dsm-firmenich

Group Policy
Safety, Health & Environment

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Domain: Group Operational Excellence

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Group Policy on Safety, Health & Environment

At dsm-firmenich, we recognize that our business creates opportunities and responsibilities. We are committed to Safety, Health & Environment because caring about our people, customers, communities, and the planet is the right thing to do - and essential to delivering our purpose and being a force for good.

What is Safety, Health & Environment?

Safety, Health & Environment (SHE) is our commitment to prevent harm to people and communities, protect the environment, and ensure responsible operations and products. It is part of our company's foundation.

This Policy sets the mandatory, organization-wide expectations for SHE. It reflects the commitment of the Executive Committee and management to never compromise on SHE standards and to protect people and the environment through safe, healthy and sustainable operations, while continuously improving SHE performance through our SHE management system. SHE, including Product Stewardship, is anchored in our Code of Business Ethics.

Why is SHE important?

SHE is central to how we run our business and supports sustainable growth. It helps us:

- Prevent serious injury, ill health, and harm to communities connected to our operations.
- Safeguard trust with employees, partners, customers, and stakeholders by acting with integrity and in line with the Code of Business Ethics.
- Meet our legal and regulatory obligations and protect dsm-firmenich from material, legal, operational, reputational, and financial risks that can arise from SHE failures
- Protect the planet by reducing our environmental [1] footprint and working within planetary boundaries.

Key principles & outcomes

The following principles define our approach to Safety, Health & Environment (SHE) and guide how SHE is embedded across dsm-firmenich:

SHE culture

- We foster a SHE culture grounded in care, trust, learning, transparency and accountability, reflected in everyday behaviors.
- Every employee is expected to take responsibility for collective safety and contribute to open reporting, feedback and dialogue.
- We ensure that employees are aware of their responsibilities and are trained to perform their work in a safe, healthy, and environmentally responsible manner.
- We actively promote learning, especially from (potentially) severe incidents, to strengthen risk identification, mitigation and prevention
- We emphasize the safety and health of the communities in which we operate and act responsibly to reduce the environmental footprint of our products and operations.

Through this culture, we seek consistent, engaged behavior that prevents incidents, strengthens trust, and supports continuous improvement.

Safety, health & well-being

- We strive to create and maintain a safe and healthy work environment that supports the physical and mental well-being of all our people.
- We apply proactive measures to prevent harm and empower employees to make sound decisions about their safety, health, and well-being in the course of their work.

This enables people to perform their work safely and responsibly, with health and safety risks actively managed as part of daily operations.

Product stewardship

- Product Stewardship is an integral part of our SHE commitment and our business value proposition.
- We apply high standards to ensure our products are safe for people, animals, and the environment under intended conditions of use and disposal, across their full life cycle.
- We make conscious, risk-based choices about the substances we use and produce, using safer alternatives whenever feasible - and always when required - and support our customers in doing the same.

This approach ensures that product-related risks are appropriately identified, assessed, and managed from production through end of life.

Environment

- In alignment with our sustainability ambitions, we are committed to preserving the planet for present and future generations and operating within planetary boundaries.
- We comply with applicable environmental legislation and implement environmental management systems to manage risks, impacts, and performance.
- We continuously reduce the environmental footprint of our activities, products, and services by minimizing emissions and waste, improving resource efficiency, and driving focused, multi-year improvement programs.

This supports sustained improvements in environmental performance and responsible use of natural resources over time.

Key arrangements

To support this Policy, we have:

- A SHE management system to enable effective implementation, continuous improvement, and monitor and report SHE performance.
- A clear line management accountability and empowerment model, supported by Group and Regional SHE organization providing SHE leadership, expertise, and guidance across the business.
- Group SHE standards and policy requirements, including Life Saving Rules for the most critical hazards, defining non-negotiable expectations for safe operations.
- Defined processes and systems to ensure employees know their SHE responsibilities and are trained for their roles.
- Mechanisms for secure, open SHE observations and incident reporting, promoting transparency, learning, and improvement.
- Structured performance management, with objectives, targets, and KPIs to monitor progress and drive accountability.
- Multi-year environmental programs focused on key topics, aligned with measurable objectives and continuous improvement of systems and standards.

What is expected from you?

All employees are expected and empowered to:

- ☑ Act safely and responsibly to protect yourself, others and the communities in which we operate.
- ☑ Contribute to a strong SHE culture; Speak up, share observations, and report incidents and near misses in line with our SHE expectations. Contribute to learning from incidents.
- ☑ Follow applicable Group SHE requirements and standards, including Life Saving Rules where relevant.
- ☑ Support Product Stewardship through high standards, a risk-based mindset and safer alternatives where feasible or required.
- ☑ Support environmental compliance and reduce emissions, waste and resource use where relevant.

Managers and leaders accountable for a site, office, laboratory, department, project or function are expected and empowered to:

- ☑ Lead by example, enable SHE adherence and allocate qualified resources with clear roles and responsibilities.
- ☑ Maintain an open environment for reporting, feedback and continuous learning. Promote and enable learning from incidents, supported by Group and Regional SHE organization.

Roles & responsibilities

- All employees must comply with this Policy and act in accordance with its principles.
- Line managers are accountable for SHE performance and for promoting awareness and adherence within their teams.
- The Policy owner is accountable for maintaining and updating this Policy.
- The Policy owner defines the global SHE strategy, policies, standards and capabilities, and supports and monitors effective implementation.
- Refer to the corresponding standard(s) for detailed roles and responsibilities.

Scope & adherence

This Policy applies to all permanent and temporary employees, officers and directors of dsm-firmenich and its entities under full, majority, or controlling interest, as well as to agents, contractors and other third parties when specified by contract or terms and conditions.

Any action in conflict with this Policy may be considered a violation of the Code of Business Ethics that may lead to disciplinary actions and sanctions for the employee(s) involved.