

19. December 2023

Statement on Corporate Social Responsibility

CH-Polymers Oy is a Finnish registered company and as such is governed by and complies with all aspects of Finnish law. The company is also a member of the Finnish Chemical Industry Association and employment conditions respect & comply with the relevant collective agreements. In addition, CH-Polymers requires that all employees sign up to a Code of Conduct. This is a condition of employment.

CH-Polymers Oy employs 56 people over 2 sites - Raisio & Kaipiainen.

Working Conditions

- Job description: all employees have a job description and are aware of it
- Working hours: the working hours are defined in the individual contract of employment
- Qualification and training: all employees are qualified to fulfil and / or receive training to enable them to fulfil the requirements of their job description
- Emergency operations, safety, safety instructions: all employees receive the appropriate information & training
- Personal protective equipment: where applicable CH-Polymers will provide all necessary personal protective equipment
- Hazardous Operations: such operations – for example handling and disposal of chemicals - are only carried out by qualified and / or appropriately trained employees

Occupational safety and health: CH-Polymers has established an Occupational Safety and Health committee, with elected representatives for the different employee groups. The Occupational Safety and Health Committee discusses matters concerning the safety, health and work ability of employees, and the committee may submit proposals aimed at, for example:

- developing working conditions
- arranging occupational safety and health training
- develop occupational health care services
- develop activities that maintain work ability

All employees are eligible for occupational healthcare & medical care, including mental health and substance abuse support.

Career Management & Training: all salaried employees have documented goals that are specific to their role. At least annually salaried employees receive feedback on performance vs goals from their manager / supervisor. As a part of this discussion training needs are identified to support development within and, if relevant, beyond their current role. Once agreed, training needs are

documented and relevant programmes identified. Feedback on the training and ensuing progress is reviewed at subsequent performance reviews.

Child labour, forced labour and human trafficking: is illegal under Finnish law and contrary to CH-Polymers values and Code of Conduct. CH-Polymers does not engage in child labour, forced labour and human trafficking and we require that our suppliers certify the same.

Discrimination & harassment: whether based on age, disability, gender, race, religion, sexual orientation or any other basis - is not tolerated. Such discrimination is illegal under Finnish law and contrary to CH-Polymers values and Code of Conduct.

According to our Code of Conduct, all employees have the obligation to report any violations to their superior. The company has introduced a whistle blowing channel in 2023.