



Date: 03-11-2022

Policy Statement Bostik Benelux BV, BV and Belux SA/NV (here after Bostik).

Bostik's mission statement is defined as follows;

"We develop innovative adhesive solutions applied to changing, everyday living standards in order to assemble, build and construct in a smarter and more sustainable way".

We want to shape this mission through our vision:

"Our adhesive solutions make our world safer, more flexible, more efficient and we actively respond to the dynamic challenges of our environment".

We do this by paying continuous attention to customer satisfaction, safety, innovation, quality, efficiency and employee satisfaction.

We produce and supply our products in such a way that we ensure good working conditions, respond to customer requirements and structurally reduce environmental impact.

Our QHSE policy focuses on quality, working conditions, safety and the environment and is actively driven and implemented by the Bostik management.

The QHSE policy is part of the 2022 strategic plan and is directly aligned with Bostik's vision.

Our activities involve developing, manufacturing, selling and distributing sealants, adhesives, hybrid products, fillers and related products.

The implementation and assurance of the QHSE policy is approached systematically through a QHSE management system and the Arkema HSEQ charter. This QHSE system is an integral part of the existing business activities within Bostik.

The QHSE system includes:

- Quality and Environmental Management System in accordance with ISO 9001, ISO 14001 (including SCCM requirements) and ISO 45001, which focuses on purchasing methods, product development, the optimal coordination of production processes, the handling and reduction of complaints, ensuring the competence of employees
- Bostik is compliant and complies with all applicable laws and regulations and will anticipate future changes
- A Health & Safety Policy Plan, which describes how we recognize, monitor and reduce health & safety risks and strive for optimal safety & working conditions for all employees, suppliers and visitors. This includes ensuring health and safety as far as possible to prevent injury and illness and where possible promoting the well-being of employees, suppliers and visitors
- An Environmental Policy Plan that describes how we recognize, monitor and reduce environmental risks and strive to develop environmentally friendly products and processes and encourage product reuse
- Increasing knowledge about our products and processes by deploying various trainings and courses to our staff, customers, suppliers and industry associations
- Optimizing product portfolio by applying the OCPP (one core product portfolio) process which means that by rationalizing and optimizing products, raw materials and packaging materials, we are left with a clear and manageable assortment. This process is part of the daily management and monthly KPI review. By implementing the OCPP process we are able to work more efficiently, which will further improve the service and delivery performance (security of supply) to our customers. We strive for unambiguous communication to our customers worldwide.



- The introduction and implementation of the PIT (product introduction) process, in which we direct processes that lead to complete and error-free introduction of new products and/or customers throughout the chain.

In coordination with Arkema, Bostik has defined concrete sustainability objectives. This objective is not only encapsulated in Arkema's CSR (corporate social responsibility) objectives, but is an integral part of Bostik's vision.

- For our Benelux organization, this translates into the following priorities:
 1. Providing a safe, ethical and healthy work environment for everyone
 - a. Age-aware personnel policy and sustainable employability of employees;
 - b. Vitality: this means attention to mental health, physical condition and competencies of all employees
 - c. Compliance with the Code of Conduct as formulated by Arkema.
 2. Improving customer satisfaction
 - a. Customer satisfaction is a high priority for us. Through customer contacts and continuous monitoring, we try to increase satisfaction
 3. Improving employee satisfaction
 - a. The new way of working; hybrid working if an employee can and may choose to do so
 - b. Car policy
 - c. Diversity and employee development.
 4. Sustainability / Corporate Social Responsibility
 - a. Innovation: developing sustainable ('green') products;
 - b. Reduction of CO₂ emissions in our production process;
 - c. Efficient design of packaging flows, digital working, paperless office, etc.
 - d. Setting up an efficient and sustainable supply chain to our customers;
 5. Budget realization

Our culture and way of working is summarized in the Arkema Values core values. Under these 5 core values, we mean the following:

Simplicity: Together we are clear, honor agreements and work efficiently and effectively.

Solidarity: We work together in a pleasant manner. We motivate and coach each other by joining forces.

Performance: At Bostik, we bring out the best in each other and strive to achieve the best result.

Empowerment: Together we are proactive, decisive, show courage and dare to think 'out of the box'.

Inclusion: Together we provide an inclusive work environment, with room for diversity.

In line with these core values, an honest, professional and safe working environment is central within Arkema and Bostik. This means that there is no room for unethical or transgressive behavior in any form. This is also clearly established in Arkema and Bostik's rules of conduct.

From the components of the QHSE system, annual plans are drawn up to further improve the company's performance. These plans are secured in an operational strategy and step to milestones, whereby concrete policy points regarding Occupational Health, Safety, Environment and Quality are managed within the Bostik organization in a balanced plan.



In particular, this involves the sharpening and continuous improvement of safety awareness, quality, reduction and separation of waste streams.

To properly coordinate the concrete plans, a consultation structure has been established between the departments involved. The QA Engineer and Q&CI Manager oversee the alignment, progress and assurance of the plans.

Each month, management assesses whether the objectives have been achieved and/or the QHSE policy needs to be adjusted. This is done during the KPI review and annually during the Management Review.

Employee participation in health and safety (H&S) and the environment takes place through the Health and Safety Committee (H&S) set up within the Works Council. They also actively participate in the plans of approach following from the MAR (environmental aspects register) and RI&E (risk inventory and evaluation).

Bostik strives for open communication with all stakeholders.

Management Bostik Benelux

November 2022

Vincent Imbos - Managing Director