



KEMIRA SUSTAINABILITY AND EHSQ POLICY COMMITMENT

WE ARE COMMITTED TO

- Stakeholders**
- Ensuring safe and responsible working conditions for everyone working for or with Kemira
 - Preventing incidents and reducing hazardous conditions and activities
 - Ensuring employee and contractor competence
 - Respecting human rights in all our operations
 - Creating a diverse workplace and an inclusive culture
 - Satisfying our customers' needs and meeting the expectations of our external stakeholders
- Environment**
- Protecting the environment, reducing emissions and improving energy efficiency
 - Enabling a circular economy and adopting circular business practices across our operations
 - Protecting biodiversity
- Governance**
- Making sure our operations are certifiable to recognized industry standards and practices
 - Implementing continuous improvement

OUR APPROACH IS

- Stakeholders**
- Build an interdependent safety culture and head towards zero injuries in all our activities
 - Take effective measures in our operations to eliminate hazards, reduce risks and prevent incidents
 - Ensure safe and sustainable operations to protect our employees, communities, environment and assets
 - Set objectives, performance indicators, and targets; monitor and report performance
 - Create equal opportunities to learn and grow, foster a strong sense of belonging and respect the unique perspectives of all employees
 - Communicate openly and honestly and promote participation and involvement of employees and key stakeholders
 - Enhance the positive impacts in our whole value-chain, on our people, our business partners, the environment and surrounding communities
- Environment**
- Reduce greenhouse gas emissions; releases to air, water and soil; water and material use and waste generation through circular economy principles, energy efficiency and energy sourcing management
 - Protect biodiversity through sustainable raw material sourcing programs, reducing waste and pollution in our operations, and providing wastewater treatment solutions
- Governance**
- Comply with all applicable regulations in developing, sourcing, producing and delivering safe and responsible products and services
 - Review and continuously improve our Integrated Management System covering sustainability, EHSQ and Energy management
 - Prefer the use of best available technology including energy performance improvement when designing, constructing or upgrading our assets

We also expect organizations working on behalf of or with Kemira to adopt practices in line with this policy.

Helsinki, December 15, 2021