. **Environmental Permits and Reporting**

We obtain and maintain all required environmental permits and comply with associated operational and reporting requirements.

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## **Labor**

Our employees are at the heart of our success.

1. **Child Labor:** Child labor in any form is prohibited. "Child" refers to any person under the age of 16 or under the legal age for completing compulsory education or minimum employment age in the country. Legitimate workplace apprenticeships are supported, complying with all relevant laws.
2. **Freely Chosen Employment:** Forced, bonded, or involuntary labor is strictly prohibited. Workers must be free to leave employment upon reasonable notice.
3. **Fair Remuneration and Living Wage:** All employees receive a fair compensation and living wage exceeding legal wage requirements, including overtime pay and mandated benefits. Deductions comply with local laws. Employees are clearly informed about their wage details. A fair living wage, ensuring a decent standard of living for workers and their families.
4. **Discrimination:** We accept no discrimination based on race, age, gender, sexual orientation, disability, religion, or other protected characteristics. 40% of our workforce is female, 20% of our management team consists of women, and 20% of our employees have dual or non-Dutch nationalities. These figures reflect our broader goal of building a fair, inclusive, and representative workplace where everyone can thrive.
5. **Harsh or Inhumane Treatment:** Employees are not subjected to harsh or inhumane treatment, including physical or verbal abuse, sexual harassment, or coercion.
6. **Working Hours:** Workweeks should not exceed legal limits, with a maximum of 60 hours per week including overtime. Workers are entitled to at least one day off per seven-day week. We maintain a standard working schedule of 8 hours per day, with a maximum of 12 hours in exceptional cases. Every employee is entitled to at least 11 consecutive hours of rest between shifts and a minimum of 45 minutes of break time per day.
7. **Freedom of Association:** Employees have the right to freely associate and communicate regarding working conditions without fear of reprisal. Rights to unionize is in accordance with local laws. We foster a culture of inclusion and dialogue. Employees

are actively involved in decision-making processes and regularly consulted for advice on matters that affect them.

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## Health and Safety

Safety is our top priority. We maintain strict protocols, offer ongoing training, and implement preventive measures to ensure a safe working environment for all. By 2025 100% of regularly returning contractors are VCA certified and over 60% of all contractors are VCA certified.

To provide a safe and healthy work environment we included the following in our processes:

1. **Machine Safeguarding:** Properly maintained physical safeguards and safety systems for machinery.
2. **Industrial Hygiene:** Evaluating and controlling of the worker exposure to physical, chemical, and biological hazards, with providing appropriate personal protective equipment.
3. **Safety:** Implementing measures to control workplace safety hazards, including proper equipment maintenance.
4. **Emergency Plans:** Implementing emergency response procedures and training for workers.
5. **Occupational Injury and Illness:** We have systems to manage, report, and provide treatment for occupational injuries and illnesses.
6. **Physically Demanding Work:** We actively evaluating physically demanding tasks, and applying ergonomic optimization where necessary.
7. **Psychological Wellbeing:** We promote a safe, diverse, and inclusive work environment that supports well-being, professional development, and work-life balance. Together, we contribute to local communities and enhance social welfare. Complying with health regulations and investing in measures to minimize exposure to hazardous substances are key ways we are making a difference. We minimize workplace stress and support mental health among employees.

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## Ethics

We are committed to conducting business with the highest standards of ethics and integrity. We expect our suppliers and their representatives to uphold the same principles in all interactions and business dealings. Ethical behavior is fundamental to our operations and forms a cornerstone of our relationships with partners throughout the supply chain. Our expectations regarding ethical conduct include the following:

1. **Zero Tolerance for Corruption**  
We maintain a strict zero-tolerance toward all forms of corruption, including bribery, extortion, embezzlement, and any other unethical or unlawful practices. Customers,

suppliers and their agents must conduct all business activities with integrity and transparency, in full compliance with applicable anti-corruption laws and regulations. Any violations may result in immediate termination of the business relationship and potential legal consequences.

**2. Confidentiality, Intellectual Property, and Data Privacy**

We respect and protect intellectual property rights, both our own and those of third parties and require our customers and suppliers to do the same. All parties must handle all confidential and proprietary information, including trade secrets and business data, with strict care and in accordance with contractual and legal obligations. This includes safeguarding personal data and ensuring compliance with applicable data protection laws. Unauthorized access, use, or disclosure of such information is strictly prohibited.

**3. Prohibition of Improper Advantage**

We do not tolerate any form of bribery or the offering or acceptance of improper benefits intended to gain or retain business or influence decision-making. Suppliers and customers must refrain from engaging in any conduct that may lead to a conflict of interest, distortion of competition, fraud, or money laundering. Any incidents or solicitations involving improper advantage must be reported without delay.

**4. Gifts, Hospitality, and Gratuities**

We recognize that modest gifts and hospitality may be appropriate in the context of a professional relationship. However, these must remain within reasonable limits, must never be offered or accepted with the intent to improperly influence a business decision, and must not create the appearance of undue influence. Relationships are expected to use sound judgment and adhere to both legal requirements and ethical norms when offering or accepting such gestures.

**5. Compliance with Embargoes and Trade Regulations**

We fully comply with all applicable trade laws, sanctions, embargoes, and export control regulations, and we expect our relationships to do the same. Customers and suppliers must ensure that no prohibited transactions are undertaken and that all relevant documentation and approvals are in place for the lawful movement of goods, services, and technology.

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## **Sustainability in Transport and the Supply Chain**

In collaboration with our suppliers and partners, we are working to reduce emissions and optimize our supply chain. Together, we aim to minimize carbon footprints. By 2025 we have more sustainable road transportation solution available.

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## **Social Commitment**

We take pride in being responsible corporate citizens. Together, we can contribute positively to society and make a lasting difference.

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## **Communications/Stakeholders**

We value transparent communication and constructive dialogue. Engaging with our stakeholders and sharing our sustainability goals and achievements with transparency and integrity is how we drive change.

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At Addapt Chemicals BV, sustainability and responsibility are more than just buzzwords, they are the driving force behind our business practices. Join us in prioritizing climate and environmental protection, resource conservation, sustainable products and production, employee well-being, and engagement with society. Together, we can lead the way in creating a sustainable future.