

Kemira

KEMIRA SUSTAINABILITY POLICY COMMITMENT

We are committed to:

- Stakeholders
 - Ensuring healthy, safe and responsible working conditions for everyone working for or with Kemira
 - Preventing incidents and reducing hazardous conditions and activities
 - Fostering, cultivating and preserving psychological safety through a culture of diversity, equity and inclusion
 - Communicating with our key interested parties and developing the competence and improving awareness of our employees and contractors
 - Acting responsibly in society and respecting human rights in all our value chain
 - Satisfying our customers' needs and meeting the expectations of our external stakeholders
 - Ensuring that we have a portfolio of products and services that will enable the profitable business transition towards a sustainable and climate-neutral economy
- Environment
 - Protecting the environment, reducing emissions and improving resource efficiency including energy efficiency
 - Enabling a circular economy and adopting circular business practices and having a positive impact across our value chain
- Governance
 - Making sure our operations are certifiable to recognized industry standards and practices
 - Improving continuously our sustainability management processes and performance
 - Engaging our stakeholders to ensure that our sustainability approach is communicated clearly so their impact on our performance is well known

Our approach is to:

- Stakeholders
 - Build an interdependent health and safety culture where each individual has the right and authority to stop unsafe or unhealthy work
 - Evaluate and address proactively the impacts, risks and opportunities related to our material topics in our own value-chain
 - Take effective measures in our operations to eliminate hazards, reduce risks and prevent incidents and head towards zero injuries and a well-being environment in all our activities
 - 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, promote participation and involvement of employees and key stakeholders and provide required trainings
 - Enhance the positive impacts ethically in our whole value-chain, on our people, our business partners, the environment and surrounding communities
 - Set objectives, performance indicators, and targets to meet the intended results; monitor performance and react when needed
 - Report our performance annually or within needed frequency as requested by stakeholders to demonstrate financial and non-financial transparency
 - Understand sustainability as an opportunity and actively work on building a portfolio of sustainable solutions
- Environment
 - Reduce greenhouse gas emissions; releases to air, water and soil; water and material use and waste generation through circular economy principles, and sustainable sourcing and value chain management
 - Evaluate near-term and long-term risks and opportunities related to climate change mitigation and adaptation in our operations and value chain to accelerate decarbonization, enable circularity, and provide value to our customers
 - Reduce negative impacts on biodiversity and ecosystems and promote responsible and efficient use of natural resources in the whole value chain
 - Create resource efficiency to customers through chemistry and digital service solutions
 - Provide products to the wastewater treatment that enable the availability of clean and high-quality water to people and nature
- Governance
 - Comply with all applicable regulatory obligations in developing, sourcing, producing, delivering safe and responsible products and services
 - Increase our understanding of our environmental and social impacts and continuously improving our mitigation efforts and actions
 - Review and continuously improve our Integrated Management System
 - Implement the best available technology including energy performance improvement when designing, constructing or upgrading our assets
 - Deliver transparent communication of strategies and decisions

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

Helsinki, December 11, 2023