

## HEALTH, SAFETY, SECURITY, ENVIRONMENT AND QUALITY POLICY

In keeping with its social commitments, Arkema operates as a responsible manufacturer, and includes among its key priorities health, safety, security and environmental protection, as well as its customers' satisfaction. Arkema endorses Responsible Care®, a voluntary initiative for transparency and continuous improvement of performance in the areas of health, safety, security and the environment.

To ensure effective collaboration with its customers as well as industrial and commercial partners, Arkema anticipates their needs and expectations through a policy of continuous improvement. Open and direct dialog with all stakeholders, a spirit of innovation and an operational excellence program are central aspects of this policy.

Through its procurement policy, Arkema is committed to taking account of social and environmental issues, working jointly with its suppliers, contractors and logistics operators. Arkema works to fully comply with applicable laws and regulations where it operates, and adopts additional specific policies that cover issues not specifically addressed by laws and regulations.



### Arkema operates as a responsible manufacturer and observes the following principles:

#### → Risk prevention

Risk prevention in the areas of health, safety, security and environmental protection is everyone's responsibility. The Group believes that all occupational accidents and diseases are preventable, and that everyone has a role and an essential responsibility for ensuring safety and health in the workplace and for protecting the environment and neighbors where we operate. Arkema identifies and assesses risks based on their potential impact. These risks are also taken into account in the management and decision-making processes related to acquisition and investment projects as well as in the supplier selection and monitoring processes.

#### → Management System

Continuous improvement is achieved through the **Arkema Integrated Management System (AIMS)**, which enhances health, safety, security, environmental protection and quality. This system combines requirements specific to Arkema and also those of the principal international standards to which Arkema has committed. It is based on risk assessment, defined quantitative objectives, implementation of action plans, follow-up and measurement of results, and related audits. Risk management processes and performance are regularly reviewed through internal and external audits conducted as per the AIMS reference framework.

#### → Health, safety, security, environment and quality culture

Arkema develops a **health, safety, security, environment and quality culture** to make every employee aware of their responsibility, the importance of their behavior, and the impact of their actions. Management provides a work environment that is conducive to preventing incidents, and that every employee is trained and able to draw on feedback in order to contribute to the organization's collective performance.

### Arkema's policy includes the following commitments and programs:

#### → Health, safety and security

- To promote a safety mindset, Arkema has put in place its own safety culture through its **Safety always in mind** and **The Essentials** programs. The 14 Essentials are golden rules that all Arkema employees and external contractors working on the Group's sites are expected to follow.
- As regards **process safety**, Arkema applies and constantly improves its risk prevention and management practices, which include emergency response resources and plans to deal with potential incidents. These measures are periodically updated, checked and tested during drills conducted at regular intervals. A **Process Safety Must Have** program has also been initiated for Arkema managers and across the Group's industrial sites.
- To improve security, Arkema strives to apply the best technology, and to provide rules and training courses for the protection of people, goods, facilities, and information systems. In particular, the Group draws on government recommendations and targeted audits to develop its action plans.
- Product stewardship at Arkema takes into account health, safety, and environmental protection, from the products' initial development stage.

#### → Climate, circular economy, and environmental footprint reduction

- An active defender of the **climate**, Arkema strives to reduce the greenhouse gas emissions from its business operations and its **energy** consumption through its Arkema Energy program.
- In support of its commitment to preserve **water** resources and reduce the impact of its effluent releases, Arkema relies on its **Optim'O** water management program.
- Arkema is committed to protecting **biodiversity**, and contributes to the preservation of flora and fauna by reducing effluent releases to air, water and soil at all its sites.

- Arkema is committed to the **responsible management of resources** throughout the value chain, as well as the conservation of non-renewable raw materials.
- Arkema also actively works to reduce the production of **wastes** from its industrial processes. Through eco-design, Arkema extends the life span of its customers' products while also enabling their recycling. It also promotes the re-processing and re-use of by-products into material or energy.
- In addition to these actions at its industrial sites, Arkema, driven by its **innovation** at the service of sustainable development, develops solutions for its customers that will have a positive impact on the climate, the management of resources, new energies, and energy efficiency.

#### → Governance and responsibilities

The objectives are set and reviewed periodically by the Executive Committee. Management of this policy is the worldwide responsibility of the Group Safety and Environment division, the Sustainable Development division, and its experts. The operational teams in each region and business line provide for the policy's implementation.

Through their diversity and skills, all employees have a role to play and are responsible for ensuring the quality of products and services and for taking action to ensure the health of people, safety in the workplace, security and protection of the environment.

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