

Sustainability Report

2022



Contents

Introduction

A message from our CEO	4
2022 key highlights	5
Vynova in brief	6
About this report	12

Our responsibility in the workplace

Our employees	14
Communicating and engaging with our employees	21
Health and safety	26

Acting with respect for the environment

Our concern for the environment	39
Environment-related data	49

Our responsibility in the market

A responsible partner	63
Towards our customers	66
Working with our suppliers	70

Engaging with society

Education and society	76
Supporting good causes	82

Appendices

Materiality assessment	88
General disclosure on governance and Enterprise Risk Management	90
General information on sustainability reporting principles	92
Memberships and associations	93
Environmental, Social and Governance (ESG) Scorecard	94
Certifications	97
GRI Content Index	98



Introduction



A message from our CEO

Dear reader,

in the past year, we made considerable progress in the course we set out with our Sustainability Programme and commitments. We introduced a new line of more sustainable products, successfully carried out multiple investments to reduce the energy intensity and environmental impact of our operations, and strengthened our company processes in the area of sustainable procurement to improve sustainability in the supply chain.

We continued to endorse the VinylPlus® commitment to sustainable development, accelerating the transition of the European PVC value chain to a circular economy and minimising the environmental footprint of PVC production and products.

Throughout the many markets we serve, we saw more customers place greater emphasis on improving the sustainability of their products, operations and supply chain in 2022. Vynova is well placed to provide solutions that help our customers achieve their sustainability goals. Through our work in the area of Life Cycle Assessments (LCAs), we have gained better insights into our products' environmental impact and carbon footprint. We expanded our VynoEcoSolutions product offering in 2022, introducing the world's first range of low-carbon potassium derivatives, helping customers across a wide range of industries to lower the carbon footprint of their products. In addition, we continued to develop a more comprehensive understanding of our value chain greenhouse gas emissions.

We were delighted that our continued focus on improving our sustainability management systems was once again awarded with a Gold

Rating by Ecovadis, the world's largest and most trusted provider of business sustainability ratings. We managed to further improve our performance in various areas. Our score on the theme of Environment places us in the top 2 percent of all companies that EcoVadis assessed within our industry group and our overall result puts us among the top 5 percent of the more than 100,000 companies rated by EcoVadis.

Finally, I would like to express my gratitude to my more than 1,200 colleagues who enable us to deliver on our sustainability commitments, from developing solutions to reduce greenhouse gas emissions to giving back to our local communities by supporting good causes and fostering the education of the next generation. Their dedication and passion allow us to progress on our sustainability journey and make a positive impact on society.

Enjoy reading!

A handwritten signature in black ink, reading "C. André".

Christophe André
CEO - Vynova Group

2022 key highlights

Our Sustainability Programme in Action

In 2022, a strategic review of our Sustainability Programme further shaped the roadmaps for our three Sustainability pillars: Climate Change, Circular Economy and Toxic-Free Environment. At each of our sites, energy improvement programmes are being implemented and further developed. Our efforts to further contribute to enhanced PVC recycling continued, both on the R&D front and in close contact with customers. Investments required to reach our VOC (volatile organic compounds) emission reduction target have been defined, the major investment at our Runcorn EDC plant being a key project in this regard.

... [Read more on page 11](#)



Assessing the environmental impact of products and plants

In 2022, we completed a carbon footprint study on potassium hydroxide (KOH) for the production plants in Tessenderlo (Belgium) and Thann (France). Furthermore, a Vynova site-specific PVC Life Cycle Analysis (LCA) study was initiated in 2022 with a revised Environmental Product Declaration (EPD) expected as outcome in 2023.

... [Read more on page 48](#)

Vynova once again achieves EcoVadis Gold Rating

The 2022 assessment of our Corporate Social Responsibility (CSR) performance was rewarded with an EcoVadis Gold Rating.

This result places Vynova among the top 5 percent of all companies assessed by EcoVadis.

... [Read more on page 39](#)



Launch of low-carbon potassium derivatives portfolio

In February 2022, Vynova launched the world's first range of low-carbon potassium (K) derivatives. Marketed under the VynoEcoSolutions brand, the new K derivatives product line has the lowest carbon footprint available on the market and will help a wide range of industries to manufacture more sustainable products.

... [Read more on page 48](#)



Vynova in brief

About Vynova

Vynova is a leading European manufacturer of chlor-alkali products and PVC resins.

Headquartered in Belgium, with a network of production sites in five countries and over 1,260 employees, we realised a turnover of 1.8 billion euros in 2022.

Founded in 2015 as the chlor-vinyls platform of the privately owned International Chemical Investors Group (ICIG), we have established ourselves as a supplier with an extensive

chemicals and PVC portfolio and multiple logistics solutions to serve our customers. Our specific offerings include multiple grades of suspension PVC (S-PVC), KOH and other potassium derivatives, caustic soda (NaOH) and sodium hypochlorite (NaOCl).

While Vynova is a young company, we can draw upon decades of experience of our sites operating under the umbrella of major international chemical companies. This wealth of chemical manufacturing heritage, combined with the vision and support of our shareholder ICIG, has enabled us to establish ourselves as a leading European chlor-vinyls producer.

Our production network encompasses six sites: the Vynova sites in Tessenderlo (Belgium), Wilhelmshaven (Germany), Mazingarbe (France), Beek (the Netherlands) and Runcorn (UK) as well as an affiliated site in Thann (France). Located in key European markets, we offer distinct logistics solutions with access to deep-water ports, rail, pipeline, and major road infrastructure.

We continually invest in new technologies to make our production assets and processes even



more sustainable and efficient and minimize the carbon footprint and environmental impact of our operations.

In 2022, we continued our large-scale investment in Runcorn (UK) to completely redesign and modify our ethylene dichloride (EDC) plant to realize a step-change in reducing the plant's VOC emissions. Significant investments were also carried out in Tessenderlo (Belgium) where a new potassium carbonate production plant,



the largest of its kind in Europe, was successfully taken into operation. Two other important projects were initiated in Tessenderlo with the aim to reduce the site's environmental footprint. One investment consists in the construction of a completely new process water plant for the production of demineralised water. The new unit will be based on Reverse Osmosis technology rather than the existing Ion Exchange process, which will result in a reduced discharge of chlorides (salt) into the waste water. The second large-scale project in Tessenderlo is to improve the waste water facility of the site's vinyl chloride monomer (VCM) plant, where a new sludge separation unit has been built.

In Mazingarbe, a new energy recovery unit was taken into service, consisting of several heat exchangers that recover process heat from the plant's centrifuges and stripping columns.

At our Beek PVC plant, we further strengthened our efforts to avoid PVC particles from leaving the plant by installing a rainwater filter installation.

In Wilhelmshaven, we invested in a new, state-of-the-art plant for the production of demineralised water.

We are driven to make a positive impact on our customers' manufacturing needs. We reliably supply a wide range of chemicals and resins to other chemical manufacturers and plastics converters, offering high-quality products at competitive commercial terms.

All our sites participate in Responsible Care®, the chemical industry's voluntary initiative to continuously improve in the areas of environmental protection, health and safety. In addition, we are an active member of VinylPlus®, the European PVC industry's voluntary commitment programme for sustainable development and we embrace the VinylPlus® 2030 Commitment pathways on scaling up the PVC value chain's circularity, advancing towards carbon neutrality, minimising the environmental footprint of PVC production and products, and engaging with stakeholders and global coalitions.

We rigorously adhere to the strict Safety, Health and Environment (SHE) regulations of our industry, as well as to the relevant Product Stewardship guidelines. In pursuing our Corporate Social Responsibility policy, we strive to be recognized as good corporate citizens in the communities in which our businesses and manufacturing sites operate.

Key facts



Solid financial performance

Founded in 2015, Vynova Group has grown to generate sales of 1.8 billion euros in 2022. Our profitability enables us to pursue ambitious growth opportunities.



Committed employees

We presently employ more than 1,260 people working in manufacturing, supply chain, sales & marketing and support services.



Strong regional presence

Production network of 6 manufacturing sites, strategically located in key European markets.



Broad product range

Our chemical product offerings include PVC, KOH and other potassium derivatives, caustic soda and sodium hypochlorite.



Our values

Vynova consists of different sites, numerous departments and hundreds of employees. Diverse elements, each with their own background and identity. In order to tie these elements together and continue building 'One Vynova', we need a set of shared values that guide our individual behaviour.

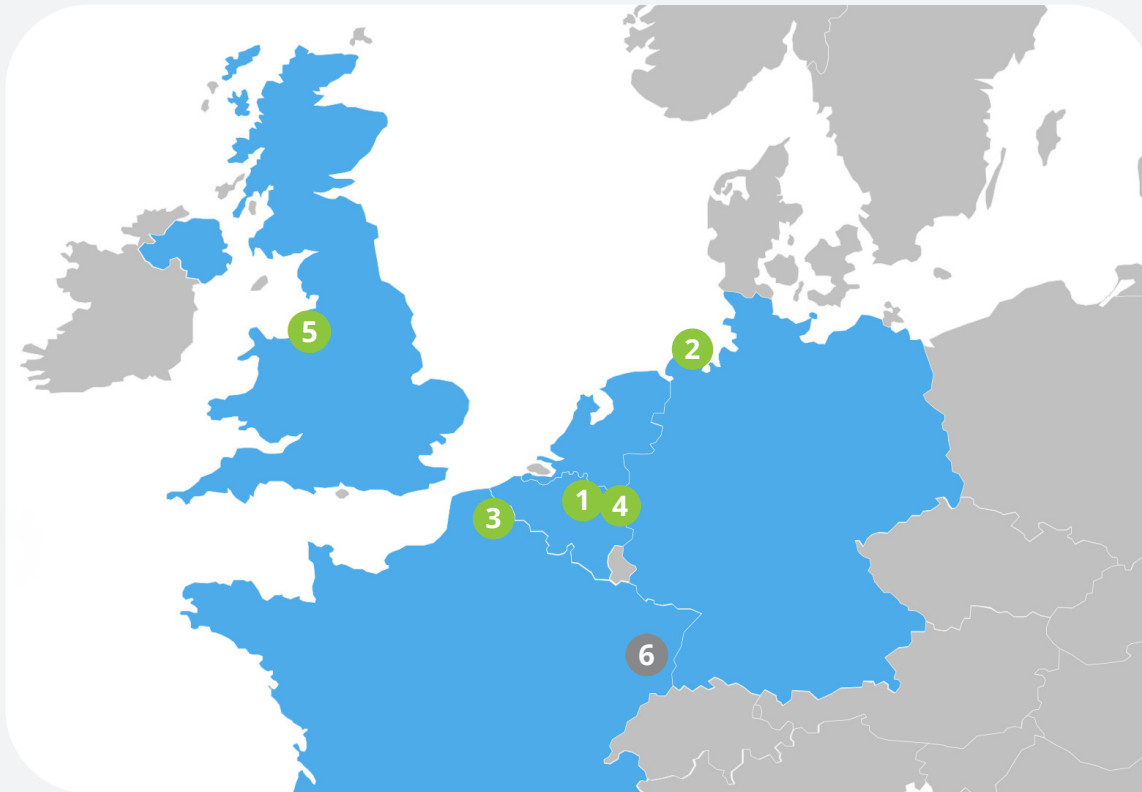
At Vynova, we firmly believe that how we act is just as important as what we do. Our company culture is based on four core values that form the foundation of how we behave, as an organization and as individual Vynova employees:

CONNECT. COMMIT. IMPROVE. RESPECT.

Find out more about our values on the

[!\[\]\(a870788d6ed9b8fd294b7654a8c8526b_img.jpg\) dedicated web page.](#)





Our sites

- 1 Tessenderlo - **Belgium**
- 2 Wilhelmshaven - **Germany**
- 3 Mazingarbe - **France**
- 4 Beek - **Netherlands**
- 5 Runcorn - **UK**
- 6 Thann - **France** (affiliated site)

Our Sustainability Programme, commitments and governance

In 2022, an extensive strategic review of our Sustainability Programme was held and validated by the Vynova Management Board. The road maps and targets for our three Sustainability Pillars – Climate Change, Circular Economy and Toxic-Free Environment – have been refined and additional resources assigned to realise them.

Our mission remains unchanged:

Our sustainability mission:

Vynova is committed to sustainability, offering solutions that bring the benefits of chemistry to society while preserving the planet's climate, environment and resources.



The activities under each of the Sustainability Pillars are steered by a member of our Senior Management and coordinated through a Sustainability Steering Committee, reporting to the Management Board.

As part of our Sustainability Programme, we have adopted the following emission reduction targets,

compared to the 2020 baseline:

- **Reduce our greenhouse gas emission intensity by 30% by 2030¹**
- **Reduce our VOC (volatile organic compounds) emissions by 50% by 2030**

¹ Scope 1 and 2 GHG emissions.

About this report

Reporting scope and period

This report covers the Sustainability Key Performance Indicators (KPIs) for all full and majority-owned subsidiaries of the Vynova Group², for the period between 1 January 2022 and 31 December 2022.

An update of this report is issued annually.

Process for defining reporting content

This report defines the most significant indicators of our activities, as well as our commitment and efforts towards our stakeholders, with the ultimate goal to enhance our sustainability performance.

This report was prepared with reference to the GRI³ Sustainability Reporting Standards. It was not verified by an external independent party.

Our stakeholders are the Vynova employees, our suppliers, customers, shareholders and business partners, the local governments and the communities in which we are active. More information on the reporting principles and materiality scope is included in the Appendices to this report.

² Excluding Vynova PPC SAS (France) and Runcorn MCP Ltd (UK).

³ <https://www.globalreporting.org/about-gri/>

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Our responsibility

**in the
workplace**

Our employees

We act with integrity and commit to the highest standards of business ethics. We promote equal opportunity, foster diversity and create a no-harm-to-anyone working environment across our organization. Our values are embedded in our culture and form the foundation of how we behave, as an organization and as individual Vynova employees.

It all starts with our people

At the end of 2022, Vynova employed 1,262 people. Over the year, we hired 81 people and 69 people left the company.



New employee hires and employee turnover in 2022

2022	Year-end employee headcount	New hires	New hire rate	Employee turnover	Employee turnover rate	Of which retired/ passed away	Passive turnover rate
Beek	96	13	14%	11	11%	5	5%
Mazingarbe	128	13	10%	9	7%	1	1%
Runcorn	80	1	1%	9	11%	6	8%
Tessenderlo	601	33	5%	23	4%	10	2%
Wilhelmshaven	357	21	6%	17	5%	14	4%
Total	1,262	81	6%	69	5%	36	3%

Employees per type of contract and employment

Employee contract		Permanent						Temporary						Total	
Gender		Female			Male			Female			Male				
Full-/Part-Time			F-T	P-T		F-T	P-T		F-T	P-T		F-T	P-T		
Beek	88	2	2	0	86	85	1	8	0	0	0	8	8	0	96
Mazingarbe	123	14	14	0	109	108	1	5	1	1	0	4	4	0	128
Runcorn	80	10	8	2	70	70	0	0	0	0	0	0	0	0	80
Tessenderlo	586	77	46	31	509	393	116	15	0	0	0	15	15	0	601
Wilhelmshaven	339	61	48	13	278	268	10	18	3	3	0	15	15	0	357
Total	1,216	164	118	46	1,052	924	128	46	4	4	0	42	42	0	1,262
	96%	13%	72%	28%	87%	88%	12%	4%	9%	100%	0%	91%	100%	0%	100%

In 2022, the share of people with a permanent contract was more than 96%. 86% of the staff was employed full-time.

In addition to the permanent and temporary staff, industrial sites like Vynova also create employment for a wide range of contractors who are needed for dedicated and specialised services.

Vynova advocates work-life balance and makes it as easy as possible for employees to return to their jobs following parental leave. In 2022, 69 employees took parental leave. The right to parental leave is legally regulated in all countries in which we operate.

Note: full-time (F-T) means working 100% of the time, part-time (P-T) means working less than 100% of the time.

Vynova employs people from 13 nationalities and 1% of employees are non-native⁴.

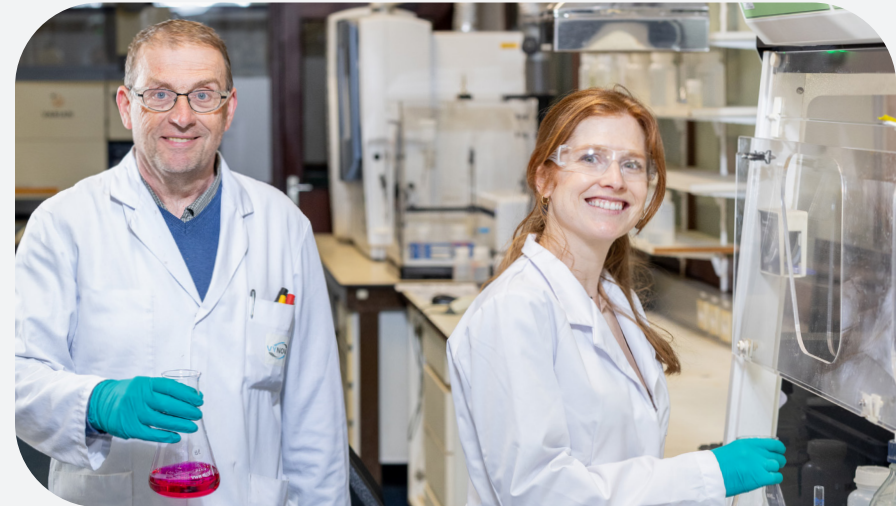
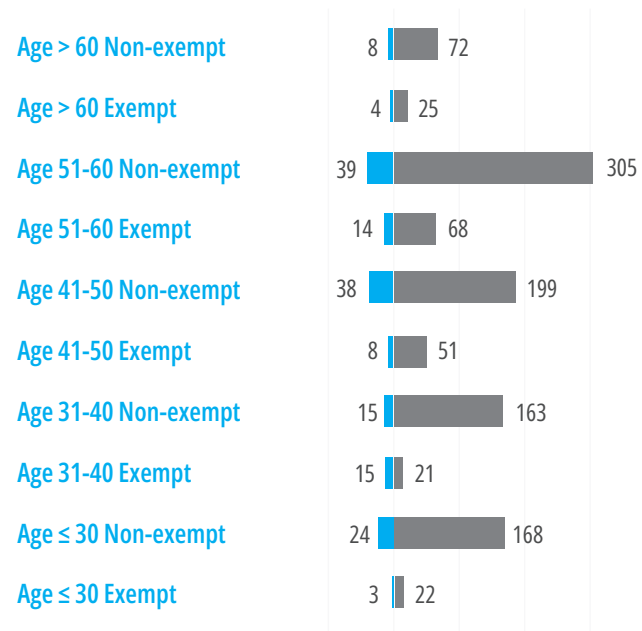
The manufacturing character of Vynova's operations explains the predominantly male

population, particularly among manufacturing operators. The 13% women that are employed by Vynova work in various departments and roles, including in our laboratories as well as our human resources, finance, operations and commercial

departments. 12% of Vynova's Leadership Team are women. This figure doubled compared to 2021. The graph below shows the gender distribution per employee category and age group for permanent and temporary employees at the end of 2022.

⁴ Non-native: nationality of employee is different from the country of the site they are employed at.

Employees: gender distribution per employee category and age group (permanent and temporary employees)



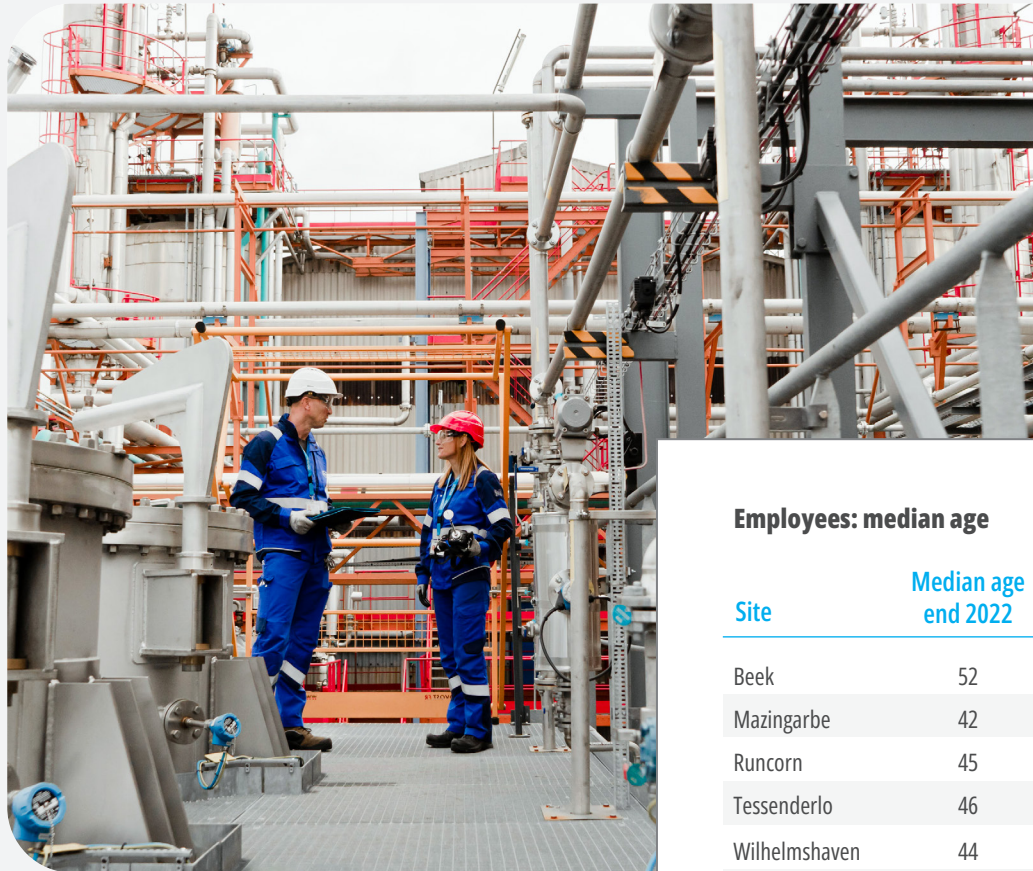
LEGEND

■ Female
■ Male

The Vynova workforce's median age is 45 with at least 9% of employees within 5 years of retirement, in the 'above 60' age group. Vynova is taking the necessary measures to ensure business continuity through proper succession planning.

Vynova adopts a recruitment and promotion policy that strives towards achieving a more diverse workforce. To ensure that our conduct and processes are fair and lawful, we:

- Use inclusive language in job ads;
- Accommodate people with disabilities;
- Offer compensation and benefits according to position, seniority, qualifications, and performance, not protected characteristics;
- Set formal job-related criteria to hire, promote and reward team members.



Employees: median age

Site	Median age end 2022
Beek	52
Mazingarbe	42
Runcorn	45
Tessenderlo	46
Wilhelmshaven	44
Overall	45

Performance management

We see performance management as a process of motivating and inspiring employees and managers to perform actions that contribute to the achievement of the organization's goals and to the implementation of its strategies in an effective and efficient manner. It is one of the key processes that helps employees know that their contributions are recognized and acknowledged.

This is an ongoing process of communication between a manager and an employee that occurs throughout the year, in support of accomplishing the strategic objectives of the organization. The communication process includes clarifying expectations, setting objectives, identifying goals, providing feedback, reviewing individual behavioural competencies, aligning with our company values and evaluating results. The personal performance and career development review process is aimed to help employees explore their future career aspirations and lay out development steps. Therefore, we have a common performance review system for all of our exempt employees and a local system for most non-exempt staff at our different sites.



Percentage of employees who received a performance review in 2022:

Site	Employee category	Female	Male
Beek	Exempt	100%	100%
	Non-exempt	100%	93%
Mazingarbe	Exempt	100%	100%
	Non-exempt	100%	100%
Runcorn	Exempt	100%	100%
	Non-exempt	100%	100%
Tessenderlo	Exempt	100%	100%
	Non-exempt ⁵	35%	35%
Wilhelmshaven	Exempt	100%	100%
	Non-exempt	85%	96%
Group	Exempt	100%	100%
	Non-exempt	64%	68%

⁵ Performance review is not a mandatory process for non-exempt employees in Tessenderlo.

Remuneration and benefits

We offer competitive salaries and benefits designed to enhance the financial, physical and overall well-being of our employees and their families. Our offerings differ from country to country and are often adapted to local social security policies. We provide a wide range of employee benefits that may include retirement benefits, healthcare plans, labour accident disability coverage and paid leave.

Vynova provides the same benefits to temporary or part-time employees as it does to its full-time employees. We are proud that we offer equal pay to our employees regardless of their gender. The ratio of basic salary and remuneration of men to women is 103.3% across Vynova Group (98.1% for exempts and 104.01% for non-exempts)⁶.

⁶ Average result of the comparison per salary grade that includes both men and women. Salary grades in which only one gender is represented, are not taken into account.



Human rights, child and forced labour

Vynova is firmly committed to complying with national legislations and collective labour agreements. Vynova adheres to the Universal Declaration of Human Rights and the treaties and recommendations of the International Labour Organization.

We are committed to respecting the rights and dignity of each employee. We prohibit the use of all forms of forced or child labour, as well as modern forms of slavery and any form of human trafficking. We promote equal opportunity and do not discriminate against any employee or applicant for employment based on age, race, nationality, social or ethnic descent, gender, physical disability, sexual preference, religion, political preference, or union membership. We recognize and

appreciate the cultural identity of our teams in all the countries in which we operate and do business.

The recruitment, remuneration, application of employment conditions, training, promotion and career development of our employees are based on professional qualifications only.

Vynova has local networks and initiatives in place to create awareness around and report discrimination, harassment, bullying and violence in the workplace. In 2022, no incidents were reported or treated. To raise awareness for Diversity & Inclusion among our senior leadership team, we invited a keynote speaker to our 2022 Annual Leadership Conference on the topic 'The journey to inclusive Leadership' and held a workshop at the conference on Diversity & Inclusion and leadership.

Code of Conduct

Our Code of Conduct outlines the fundamental requirements for how we do business and describes the behaviours we expect from all our employees.

It covers, among others, key areas regarding human rights, child labour, forced labour, environmental protection, health and safety, fair competition and anti-corruption policies & principles.

Procedures to raise an integrity concern are described on a dedicated Whistle Blowing System section on our company intranet. A fully anonymous Whistle Blowing System is also publicly accessible via our website.

A conflict of interest policy and disclosure procedure are in place.



New employees are required to complete a training on our Code of Conduct. Furthermore, policies and audience-tailored training programmes on various elements of the Code of Conduct are provided to functional groups. For example, employees with a high exposure to anti-corruption topics receive a focused communication about our anti-corruption policies and procedures. Another example is the provision of regular training and communication on competition law for our sales staff. All employees receive an annual refresher about our Vynova Gifts & Entertainment Policy and the requirement to register gifts and entertainment cases.

We conducted a survey about our Code of Conduct among all Vynova employees. The aim was to raise awareness for the various topics and to define the way forward for our compliance activities. Based on the results of this survey, we fully revised our Code of Conduct with a strong emphasis on explaining the importance of the Code of Conduct elements and how and why this is relevant to our employees. The new Code of Conduct was communicated to all employees at all Vynova sites and will be followed by a mandatory training session in 2023.

Find out more about our Code of Conduct on the [!\[\]\(faf942dc3e59ce8eb64b4ac481eca7e0_img.jpg\) dedicated web page.](#)

Communicating and engaging with our employees

The COVID-19 pandemic continued to affect the way we collaborated and communicated with each other at Vynova in the first quarter of 2022, during which only a limited number of employees were physically allowed on-site.

Business meetings and travel were possible again during the remainder of the year, but online meetings with remote participation continued to be an important part of how we communicated and collaborated with each other and will remain so in the future.

People engagement and empowerment are central to our company culture. We empower our teams with responsibility, authority, accountability, and count on the engagement of every Vynova employee in driving a higher level of performance.

- **Vynova's Excellence Programme** equips our organization with the tools and focus to continuously improve our performance and processes. It also brings our people together as an engaged community to always do better.
- **Vynova's Safety Behaviour & Leadership Programmes** aim to further improve our safety performance by developing a more proactive safety culture.

- **Vynova has a company-wide intranet** which is a platform where employees can share and obtain knowledge, find relevant information fast, connect with colleagues, and actively contribute to inspiring communication across the company.
- Vynova's Management Board invites its leadership to an **Annual Leadership Conference** and monthly calls to discuss the state of the business, strategic updates and key initiatives on topics such as company culture, performance, safety and sustainability. This helps to ensure leadership is informed and aligned on where we are, where we want to go, how and by when.



Trade unions and collective bargaining agreements

Each employee can join or refrain from joining a trade union. 87% of our employees are covered by legally required collective bargaining agreements. Although Senior Management and exempts are legally not covered in all the countries, collective initiatives are in place in most/all countries.

Agreements with trade unions are concluded locally and include the following elements:

- Employment conditions
- Personal protective equipment
- Right to refuse unsafe work
- Joint management-employee health and safety committees
- Participation of worker representatives in health and safety inspections, audits and accident investigations
- Training and education
- Complaints mechanism
- Periodic inspections

Vynova European Employee Forum

The Vynova European Employee Forum (VEEF) is a formal consultation body in which the management of Vynova can inform, communicate and consult with representatives of employees on significant, or potentially significant, issues across its European operations.



The VEEF aims to provide information and the opportunity for an exchange of views and the establishment of a dialogue on issues of transnational nature. The VEEF is a standing body to:

- Give information about strategic, transnational decisions and issues of importance to employees;
- Promote an exchange of views between central management and employees about these issues;
- Test ideas and approaches with staff.

The VEEF operates in addition to any national and/or local system of employee representation already in existence. It is a consultation and information forum, which will discuss transnational issues. It will not engage in dialogue on any issues that relate to a single country and which are more appropriately handled at a local level.

Learning and development

We attach great importance to providing challenging career and personal development opportunities to our employees and nurture talent through career development and life-long learning.

Training programmes not only include technical and job-specific training, but also leadership modules that help our people develop and cooperate in a global business environment.

In 2022, we organised the following Group-wide management development programmes:

- In our **Masterclasses**, internal topic experts put together and present masterclass sessions for their colleagues. All masterclasses are closely linked to our Vynova reality. We organised Masterclasses on Financial Skills and Project Management.



- In our **Connecting Sessions**, employees present relevant Vynova topics to their colleagues in the form of a one-hour webinar.

In 2022, Vynova Belgium launched a **Young Graduate Programme**, a five-year growth and training track, primarily geared towards starting engineers. The programme enables the participants to continue developing their skills, learn more about the company and, in doing so, grow further. The track

includes both technical courses as well as soft skill trainings and provides a clear path of what you need to know and be able to do in order to continue your growth within Vynova. In addition, the programme offers young employees the opportunity to build a network of colleagues within the organisation.

With these initiatives, we also strengthen our 'One Vynova' culture, by sharing experiences and knowledge among our employees.

Furthermore, we launched a new online learning management system in 2022, called **V-Learn**, to better manage and monitor our training initiatives. This will lead to a more efficient learning management and an increased number of learning initiatives.

Meetings often took place online, but when the local COVID-19 situation made it possible, employees also met physically. On average, Vynova employees took 14 hours of training⁷. The majority of this training was related to health and safety.

⁷ Based on training hours reported to the Human Resources department.



Average number of training hours per employee in 2022

Site	Employee category	Training Hours (average)	Female	Male
Beek	Exempt	20	4	22
	Non-exempt	21	9	0
Mazingarbe	Exempt	13	5	14
	Non-exempt	21	14	21
Runcorn	Exempt	10	6	12
	Non-exempt	58	3	61
Tessenderlo	Exempt	23	9	24
	Non-exempt ⁵	14	3	15
Wilhelmshaven	Exempt	33	21	36
	Non-exempt	24	13	22
Overall	Exempt	21	11	23
	Non-exempt	16	14	16



Health and safety

Health and safety is the top priority throughout our entire organisation. Our SHE (Safety, Health and Environment) performance numbers were slightly worse than in 2021. Our OSHA Recordable Injury Rate⁸ was close to the result of last year.

In total, 10 OSHA Recordable Injuries⁹ were recorded in 2022. The number of first aid treatments declined from 91 in 2019 to 68 in 2022 and the corresponding First Aid Treatment Rate (total number of First Aid Treatments, multiplied by 200,000 and divided by the number of working hours) improved from 6.00 in 2019 to 3.72 in 2022. Our 2022 SHE performance numbers showed us on which points we need to further improve.

We continued to roll out our Incident Management System, TenForce, a tool for incident reporting and action tracking. We see an increasing number of near miss reports, reflecting an improvement of the reporting culture for all types of incidents.

To achieve a more uniform SHE approach for all Vynova sites, several Group SHE Guidelines were issued or updated in 2022. More specifically, a group guideline on the safe isolation of plants and equipment was issued in 2022 and the incident reporting guideline was updated.

⁸The OSHA Recordable Injury Rate indicates the number of OSHA Recordable Injuries per 200,000 working hours.

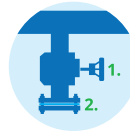
⁹For injury reporting, the US OSHA system (OSHA = Occupational Safety and Health Administration) is used. A work-related injury or illness is Recordable if it meets one or more of the 6 general recording criteria: 1) death; 2) days away from work; 3) restricted work or job transfer; 4) medical treatment beyond first aid; 5) loss of consciousness; or, 6) diagnosis by a physician or other licensed health care professional as a significant injury or illness.

Process safety

We audited all Vynova sites with respect to our 10 Process Safety Principles in 2020 and demonstrated an improvement compared to the previous audit in 2017. In the framework of these audits, additional aspects related to process safety fundamentals were assessed. The learnings of these audits were taken up in the course of 2021 and incorporated in the audit protocols.

In the first half of 2022, we continued the roll-out of the Vynova Process Safety Fundamentals (PSFs) at all Vynova sites by means of posters, guidance cards, a PSF booklet and training. The PSFs are based on the Process Safety Fundamentals of the European Process Safety Centre and were launched in 2021 to further improve our process safety performance and strengthen operational excellence and the 'human barrier'. Furthermore, the requirements of the Vynova Process Safety Fundamentals were incorporated into the Audit Protocol of the 10 Process Safety Principles. These requirements will be checked as part of the Process Safety Audits planned for all sites in 2023.

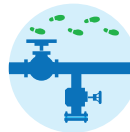
Our 7 Process Safety Fundamentals are the following:



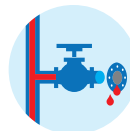
- 1.**
Apply double isolation.



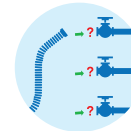
- 2.**
Empty and de-energize before line-breaking.



- 3.**
Walk the line.



- 4.**
Avoid working behind a single valve.



- 5.**
Control (un)loading.



- 6.**
Report deficiencies on safety critical equipment.



- 7.**
Operate within safe limits.



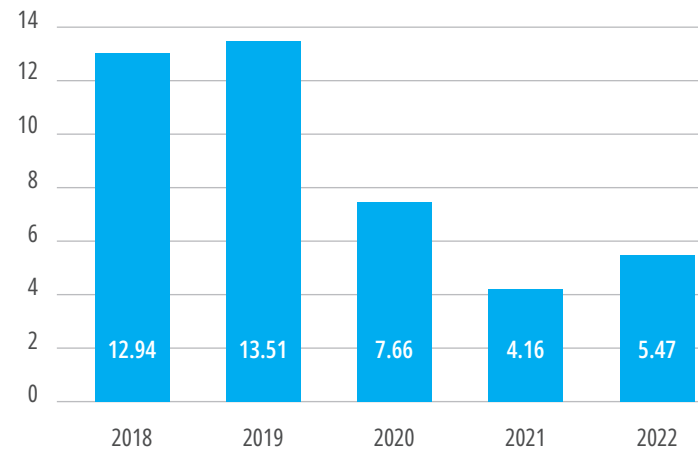
Although we dedicate a lot of effort to process safety, our process safety performance was not satisfactory in 2022. In total we had 6 significant spill incidents (LoC100 incidents¹⁰) in 2022. The more stringent reporting of Process Safety Events (PSEs) according to the CEFIC definitions¹¹ revealed a significant increase in 2022, from 15 PSEs in 2021 to 20 PSEs in 2022, resulting in a PSE Rate¹² of 5.47.

¹⁰ Loss of Containment: A Loss of Containment (LoC) is an unplanned or uncontrolled release of any hazardous material from primary containment. Classification as LoC100-incident is done for all releases above the reportable quantity according US EPA 40 CFR 117 list.

¹¹ See "CEFIC GUIDANCE FOR REPORTING ON THE ICCA GLOBALLY HARMONISED PROCESS SAFETY METRIC"; June 2016.

¹² The Process Safety Event Rate indicates the number of Process Safety Events per 1,000,000 working hours.

Process Safety Event Rate



Number of Process Safety Events per year

Year	Process Safety Events
2018	37
2019	41
2020	25
2021	15
2022	20



Vynova SHE Strategy

Our company mission states that Vynova is committed to its responsibility for the health and safety of its employees and the environment. In addition, Vynova wants to be in the top quartile for SHE performance as one of its long-term goals and to provide safe workplaces for its employees. To achieve these ambitions, Vynova started in 2021 with the development of a clear SHE Strategy which includes goals, direction and a deployment approach. In 2022, goal trees for SHE and supporting items were developed, and the elaboration of detailed work plans for the most critical items (Leadership, Health, Environment, Technical Safety, and Contractors) was started at the end of the year.

Sharing Best Practices

In addition to the behavioural component of safety, equipment and operations safety is key to our efforts to improve our safety performance. Our Best Practice Groups continued to develop and share equipment and operations safety standards across all Vynova sites. This close collaboration between safety, production, maintenance and engineering professionals is a leading example of our core values in action and our 'One Vynova' principle.

The company's safety performance is shared with the whole organization on a monthly basis and cascaded down through a monthly SHE Cascade meeting. In this SHE Cascade meeting, the SHE performance is discussed and incidents that occurred are shared and commented to derive the necessary learnings.

All relevant incidents are shared using the 'What - Why - Learning' (WWL) approach. In addition, the WWL documents are collected in a central WWL library where employees can easily find relevant documents using several filters.

Life Saving Rules

At Vynova, we believe all incidents and injuries can be prevented. There are specific activities common to all sites and facilities in Vynova that have the potential to result in a fatality or life-changing injury.

The Vynova Life Saving Rules were developed to help avoid fatalities or life-changing injuries and to put greater emphasis on safety in specific situations. In 2020, these rules were formalised in a group-wide corporate policy. The rules are simple do's and don'ts for hazardous situations that have the highest potential to result in a fatal accident. They apply to everyone: employees, contractors and visitors. Abiding by these rules is a condition of employment and access to our sites.

Following these rules and helping others to do so will save lives. That is why consequence management applies to those who do not follow the Life Saving Rules.

Training sessions on Life Saving Rules are organized regularly to emphasize the importance of the rules.

The requirements of the Vynova Life Saving Rules are part of the 10 Behavioural Safety Principles audit protocol.

Our 7 Life Saving Rules are the following:



No consumption or being under the influence of alcohol or drugs on company property.



No smoking outside dedicated smoking areas.



No work on live equipment/machines to commence without authorization.



Safety critical devices/interlocks must not be disabled or overridden without authorization.



Persons working at height must use proper fall protection.



No entry to confined space without authorization and gas test.



Lifting & hoisting - no unauthorized person to enter the defined danger zone where objects can fall.

20 Safety Principles

An analysis of both internal and major external safety-related incidents identified both recurrent process safety and behavioural safety themes. These have been consolidated in the 20 Safety Principles - they consist of 10 Behavioural Safety Principles and 10 Process Safety Principles. These Safety Principles are formalised in a group-wide corporate policy. In 2022, all sites were audited with respect to the 10 Behavioural Safety Principles.

Adherence to the 20 Safety Principles in all our operations enables us to further improve our safety performance. An audit protocol was developed, and all sites are audited in a 3-year cycle with respect to these principles and the audit protocol.

For the Behavioural Safety Audit in 2022, the audit protocols were reviewed and updated with the learnings of the previous audit, executed in

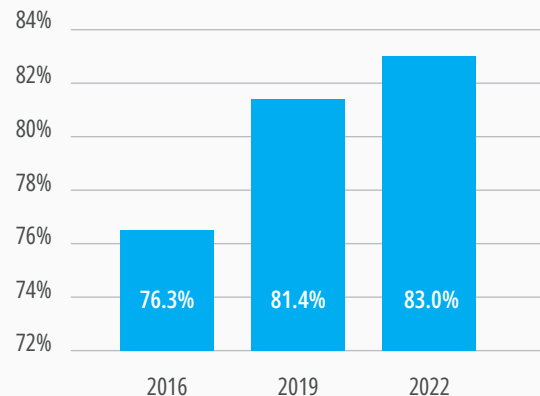
2019. Furthermore, a self-assessment by the local site management teams was introduced as an additional step.

The audit results showed a further significant improvement in safety awareness among our

employees. The average score increased from 76.3% in 2016 to 81.4% in 2019 and to 83.0% in 2022.

For 2023, audits of all sites with regards to the 10 Process Safety Principles are foreseen.

Behavioural Safety Audits: average results





BEHAVIOURAL SAFETY

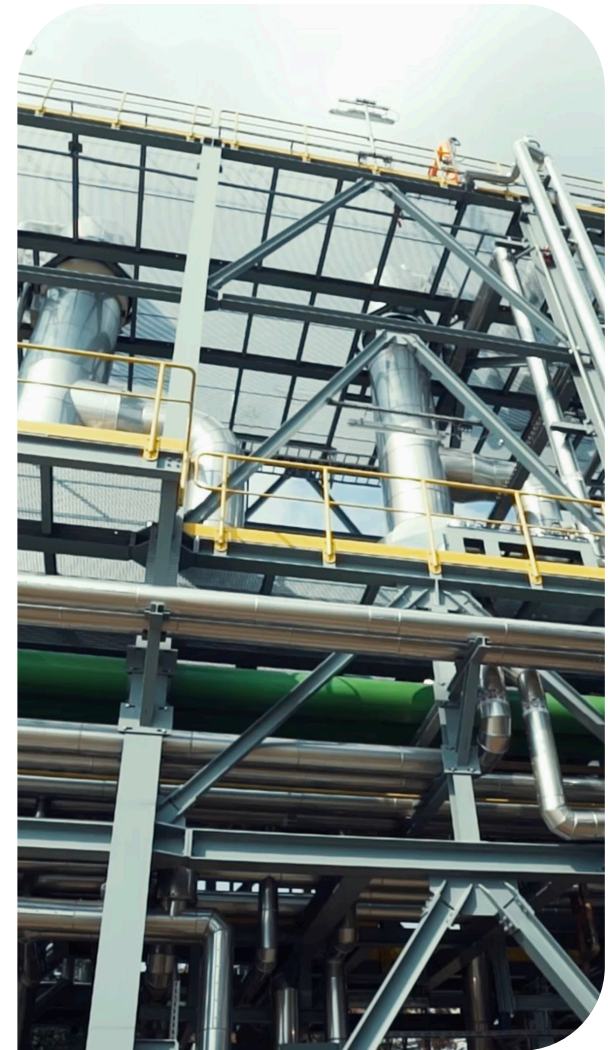
10 principles

1. We believe all incidents and injuries can be **prevented**.
2. Everyone's **first responsibility** is to ensure they work safely.
3. Everyone has the duty to **stop work if they feel the situation is unsafe**.
4. The **expectations** and **standards** are the same for **everyone** on the site.
5. **Rules and procedures must be observed and respected**.
6. We should look out for **each other's safety** and unsafe situations.
7. All injuries and incidents/near misses must be **reported** and investigated.
8. **Risk assessment** must be carried out prior to, during and on completion of work.
9. All **team leaders** have a special responsibility for promoting and upholding these principles.
10. We must always work within the limit of our **competency** and **training**.

PROCESS SAFETY

10 principles

1. The **asset operation manager** is responsible for its **overall integrity**.
2. The **asset engineers** are responsible for **maintaining** the asset and protective systems **integrity**.
3. The responsibilities in the organisation for defining and maintaining the **correct operating envelopes** must be clear.
4. Operating procedures and envelopes must be observed. **Deviations must be reported** and investigated.
5. **Any changes** must be properly **risk assessed** and subjected to MOC procedures.
6. **Process hazards** are systematically identified, risk assessed, reviewed and managed.
7. All assets must be subject to **periodic inspection** designed to ensure their integrity and the reliability of their protective systems.
8. Operations must always place the **safe operation** or shutdown of the asset ahead of production.
9. When in **doubt** the asset must always be taken to its **safest state**.
10. We have **emergency plans** based on assessed risks which are regularly tested.



A healthy workplace

We aim to create and maintain a healthy workplace for our employees.

In 2022, and in particular in the first quarter of the year, we continued our efforts dedicated to protecting our employees and contractors from the risk of infection with COVID-19 at work.

As in the two previous years, a Vynova Group Coordination team for COVID-19 coordinated our group-wide response to the COVID-19 pandemic and its impact on the company. The multidisciplinary team monitored the COVID-19-related situation across the different Vynova sites and the countries in which we operate, and drafted measures and guidelines to mitigate the pandemic's effects on the health and safety of the Vynova employees and on the company's operations. In addition, local teams at each Vynova site coordinated the local COVID-19 response activities.

A wide range of preventive measures, in combination with the strict implementation of company guidelines and the basic rules on personal hygiene and social distancing, ensured that all employees could work safely and were well protected from the risk of infection.

Preventive measures were relaxed in the course of the year when the local situation and regulations allowed so, and we managed to operate our plants and businesses without any direct impact from COVID-19 in 2022.



Special attention is given throughout the company to the safe handling and storage of chemicals.

Employees who are exposed to potentially hazardous materials go through a mandatory medical check-up at regular intervals.

At Vynova, we closely monitor the EU REACH¹³ regulation to confirm compliance. We are in contact with our suppliers to verify their REACH compliance in the supply process of raw materials and processing aids. Furthermore, we identify substances of concern and start proactive phase-out programmes. In case we identify important regional differences in hazard classification and exposure limits, we are committed to applying our own company-specific hazard classification and exposure limits, which are mandatory if no stricter regulations apply.

We monitor workplace conditions such as noise, dust and temperature and are defining and implementing a roadmap to make further improvements. Our new investments take into account very strict standards concerning all working conditions. One example is the replacement of single-sealed pumps by magnetic-driven or double-sealed pumps.

¹³ See: [Regulation \(EC\) No 1907/2006](#)



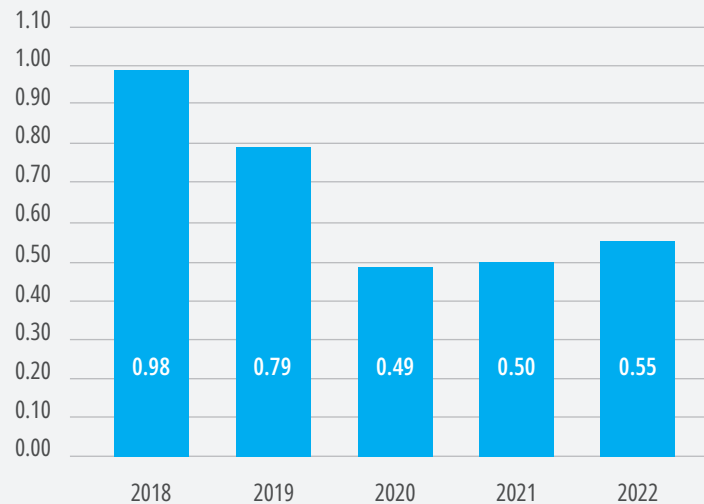
Safety-related data

All Vynova sites have a SHE management system in place, which is part of an Integrated Management System according to the ISO 9001 and ISO 14001 standards. It applies to all employees and contractors operating at the respective Vynova sites.

The SHE management system is externally audited once a year as part of the regular reviews of the Integrated Management System. Our site in Mazingarbe (France) has additionally obtained an ISO 45000:2018 (former OHSAS) certification.

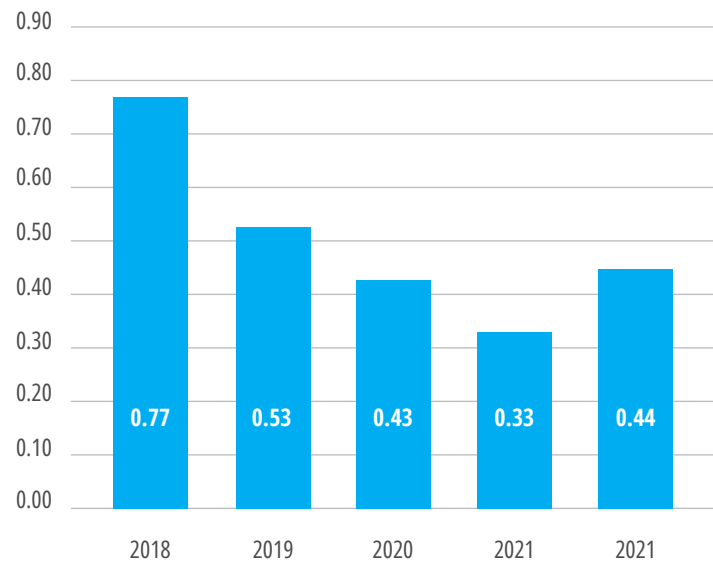
In 2022, the Recordable Injury Rate (RIR)¹⁴ was close to the level of 2021, after 3 years of continuous decline in the 2019 to 2021 timeframe.

Recordable Injury Rate



¹⁴Total number of injuries, multiplied by 200,000 and divided by the number of working hours.

Lost Time Accident Rate



¹⁵ Total number of Lost-Time Injuries, multiplied by 200,000 and divided by the number of working hours.

The Lost Time Accident Rate (LTAR)¹⁵ slightly increased after 4 years of continual decrease.

Injury causes were quite diverse and included persons contaminated by harmful substances (10%) or hit by a moving object (10%), slips or falls (40%) and incidents related to the handling of equipment (40%). Incidents are always investigated and countermeasures are put in place accordingly. In safety procedures and during safety trainings, special attention is given to the prevention of these types of injuries.

Vynova workers receive health screenings based on their job risk profile.



© Tom D'haenens © Sweco Belgium

Main occupational health & safety rates for 2022

		Total for Vynova Group	Beek	Mazingarbe	Runcorn	Tessenderlo	Wilhelmshaven
Fatality Rate ¹⁶	Total	0.00	0.00	0.00	0.00	0.00	0.00
Lost Time Accident Rate	Total	0.44	0.00	1.34	0.68	0.13	0.65
	Employees	0.50	0.00	1.97	0.00	0.19	0.88
	Contractors	0.32	0.00	0.00	1.12	0.00	0.00
Recordable Injury Rate	Total	0.55	0.00	1.34	0.68	0.39	0.65
	Employees	0.50	0.00	1.97	0.00	0.19	0.88
	Contractors	0.63	0.00	0.00	1.12	0.86	0.00
First Aid Treatment Rate ¹⁷	Total	3.72	3.02	0.00	3.49	4.07	1.76
	Employees	2.93	0.00	6.32	2.81	9.01	3.30
	Contractors	5.21	1.96	2.01	3.08	5.56	2.16

Health and safety committees

Our integral workforce is represented in formal joint management-worker health and safety committees. They help monitor and formulate advice on occupational health and safety programmes.

¹⁶ Total number of fatalities, multiplied by 200,000 and divided by the number of working hours.

¹⁷ Total number of First Aid Treatments, multiplied by 200,000 and divided by the number of working hours.

A vibrant, sunlit forest scene with tall, slender trees and a dense canopy of bright green leaves. Sunlight streams through the trees on the right side, creating a warm, golden glow and lens flare effects. The forest floor is covered in lush green undergrowth.

Acting with respect

**for the
environment**

Our concern for the environment

Our industry has a significant impact on the environment and we as a company therefore have a moral duty to minimize our environmental footprint and the impact we have on the communities of which we are part.

We continuously strive to use less material, cut energy consumption and reduce waste in our production processes and operations.

EcoVadis Gold Rating

In November 2022, we completed the annual reassessment of our sustainability management systems. This was rewarded with a Gold Rating by EcoVadis. We managed to further improve our performance in many areas.

Our score on the EcoVadis theme 'Environment' places Vynova in the top 2% of companies rated by EcoVadis within our industry group. The overall result places Vynova among the top 5 percent of all companies assessed by EcoVadis overall.

EcoVadis is the world's largest and most trusted provider of business sustainability ratings, creating a global network of more than 100,000 rated companies.

The EcoVadis sustainability assessment methodology evaluates how well a company has integrated the principles of sustainability into its business and management system. It illustrates performance across four themes: Environment, Labour & Human Rights, Ethics

and Sustainable Procurement.

The EcoVadis Gold Rating is a clear recognition of our commitment to sustainability and our continuous efforts to advance in this area. It is a strong sign towards our customers, suppliers and other stakeholders of the progress we have made in recent years and strengthens our determination to continue on this path.



More sustainable production and operations

Vynova aims to make its production processes and operations more sustainable. We do this by focusing on environmental stewardship, reducing our environmental impact and improving our resource efficiency. We are aware of global resource concerns, climate change, society's ambitions to move to a circular economy and the importance of protecting water resources. We are implementing initiatives across our sites that aim to reduce energy consumption and greenhouse gas emissions, water use, material consumption and waste.

In 2022, the project to completely redesign and modify our ethylene dichloride (EDC) plant in Runcorn continued and came to full speed. The project represents the single largest investment in Vynova history.

Energy efficiency

The responsible use of energy as well as the reduction of greenhouse gas emissions are priority focus areas for Vynova. We continue to strive towards a reduction of our energy intensity as a first lever to reduce our carbon footprint.

- As part of our vinyl chloride monomer (VCM) production process, large refrigeration units are used to condensate vapours. In order to minimize the environmental impact of this set-up, a multi-year investment programme was initiated in 2019 to replace the old refrigeration installations of the Tessenderlo VCM plants by new units that use propane as refrigerant. Propane has a much lower Global Warming Potential than the refrigerant used in the former units, hence this project will also reduce our CO₂ emissions. This major investment was completed in 2022 and all new refrigeration installations were successfully taken into operation.



- In the first quarter of 2022, a new state-of-the-art production unit for liquid potassium carbonate (K_2CO_3) was successfully taken into operation in Tessenderlo. The new facility, representing an investment of 4 million euros, is the largest plant of its kind in Europe and is also fully HACCP (Hazard Analysis Critical Control Point) compliant. This allows Vynova to continue producing a top-quality product that is fit for demanding applications in the food, cosmetics and pharmaceuticals industries. Furthermore, the new plant's set-up has resulted in a more stable and hence (energy-) efficient production.



- We completed the installation of a new hydrogen-fired steam generator at our site in Tessenderlo. This project brings multiple advantages to the operations in Tessenderlo. Due to enhanced heat recovery and other improvement measures, it increases the energy efficiency of the steam production. Secondly, it reduces nitrogen oxides (NOx) emissions by using the latest combustion technology. Last but not least, it gives the Tessenderlo site more flexibility, which will allow a close to 100% valorisation of the hydrogen (H_2)

that is obtained as a co-product in the site's electrolysis process. In 2023, an identical burner will be taken into service, further renewing the Tessenderlo steam generation assets. In total, both steam boilers will be able to generate about two-thirds of the steam consumed by the Tessenderlo site. Thanks to the two boilers, Vynova will reduce the CO_2 emissions of its Tessenderlo production site by 10,000 tonnes per year. The project represents a total investment of more than 8 million euros.



- In September 2022, a new energy recovery unit was taken into service at our Mazingarbe site. The installation consists of several heat exchangers that recover process heat from the plant's centrifuges and stripping columns. This recovered energy is valorised in the hot water production unit to replace steam. The project is partly funded by the 'France Relance' recovery plan. The resulting steam savings represent 4% of the site's steam consumption, resulting in an annual CO₂ emission reduction of 1,400 tonnes.
- A concept study on the installation of a biomass-fired steam generation unit in Mazingarbe was carried out in 2022. The project was presented to ADEME, the French Agency for Ecological Transition, and selected by the agency for financial support. A final investment decision will be taken in 2023.



Vynova contributes to the further growth of the renewable energy market by offering demand side balancing to the electricity grid. We are contributing to balance the variable supply of renewable energy on the grid by reducing production and electricity offtake in case of lower renewable supply on the grid - avoiding the need to further compensate with fossil-powered electricity - and ramping up production when renewable supply on the grid is abundant.

Vynova encourages the development and application of technologies to further reduce emissions to below harmful levels and to design, operate and maintain facilities to this end.

In 2022, we continued the multi-year investment project at our world-scale ethylene dichloride (EDC) manufacturing facility in Runcorn (UK). With this investment project, we are completely redesigning and modifying the facility to realize a step-change in reducing the plant's Volatile Organic Compounds (VOC) emissions. The investment will also lower the plant's energy consumption and carbon footprint and will ensure compliance with the latest environmental legislation.

The project is supported by the Liverpool City Region Combined Authority through its Strategic Investment Fund.



Water

In order to improve the quality of the waste water of our Tessenderlo VCM plant, we completed our investment in a new, state-of-the-art waste water treatment facility. The new installation enables us to capture and isolate pollutants directly at the source and hence allows us to more thoroughly purify the residual water from our VCM production units. The new waste water treatment unit was taken into service in 2022 and represents a total investment of 5 million euros.

Also in Tessenderlo, we continued construction on a new process water plant for the production of demineralised water. This project, with a total value of 7 million euros, will make use of the newest technologies available on the market. By switching from Ion Exchange towards Reverse Osmosis technology, we will be able to reduce the discharge of chlorides (salt) into the waste water. Start-up of the new plant is scheduled for mid-2023.



Green mobility

The Vynova company car policy encourages our employees to reduce the carbon emissions of our fleet by highly incentivizing the selection of electric vehicles (EVs) and plug-in hybrid electric vehicles (PHEVs). The overall number of fully electric cars doubled from 10% to 20% over 2022 and the amount of PHEVs increased from 3% to 11% in the same period.

Vynova Belgium launched an initiative in 2019 to promote cycling to work. On the condition that employees commute to work by bicycle for at least 20% of working time, they can benefit from a tax-friendly system to lease a new bicycle. 180 employees committed themselves to do so for at least 2 years.

Vynova Wilhelmshaven (Germany) continued its participation in the annual nation-wide initiative 'Mit dem Rad zur Arbeit' to encourage employees to take the bicycle to work. Despite the COVID-19 crisis, in total 14,876 km of work commute was done by bicycle in 2022, resulting in a CO₂ saving of 2,761 kg or 1,190 l gasoline saved (with an average consumption of 8 l/100km).



Operation Clean Sweep

Vynova is a signatory to the Operation Clean Sweep® (OCS) pledge. OCS is a voluntary initiative of the plastics value chain that aims to prevent the loss of plastic pellets and powder to the environment that can occur during production, handling, transport and conversion. For more information, please visit the dedicated website:

<http://www.opcleansweep.eu/>

As part of our commitment, we have implemented a series of measures addressing PVC powder loss at our sites, including regular audits and communication campaigns.

Since 2016, PVC losses in water are tracked on a monthly basis. Over the 2017-2021 period, these PVC losses have steadily decreased. Our 2022 target for the global Vynova KPI was to be ≤ 0.15 kg/ton. With 0.16 kg/ton, we finished slightly above the target level and the very good result achieved in the previous year.

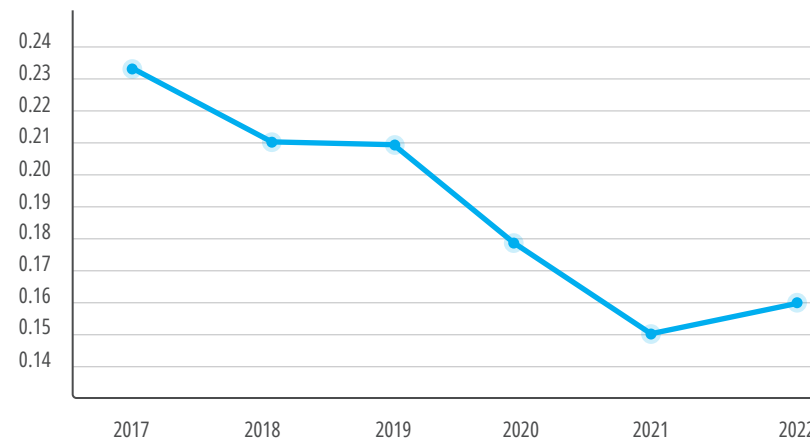
The results for 2022 were negatively impacted by lower production volumes and the presence of

a higher amount of fine particles for some of the grades that we produced. Studies have been executed and are still being carried out in order to optimise our production recipes to reduce this rate as much as possible.

The following graph shows the evolution of PVC losses via water from 2017 to 2022, expressed in kg of solids content measured in waste water, per tonne of PVC produced.



PVC losses via water (in kg/t)



Reporting of PVC spills as a KPI for Operation Clean Sweep:

- As an additional KPI, the number of PVC spillages (> 100 kg dry powder) was introduced under the umbrella of the OCS programme. We count every unplanned or uncontrolled release of any PVC material from primary containment which can lead to environmental impact on water or air (e.g. spillage in loading area, warehouse, etc.) as a spillage. Only sudden events that are limited in time, like a rupture of a hose or a big bag, are to be counted.
- Every loss of more than 100 kg is to be considered for reporting, regardless if this occurred in the production or logistics area.
- The target for 2022 was to be at a level of ≤ 2 spillages of ≥ 400 kg per plant (with three plants, this amounts to a maximum of 6 in total). With a total of three spillages of > 400 kg this year, we met our target.
- For each of these incidents, immediate actions to clean up and restore the facilities were carried out. The incidents were recorded in our tracking database TenForce.
- In 2022, 4 external complaints linked to PVC spillages (> 100 kg dry powder) were reported.

PVC powder can accidentally leave a production site via wind force, surface water gutters or canals, and via silo or container trucks carrying powder spilled during (incorrect) loading. The following further measures are therefore in place to avoid PVC spillages:

- Basic cleaning equipment (shovels, brooms, dustpans, vacuum cleaners...) is made available at short distance of the PVC loss hotspots to enable quick access for operators.
- Instructions on how to prevent PVC spillages during loading and how to correctly act when confronted with a PVC spillage, were also made available to inform the drivers who come to load PVC at our sites.
- Mid-size cleaning machines are used to keep open surfaces clean (indoor and outdoor).
- After conclusive tests, we decided to introduce the use of protective devices to prevent bags from being perforated during pallet strapping. This protection is also used for big bags, to prevent them from being cut by the straps during transport.

In 2022, a project to optimize the 'PVC diverter system' at our Mazingarbe plant was completed. This system used to be a hotspot for PVC spillages, which were recovered in a big bag. As part of the project, the relevant buildings were adapted, preventing any PVC spillage to the exterior of the unit since the implementation of the optimisation project.





Prevention and risk management

Prevention and risk management play an important role in Vynova's environmental policy. This includes measures against air emissions, soil and ground water contamination, and responsible use of water.

- Responsible use of water is an ongoing priority. We constantly monitor our water consumption and are implementing programmes that aim to reduce water usage on the long term.
 - Vynova Belgium is member of 'Lerend Netwerk Water', an initiative of the Flemish chemical industry association essenscia vlaanderen that was launched in September 2020. Through this project, essenscia wants to provide member companies with intensive guidance and help in mapping out their water savings potential to further reduce the water consumption of the Flemish chemical industry.
 - All Vynova sites are ISO 14001 certified. ISO 14001 is part of the ISO 14000 internationally recognized standards providing practical tools to companies who wish to manage their environmental responsibilities.
 - Vynova adheres to the relevant Best Available Technique (BAT) Reference Documents (BREFs) and REACH operating conditions as legally required to minimize the adverse impact of our operations on people and the environment.
- In 2022, one reportable environmental incident was identified for Vynova Group. At our site in Runcorn (UK), elevated organics levels were identified at a central outfall during routine sampling. This was caused by overflowing of a residues pit due to a significant underground cooling water leak. No environmental damage was reported, but a formal notification was submitted to the authorities. Shortly after the incident, the affected pit was taken out of service in line with prior planning due to the execution of the major investment project at the Runcorn EDC plant.

Improving our products' environmental footprint

Setting the baseline

Today's industries increasingly seek solutions to improve the sustainability of their production processes and end products. Vynova is doing its part in improving the understanding of its products' environmental impact such as greenhouse gas emissions. In 2022, we conducted a carbon footprint study on potassium hydroxide (KOH) for the production plants in Tessenderlo (Belgium) and Thann (France). Furthermore, we launched an independent site-specific PVC Life Cycle Analysis (LCA) study in 2022 with the goal to compile a revised Environmental Product Declaration (EPD) in 2023. Our LCAs allow us to make informed decisions and identify if optimizing the production process or raw materials used could improve the products' environmental footprint. LCAs are an essential tool for closer engagement with suppliers, customers and supply chain partners around their products and to improve sustainability in the value chain and society overall.



Expanding our VynovaEcoSolutions portfolio

Today's society seeks solutions to address climate change and to make the circular economy a reality. Meeting our customers' needs requires us to understand their ambitions and generate solutions that improve the sustainability of their products. Vynova is doing its part to make the circular economy a reality by designing new products for a circular and low-carbon society.

In 2022, we continued to enlarge our VynovaEcoSolutions portfolio, which now includes bio-circular, circular and renewable energy-derived PVC ranges, renewable caustic soda as well as **the world's first range of low-carbon potassium derivatives**.

The new low-carbon potassium derivatives product line was launched in February 2022, helping a wide range of industries to reduce the carbon footprint of their products.

The EU Green Deal sets ambitious targets in terms of reducing greenhouse gas emissions and minimizing our impact on the environment.

In order to achieve these sustainability goals, we have screened our entire potassium derivatives supply chain and production process in terms of CO₂ footprint and impact on the environment, from the extraction of the raw materials to the delivery of the product to our customers. In a next step, we have defined those elements for which we can lower the CO₂ emissions and environmental footprint through the adoption of innovative solutions such as the use of renewable energy in our membrane electrolysis production process as well as more sustainable approaches to potassium chloride sourcing, packaging and transportation.

The low-carbon range is produced at the Vynova sites in Tessenderlo (Belgium) and Thann (France) and covers the full Vynova potassium derivatives portfolio: potassium hydroxide (KOH) solution and solid as well as potassium carbonate (K₂CO₃).

Vynova's **renewable caustic soda** is produced using electricity generated from renewable energy input like wind, solar, aerothermal, geothermal or water (including hydrothermal sources, waves and tides) in the membrane electrolysis process. The renewability of the electricity is proven via renewable energy Guarantees of Origin (GOs), renewable power purchase agreements (PPAs)

or via a direct connection to the processing unit producing the renewable electricity. The product is certified under the ISCC PLUS framework according to a mass balance concept using a proportional approach and has a significantly lower carbon footprint than conventionally produced caustic soda. ISCC is a globally applicable sustainability certification system. ISCC PLUS certification provides traceability along the supply chain and verifies that companies meet environmental and social standards. The ISCC PLUS scheme requires strict traceability and is verified by independent third-party auditors.

Our **bio-circular PVC** is produced with bio-circular ethylene derived from waste and residues of biological origin that don't compete with the food chain, such as used cooking oil. Our **circular PVC** is made with circular ethylene derived from recyclable materials of non-biological origin (fossil-based), such as mixed plastic waste. Finally, for our **renewable energy-derived PVC**, renewable energy is used as a main feedstock, i.e. as raw material in the membrane electrolysis process to manufacture the chlorine used in the PVC production. Combinations of renewable energy-derived PVC made with bio-circular or circular ethylene are also possible, resulting in an even more significant CO₂ emission reduction.

The bio-circular, circular and renewable energy-derived PVC ranges are all certified under the ISCC PLUS framework, have exactly the same properties as conventionally produced PVC grades, and are marketed under the VynoSolutions brand. The VynoSolutions PVC ranges allow to achieve significant CO₂ emission reductions compared to our conventionally produced PVC grades and enable our customers to expand options to meet their own CO₂ or LCA targets.

Vynova engaged with various customers to position its ISCC PLUS-certified bio-circular and



circular PVC ranges and to support ISCC PLUS certification of customers, resulting in additional sales growth in 2022. We also further promoted renewable energy-derived PVC with customers and are expecting further sales growth for the VynoEcoSolutions Vinyls offerings in 2023. In 2023, our Wilhelmshaven site will become ISCC PLUS-certified and hence all 3 Vynova PVC production sites will have obtained this certification.

Advancing PVC circularity

Vynova firmly believes that a circular PVC value chain can contribute to a more sustainable society. From a sustainability point of view, PVC's mechanical recycling performance is second to none, allowing the material to be recycled up to ten times, without any significant loss of its initial properties¹⁸.

As part of the EU Green Deal, regulators are stepping up their activities to introduce mandatory recycled content in various applications in Europe, including in the packaging,



automotive and construction industries. In 2022, Vynova continued to monitor and contribute to the development of a balanced circular economy regulatory framework through its involvement in multiple industry associations and working groups. One of these contributions is our participation in the development of Systemiq's report 'ReShaping Plastics: Pathways to a Circular, Climate Neutral Plastics System in Europe', now a reference document to help drive a balanced set of legislative targets and incentives to support the further reduction of the industry's carbon

footprint and the decisive move towards a circular plastics economy.

Vynova also continued its support of research and development efforts with third parties in the area of circularity.

Mid-2022, Vynova's parent company ICIG announced the intent to acquire Benvic, a leading European PVC compounder with early involvement in PVC recycling through its Ereplast brand, focused on mechanical recycling. The acquisition was completed in December 2022.

¹⁸ Frank, Andreas & Messiha, Mario & Dreiling, Günter & Schuler, Norbert & Storheil, Jens-Martin & Mayrbäurl, Erwin & Ramella, Stuart & Krause, Frank & Berning, Rudi & Gabriels, Philippe & Aydemir, Alpay & Koch, Thomas & Arbeiter, Florian & Pinter, Gerald. (2021). Slow Crack Growth Resistance of reprocessed PVC.

Environment-related data¹⁹

Energy

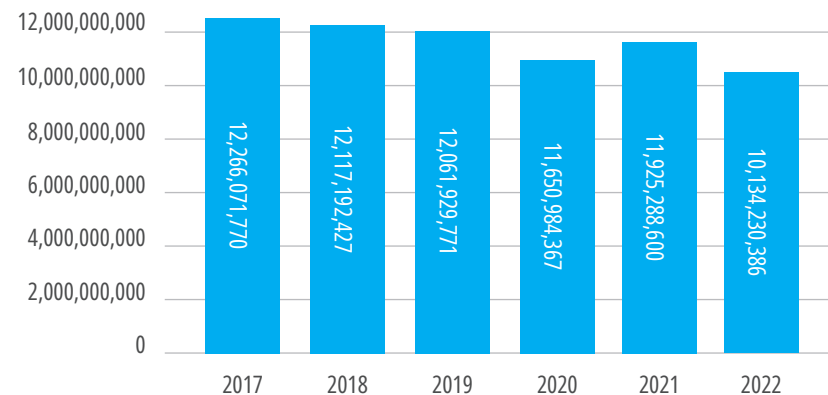
Energy consumption within Vynova

Vynova is committed to reducing greenhouse gas emissions and energy consumption. In 2022, we have seen a significant reduction of energy consumption, mainly driven by the reduction of production volumes. Although energy efficiency projects have been implemented, the overall reduction in energy consumption was slightly lower than the reduction in production volumes.

The energy intensity (expressed in megajoule per tonne of product produced) hence slightly increased compared to the previous year. For more details on this topic, please consult the 'Energy intensity' section further down in this chapter.

¹⁹ Calculation methodology was updated according to the latest insights.

Energy consumption within Vynova (in MJ)



Energy consumption within Vynova (in MJ) in 2022

Total	10,134,230,386	(=A+B)
Non-renewable fuel consumption	5,400,136,600	(A)
Natural gas	5,388,991,600	
Diesel	11,145,000	
Renewable fuel consumption	0	
Purchased energy	4,734,093,786	(B)
Electricity	4,132,207,786	
Steam	601,886,000	
Sold energy	80,110,800	
Electricity	80,110,800	

Energy consumption outside of Vynova

Energy consumption outside of Vynova such as energy consumption related to outbound logistics or employee transportation is not reported upon.

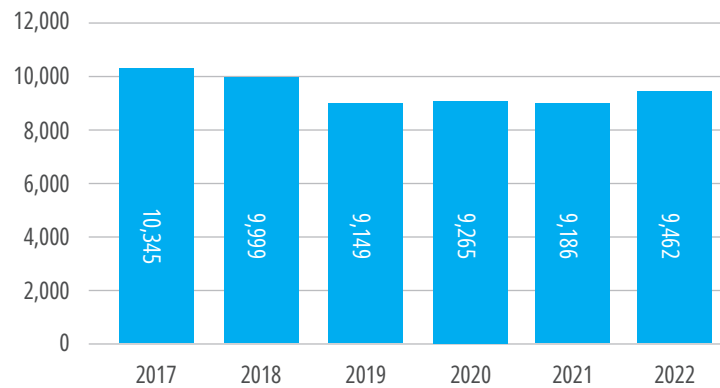


Energy intensity

As a result of an approximately 20% lower plant load compared to the previous year, the energy intensity index for 2022 was slightly worse than in 2021. As chemical plants have a baseload energy consumption, it was expected to see a deteriorating energy intensity/efficiency index when the plants have to operate at significantly lower loads.

Energy intensity increased from 9,186 megajoule per tonne of product produced in 2021 to 9,462 MJ/t in 2022, a 3% year-on-year increase:

Energy intensity (in MJ/t)

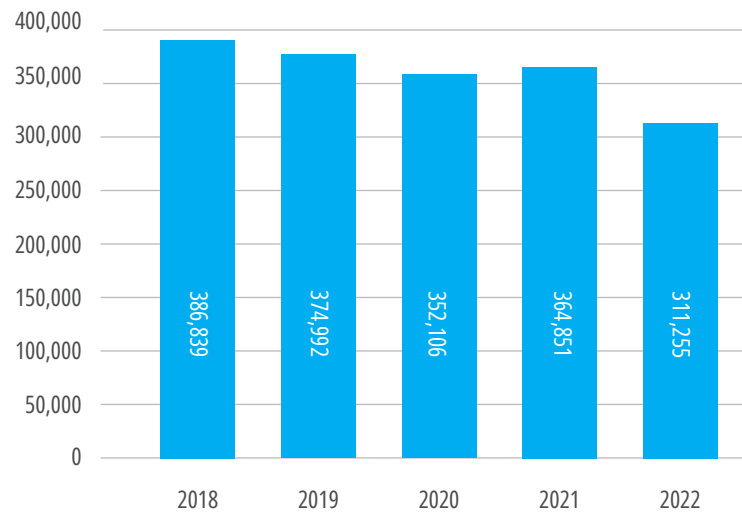


Emissions

Direct (Scope 1) greenhouse gas (GHG) emissions

Since 2018, we have been able to steadily reduce our total absolute GHG emissions. In 2022, our direct (Scope 1) GHG emissions declined, slightly less pronounced than the reduction in production volumes.

Direct (Scope 1) GHG Emissions (in t CO₂-eq)



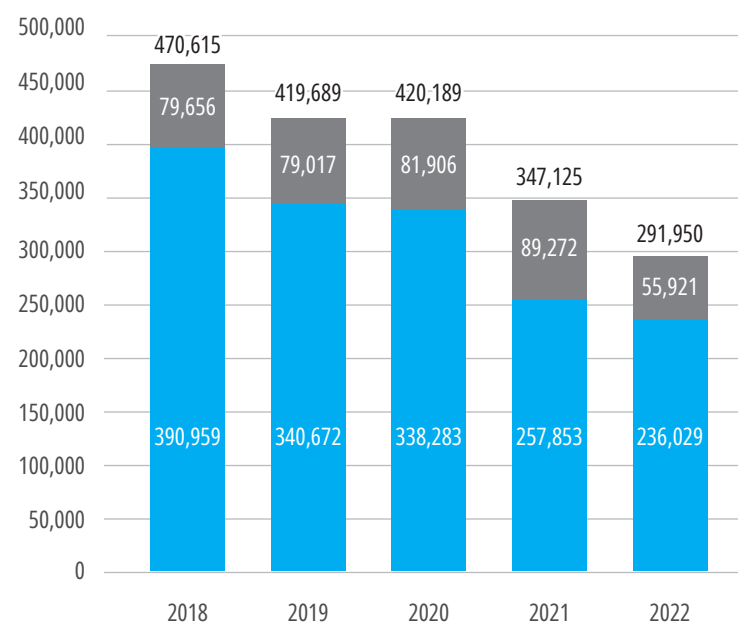
© Tom D'haenens © Sweco Belgium

Energy indirect (Scope 2) GHG emissions²⁰

For the Scope 2 emissions, the final result is very much in line with the reduction in Scope 1 emissions. There was a strong reduction in total indirect emissions, but a slightly increased emission intensity due to a lower allocation of baseload electricity consumption as a result of lower production volumes.

²⁰ Residual mix factors were applied as known in March of reporting calendar year.

Energy indirect (Scope 2) GHG emissions (in t CO₂-eq)



LEGEND

- Electricity
- Steam

Other indirect (Scope 3) GHG emissions

Vynova's automotive fleet consists of 185 vehicles with an average CO₂ emission of 96 g/km. This is a decrease with on average 20 g of CO₂/km in one year, mainly due to the incentivisation of lower-emission cars in our company car policy. A further decrease is expected in the coming years.

The fleet consists of both vehicles for on-site use as well as company cars. The vehicles have a combined carbon footprint of approximately 398 tonnes of CO₂/year, calculated based on annual mileage and vehicle emissions according to the manufacturer (expressed in grams of CO₂/km).

We have started to develop a more comprehensive understanding of our Scope 3 emissions, including measuring and reporting of those emissions. This includes the consolidation of available data on Scope 3 emissions related to e.g. raw materials and transport of inbound raw materials, outbound customer deliveries and company-internal transfers. We expect to be able to report on these topics in our Sustainability Report covering the year 2023.

Overall Scope 1 and 2 GHG emissions

The GHG emission footprint of Vynova amounted to 0.6 million tonnes of CO₂ equivalent in 2022. Direct emissions accounted for 52% of the total CO₂ emissions.



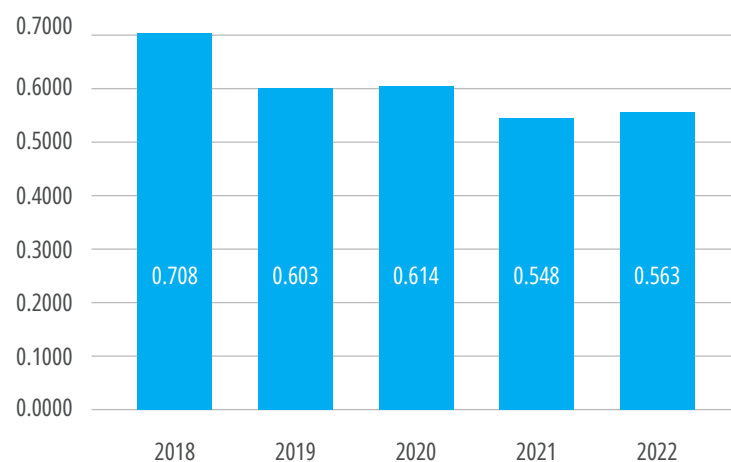
GHG emissions per source for 2022

Emission type	Emission source	GHG emission (in t CO ₂ -eq)	Relative contribution
Scope 1: Direct emissions	Non-renewable fuel	311,255	51.6%
Scope 2: Indirect emissions	Electricity	236,029	39.1%
	Heating	0	0.0%
	Steam	55,921	9.3%
Scope 3: Other indirect emissions	Company Cars	398	0.1%
Total		603,603	100%

GHG emissions intensity

In 2022, the GHG emissions intensity (in tonne of CO₂ equivalent per tonne of product produced) of our operations slightly increased, mainly due to lower production volumes.

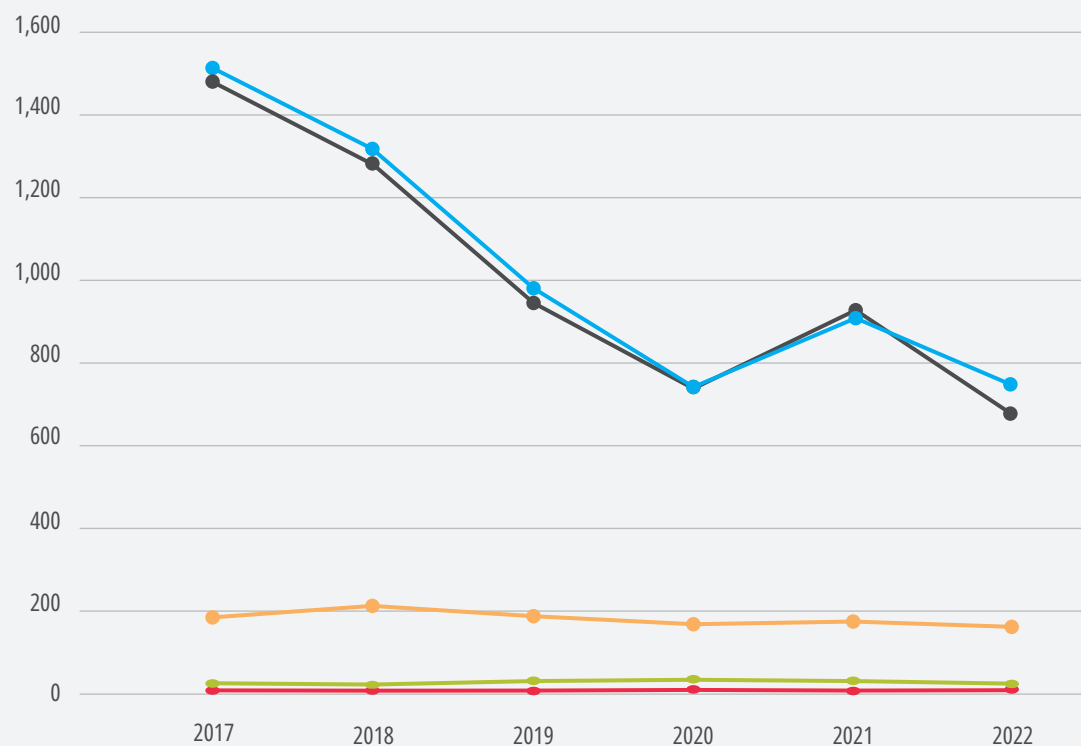
GHG emissions intensity (in t CO₂-eq/t)



Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions

The emissions of Volatile Organic Compounds (VOCs), Hazardous Air Pollutants (HAPs) and Nitrogen Oxides (NOx) decreased significantly in 2022. A further improvement is expected in the future as a result of continuous technical updates of our assets.

Air emissions (in t)



Air emissions (in t)

	2017	2018	2019	2020	2021	2022
NOx (nitrogen oxides)	198.00	203.39	195.99	176.48	182.04	162.72
SOx (sulphur oxides)	0.58	0.57	0.44	0.90	0.47	0.98
VOC (volatile organic compounds)	1,493.79	1,279.20	959.25	771.81	923.99	685.47
HAP (hazardous air pollutants)	1,519.37	1,317.04	985.93	777.81	915.94	744.16
PM (particulate matter)	20.85	12.55	18.32	22.62	17.91	13.19

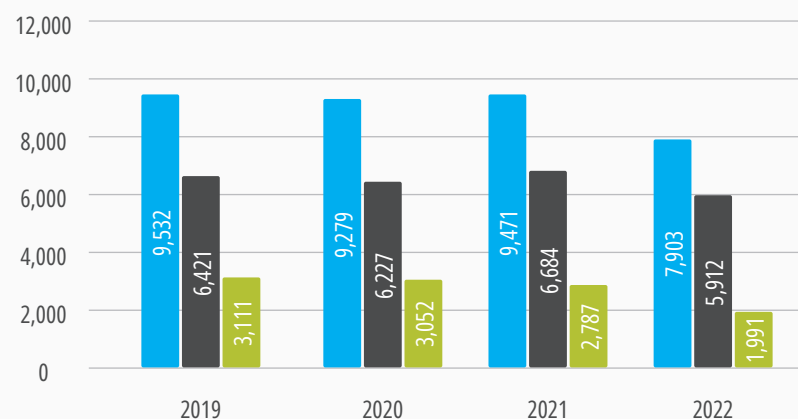
Water

Water is one of our planet's most valuable resources and global water stress is an evolving challenge. Vynova is committed to protecting our water resources and we have started building our skills in water management by focusing on reducing our water use. In 2022, water withdrawal, water discharge and water consumption dropped significantly, mainly due to lower production volumes.



	All areas (in ML)	Of which areas with water stress (in ML)
Total water consumption in 2022		
Total water withdrawal	7,903	3,817
Surface water total (total)	3,712	3,712
Freshwater (≤ 1000 mg/L total dissolved solids)	3,712	3,712
Groundwater (total)	1,435	91
Freshwater (≤ 1000 mg/L total dissolved solids)	1,435	91
Produced water (total)	65	0
Freshwater (≤ 1000 mg/L total dissolved solids)	65	0
Third-party water (total)	2,691	14
Freshwater (≤ 1000 mg/L total dissolved solids)	2,663	14
Other water (> 1000 mg/L total dissolved solids)	28	0
Total water discharge	5,912	
Discharge by destination		
Surface water	3,445	
Groundwater	0	
Seawater	1,748	
Third-party water	719	
Discharge by		
Freshwater (≤ 1000 mg/L total dissolved solids)	2,215	
Other water (> 1000 mg/L total dissolved solids)	2,003	
Water discharge by level of treatment		
No treatment	255	
Treated	4,938	
Total water consumption	1,991	

Total water withdrawal, discharge and consumption (in ML)



LEGEND

- Water withdrawal
- Water discharge
- Water consumption

Water intensity

The water consumption intensity (in litres per tonne of product produced) of Vynova's production dropped significantly in 2022.

Water intensity (in L/t)

	2019	2020	2021	2022
Water withdrawal intensity (in L/t)	7,230	7,379	7,296	7,379
Water discharge intensity (in L/t)	4,870	4,952	5,149	5,520
Water consumption intensity (in L/t)	2,360	2,427	2,147	1,859

Waste

The amount of waste generated over the last four years remained stable. However, as a result of a different waste management strategy, the amount of waste sent to recycling stayed on the high level of 2021 whereas the amount of waste sent to incineration was further reduced in 2022.



Waste (in t) by type of disposal method

	2019	2020	2021	2022
Reuse	0	0	9	2
Recycling	3,779	5,750	14,232	14,603
Composting	6	0	634	0
Recovery, including energy recovery	3,655	5,152	3,104	3,267
Incineration (mass burn)	16,647	14,361	6,909	5,328
Deep well injection	0	0	0	0
Landfill	2,702	3,677	7,453	7,095
On-site storage	82	99	368	589
Other	4,521	1,168	1,245	1,426
Total	31,391	30,208	33,953	32,310

KOH $\rightarrow$ TESS

$\rightarrow$ PPC

K_2CO_3 50%

Our responsibility

**in the
market**

A responsible partner

We promote and apply responsible and sustainable business practices in all our business and community relationships.

Vynova strives to be a loyal and responsible partner in the communities in which we are active. We interact with local governments in a transparent, constructive manner. We do not support political institutions, and in our communications, we adopt a neutral position with respect to political issues. We are firmly committed to complying with national legislations and collective labour agreements.

Vynova adheres to the Universal Declaration of Human Rights and the treaties and recommendations of the International Labour Organization.



Compliance at Vynova

Our way of doing business is a key factor for our reputation. Vynova wants to be seen as a top performing company i.e. as a reliable and integral partner of our stakeholders worldwide.

We are convinced that sustainable business success and compliance with laws, regulations and ethical standards are closely linked. Compliance aspects become more and more important for any company doing business. New legislation and stricter regulations are adopted regularly and have become part of our daily compliance challenges.

Our activities are determined by integrity. We operate to the highest standards of ethics and respect the cultural diversity of the markets in which we operate. An essential principle is



compliance with the prevailing law and the regulations in every country where Vynova is active. We observe the laws and regulations applicable to our business worldwide, as well as ethical framework conditions. Vynova considers itself and its employees as reliable, trustworthy business and contractual partners. All employees of Vynova have to obey the laws and regulations of the country in which they operate as well as the Vynova policies.

Our Compliance Management System (CMS) was set up in 2020 and has been further developed ever since. Our Vynova CMS sets the starting point for structured compliance management, combining existing activities, tools, documentation and other compliance-related elements. The CMS enables an aligned approach across the Vynova sites, Vynova Group and local functions. Our Vynova intranet provides a harmonised platform for company-internal information. High visibility and accessibility enable good communication and repository options, which is one of the pillars of a robust CMS.



Vynova's goal is to conduct business ethically and to not enter into corruption or business arrangements that eliminate or distort competition. This goal is underpinned by Vynova's Competition Compliance policy.

For each Vynova site we identified those employees who are in regular contact with external partners, be it customers, suppliers, competitors or industry associations. These employees are more likely to be exposed to situations in which compliant behaviour is required. Sales, Procurement and Customer Service departments, as well as selected employees from other departments, like Finance, Human Resources and Operations, receive regular communication and training on anti-corruption and anti-competitive behaviour as part of Vynova's Commercial Compliance Programme.

At Vynova, Compliance is part of a positive and open company culture! We count on our

employees and other stakeholders for support in staying compliant. Our electronic and fully anonymous reporting system enables employees and other stakeholders to report any suspected compliance violations to us. In the year 2022 we received three reports via this Whistle Blower System. Each case was investigated and closed in a timely manner. There were no reportable cases requiring further involvement of any local, national or EU authorities.

Vynova has not had any confirmed incidents of corruption, anti-competitive behaviour or violations of anti-trust and monopoly legislations in which Vynova has been identified as a participant, nor have there been any legal actions (completed or pending) against Vynova or its employees.

Find out more about Compliance at Vynova on the [!\[\]\(003082e50e3009141f59bd5df831749f_img.jpg\) dedicated web page.](#)

Towards our customers

We deal openly and honestly with our business partners. We expect our business partners to adhere to business principles consistent with internationally accepted ethical standards.



As a leading European PVC producer, our product range and services provide competitive and effective solutions for a wide variety of industrial and consumer applications. We are also a major European manufacturer of sodium hydroxide (NaOH), an industrial commodity that is also known as caustic soda. Our extensive distribution network allows us to reliably supply caustic soda to a wide range of industries, playing a pivotal role in the manufacture of numerous industrial and consumer products. As the only producer of potassium hydroxide (KOH) and other potassium derivatives with two manufacturing sites in Europe, we are Europe's premier and most reliable one-stop-shop for potassium derivatives.

Our manufacturing plants are ideally located within proximity to major European markets and global shipping hubs and are connected through a variety of transport modes.

Our commitment to our customers



We are solution-driven

As a leading European PVC and chlor-alkali company, we are committed to do more. Our experienced sales and technical support teams are dedicated to building strong customer partnerships that produce lasting results. Supported by our extensive portfolio of logistics solutions, state-of-the-art production processes and decades of chemical manufacturing heritage, we strive to be your supplier of choice.

We make a positive impact



As a supplier and partner of key chemical manufacturers and plastics converters, we enable the manufacture of essential products for daily life. Our products contribute towards a sustainable future, both directly and as the basis for innovations by our customers. With our high-quality products we play an essential role in the manufacture of a variety of products that bring water and light into our homes, provide comfort while reducing energy use and improve the quality of our daily lives.



We are competitive

We are driven to make a positive impact on our customer's business needs with our high-standard products and customized solutions. We reliably supply a wide range of chemicals and resins to other chemical manufacturers and plastics converters, offering high-quality products at competitive commercial terms.



Listening to our customers

Customer satisfaction is one of the most important benchmarks for our company. Recording and evaluating customer satisfaction is an integral part of the work of all Vynova employees.

Customer satisfaction is measured for all businesses to stay up to date with what is on our customers' minds. Among the various sources of information available to evaluate customer satisfaction are customer surveys as well as our complaint reporting system or vendor ratings monitoring (lagging indicators), and last but not least information gathered during the daily contacts with our customers. On-Time-Shipment or On-Time In-Full (OTIF) tracking can also be leading indicators of customer satisfaction. Projects to improve our tracking of these indicators were started in 2022 and are expected to deliver improved monitoring of these important metrics in 2023.

In 2018, 2019 and 2020, Vynova was named best PVC producer at the Best Polymer Producers Awards for Europe. The basis of the Awards is a European-wide customer satisfaction survey in



which plastics converting companies rate their suppliers' performances and is conducted by the Polymers for Europe Alliance. Traditionally based on multiple criteria, the organizing committee decided in 2021 not to issue awards, but rather conduct a survey focused on one single element: delivery reliability, the critical point for various plastics converters during the COVID-19 pandemic. Based on results communicated in the first quarter of 2022, Vynova achieved second place amongst PVC suppliers, highlighting the strong commitment to our European customer base and supply reliability performance, even in a year with extremely volatile supply-demand dynamics.



Committed to quality

All Vynova sites are ISO 9001:2015 certified. The ISO 9000 family addresses various aspects of quality management.

Vynova Labs, our analytical laboratory in Tessenderlo (Belgium), is accredited to the new ISO/IEC standard 17025:2017, the international reference for laboratories carrying out calibration and testing activities around the world. Vynova Labs has a long track record of successfully implementing quality systems and received its first ISO 17025 accreditation in 2003. The laboratory performs high-quality environmental and quality analyses that support Vynova's sustainable growth.



Product stewardship

Vynova's products are used in various kinds of industries and applications: from base chemicals, over food and feed, consumer goods and cosmetics, pharmaceutical production, to building and construction.

Vynova is committed to supplying customers with products that meet their quality demands, are safe for use and comply with applicable regulations and standards.

In Europe, the Regulation for Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) and the Regulation for Classification, Labelling and Packaging (CLP) are the driving forces in our industry for increasing product safety knowledge and dissemination of information down the supply chain.

As a  **signatory** of the Cefic REACH Dossier Improvement Declaration of Intent, we are committed to continuously improving our understanding of the impacts of our products on people and the environment and promote safe use. As a result, all products placed on the market are regularly reviewed for health, safety and environmental impacts and registration dossiers are updated accordingly.

In 2022, there have been no fines, penalties, or warnings resulting from incidents of non-compliance with regulations or voluntary codes concerning information and labelling of products and services.





Working with our suppliers

We work with our suppliers and contractors to develop a more sustainable supply chain and to embed sustainable practices in all areas of our business and partnerships. In our vendor selection and evaluation processes, we consider ethics, social responsibility, environment, energy reduction, greenhouse gas emissions, increasing circularity and every aspect which lies within our span of control and influence.

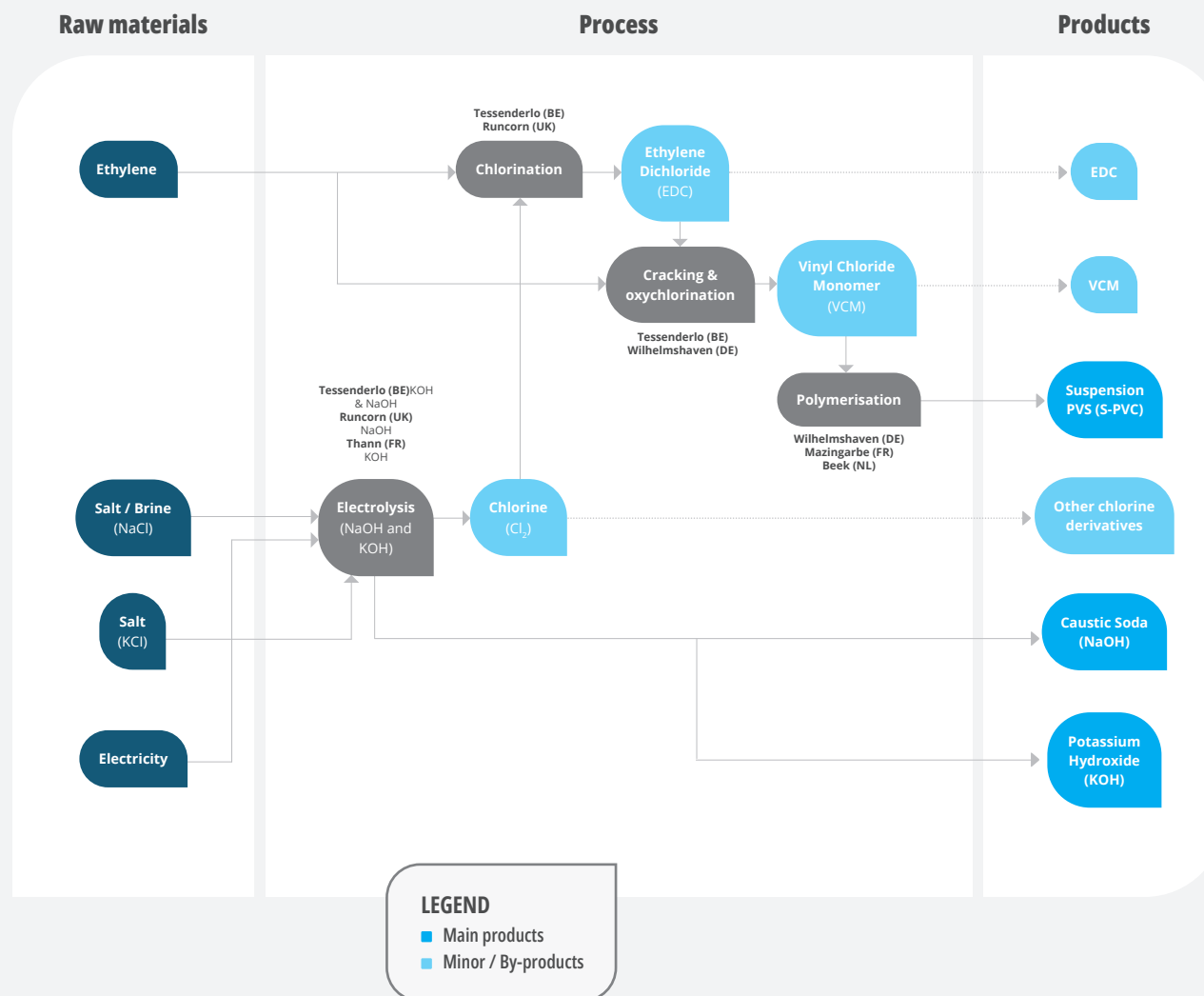
During 2022, we have intensified our efforts and continued our journey to sustainable procurement by accelerating our activities and initiatives in this field. We have increased our focus on sustainability through embedding criteria into our key procurement processes such as vendor selection and evaluation, risk management and our purchasing conditions in general. This process will be continued and intensified in the year to come.

Focusing on high impact categories: Our raw materials supply chain and business goals

Sodium and potassium chloride mineral salt are very important raw materials used for the production of chlor-alkali products. Vynova purchases these minerals from around the world²¹ and transforms them via an electrochemical process into chlor-alkali products. Electricity and gas are sourced locally from the grid. Chlorine, a chlor-alkali product, is reacted with ethylene, a key feedstock that is transported via existing pipelines, to create various grades of PVC.

Products made by Vynova are shipped to industrial customers, directly or via distribution channels, who further process our material into intermediate or finished goods or use it as a processing aid.

²¹ Respecting international sanctions and embargoes.



Vynova works with many suppliers. We have circa 3,000 active suppliers of which 50% deliver to Belgium, 23% to Germany, 13% to France, 8% to the Netherlands and 8% to the United Kingdom.

The supply process is managed by the local procurement teams under the guidance and support of the Group Procurement department.

Caring for people and the planet is a matter we take very seriously and we use it - together with our Vynova values (Connect, Commit, Improve, Respect) - as a guiding principle in all our procurement activities and decisions.

Our supplier base for our different purchasing categories has been reviewed, which led to a number of changes based on our Group-wide sustainable procurement guidelines.

In the area of raw materials and packaging sourcing, we put more focus on buying circular materials, carefully checking the sources of supply as well as the ethical, social and environmental aspects.

In the area of energy, we procured and redeemed (i.e. used) in 2022 a significant amount of electricity from renewable energy sources such as



solar and wind via renewable energy Guarantees of Origin for use in the Tessenderlo electrolysis unit. Using the ISCC PLUS-certified mass balance methodology, this amount of renewable energy is then converted to the corresponding number of tonnes of caustic soda / potash and chlorine (for further processing into PVC).

For the Transportation and Technical Services categories, we highly value and put significant effort into compliance to our health and safety standards. The Procurement department ensures that contract conditions are embedded into daily operations and deviations or infractions to our rules can be avoided.

Key actions related to supplier management

Process review & improvement

In the course of 2022 we increased our efforts regarding sustainable procurement.

Vynova's purchasing department expressed its engagement with suppliers and contractors to enhance sustainability awareness and control.

Our supplier and contractor selection process and procedures contain sustainability criteria which allow us to select suppliers which comply with our sustainability vision, targets and requirements. The scoring resulting from the selection and evaluation process gives us an insight into the efforts our suppliers and contractors are doing and planning in the main areas of sustainability (ethics, social



responsibility, energy consumption, care for the environment).

A risk analysis model has been developed, which starts from a country and financial risk check, but also goes beyond this and provides us with a good insight into our suppliers' strategy and rules related to sustainability.

Vynova understands the social impacts of its activities and maintains the standards expected of a responsible company. This is achieved internally, and in our dealings with external suppliers, through the proper conduct of business activities. We aim to conduct our business in accordance with the highest standards and we expect the same from our suppliers. Suppliers must obey the laws that require them to treat workers fairly, provide a safe and healthy work environment and

protect environmental quality. Most importantly, we expect our suppliers to promote responsible business behaviour and high standards of business conduct. Suppliers must be reputable, share our ethical principles of conduct, and must agree to abide by Vynova's policies in the areas of human rights and ethical business.

Supplier Code of Conduct

Vynova's Supplier Code of Conduct outlines environmental, labour and governance-related requirements that suppliers must comply with. The Supplier Code of Conduct is part of our procurement terms and conditions and as such a prerequisite to do business with Vynova.

Vynova Sustainable Procurement Guidelines

In 2022, we published our Vynova Sustainable Procurement Guidelines to motivate each procurement team member to actively work on sustainability and introduce sustainability as an important value and requirement towards our suppliers.

We aim to obtain the optimal contribution of suppliers to the results and ambition of Vynova to successfully achieve its different sustainability goals. The Procurement department, suppliers and subcontractors are essential stakeholders in Vynova's value chain. To achieve this mission, the Procurement department has included Sustainability as a key target for the coming year by integrating the topic into the day-to-day cooperation with our suppliers.

Our Sustainable Procurement Guidelines are designed to:

- ensure adherence to the sustainable procurement principles within Vynova;
- embed good practice in sustainable procurement in day-to-day work



and as part of the procurement processes, considering the whole lifecycle impact of procurement;

- ensure that environmental, social and economic impacts are appropriately considered in the assessment of value for money when selecting and awarding suppliers and setting up contracts or framework agreements.

At Vynova, we closely monitor the EU REACH regulation to confirm compliance, and we ask our suppliers to verify their REACH compliance in the

supply process of raw materials and processing aids.

Vynova holds monthly and annual review meetings with its key service and contractor companies, up to senior management level. A strong focus is put on health, safety, environment and compliance with the Vynova procedures. Furthermore, social and ethical compliance are standard topics in our supplier and contractor evaluation processes, review meetings and audits. Where needed, corrective and preventive actions are defined and followed up on.



Engaging

**with
society**

Education and society

Vynova is committed to fostering education, in particular in the fields of Science, Technology, Engineering and Mathematics (STEM). We organize and support initiatives to help young people develop and to inspire them to pursue a career in the chemical industry.

100 pupils discover the site of Vynova Mazingarbe through an escape game

In March 2022, Vynova Mazingarbe had the pleasure to welcome 100 pupils of the Collège Paul Eluard in Vermelles for a tour of the site in the original form of an escape game. Four classes had the opportunity to discover the site and the wide range of jobs the chemical industry offers.

In the weeks leading up to the visit, Vynova employees worked with the school's teachers to prepare exercises related to Vynova and school subjects. On the day of the visit, the pupils had to complete these exercises by working in small groups in different areas (the laboratory for Chemistry, the workshop for Technology, etc.) in order to complete their escape game sheet.

The afternoon was dedicated to a tour of the site, discussions about professions and career guidance, and oral presentations by the students in front of a panel of Vynova employees and teachers.

Mr. Christophe Raczynski, Principal of the Collège Paul Eluard, thanked the Vynova employees: "This type of project addresses the challenges of career orientation, of knowledge about and representation of professions, and of building bridges between young people and the business world. We hope to be able to continue this partnership, which offers a wealth of experience for pupils and teachers alike."

For most of the students, this was their first visit to an industrial site. They were impressed by the number of different professions to be found at Vynova Mazingarbe and by Vynova's efforts in terms of quality, safety, environmental protection and sustainable development.



Vynova Belgium maintains its front-runner role in dual education and dual teaching

In 2022, Vynova Belgium continued its pioneering role in **dual teaching**, an innovative educational concept in which employees from chemical and pharmaceutical companies can teach temporarily and part-time in a secondary school.

28 employees from eight companies from the chemicals and pharmaceuticals sector took part in the 2022-2023 school year, among which two Vynova employees that stood part-time in front of the classroom in combination with their job at Vynova.

Dual teaching has many advantages. Students are taught by professionals who are well experienced in the field. Secondary schools can call in experts by experience for bottleneck technical and scientific subjects



such as chemistry, physics, mathematics, applied mechanics or measurement and control techniques. Companies can offer their employees the opportunity to enrich their

careers. Finally, it brings practice closer to STEM education and at the same time tackles the shortage of specialist teachers.



In addition to dual teaching, Vynova Belgium also hosted 6 secondary school pupils in 2022 who followed a **dual education** track at the Tessenderlo site, which means they combine learning at school with learning in the workplace. Pupils came from two fields of study: chemical process technology and electromechanical technology. In this way, they immediately put their theoretical knowledge into practice and develop specific skills that are difficult to teach in a classroom.



Vynova Belgium also shared its expertise on dual education during the Kick-Off Event on Dual Education in Chemical Process Technology organized by essenscia, the Belgian chemical industry federation. Process operator Merlijn Tulen - who followed the dual education track at the Vynova site in Tessenderlo in the past - and Training Officer Karolien Mees shared their insights on the topic with the participants of the event, which took place in Antwerp on 7 September 2022.



Finally, Vynova Belgium continued to support the local school system in the 2022-2023 school year by **sharing its professional laboratory infrastructure** with pupils of neighbouring secondary school Campus MAX Tessenderlo.

The pupils of the STEM programme Biotechniques had regular Chemistry practical classes at the facilities of our Tessenderlo central lab, giving them a taste of working in a professional laboratory environment and teaching them how to work according to the correct safety regulations.

Considered a success by all parties involved, the cooperation has been prolonged for the 2023-2024 academic year.

Vocational training in Wilhelmshaven



In 2022, 23 apprentices were active at Vynova's Wilhelmshaven (Germany) site as part of their 3.5-year vocational training. Vocational training has been instrumental for promoting young talent and succession planning.

In the more than 40 years since the site's inauguration, many trainees have acquired a recognized vocational qualification in various training occupations. The type and scope of the respective apprenticeships on offer depends on Vynova's future needs. Understandably, training as a chemical technician is Vynova's focus. In this area, Vynova has been honoured by the local Chamber of Industry and Commerce for its excellent training in recent years, thanks in part to the very good examination results of its former trainees.

This has enabled Vynova to provide the best chemical technicians in Lower Saxony on several occasions. In 2022, the seven best performing chemical technician graduates of Lower Saxony were all Vynova apprentices and the top performer, Ines Bauer, even ranked as best chemical technician apprentice in the whole of Germany. An achievement to be proud of!

Many of the site's former trainees continue to work for Vynova in important functions and have decided to continue their training after their apprenticeship, e.g. to qualify as industrial supervisors in chemistry. This helps Vynova to fill management positions (shift supervisor) internally.



In addition to its efforts on vocational training, Vynova Wilhelmshaven also promoted career opportunities for university graduates at the site. In June 2022, the site participated in the **'Young Chemists' Forum'** ('Jungchemikerforum') organized by the youth branch of the German Chemical Society at the Carl von Ossietzky University of Oldenburg. Alongside other chemical companies from the region, Vynova Wilhelmshaven presented itself and the company's various career opportunities to the students attending.



Vynova Beek promotes careers in STEM

The Vynova site in Beek (Netherlands) participated in various initiatives in 2022 to interact with the local community in general and young people interested in a career in STEM (Science, Technology, Engineering, and Mathematics) in particular.

In May, Vynova Beek was one of the participating companies at the Brightlands Chemelot Talent Day Career Event, where they promoted the different job, internship or graduation assignment opportunities at the site.

In November, the Beek site participated in the company fair of Zuyd University of Applied Sciences and in the Career Market of the company platform Process Technology & Maintenance Limburg ('Procestechniek & Maintenance Limburg') at VISTA College in Sittard. The latter event was specifically geared towards students of the E&I Technician, Mechanical Engineering Technician and Process Technology departments.

On 1 October, the site was one of the participating companies in the Chemelot Open Day. On the occasion of the Dutch Weekend of Science, 2,500 visitors got to know the companies located



at Chemelot, the chemical park where Vynova Beek is based.

Finally, in December 2022, the site gave a presentation about sustainability in the process industry to second-year Operator C students from nearby VISTA College. Some of the topics that were discussed: the VynoEcoSolutions product portfolio, our commitment to Operation Clean Sweep and the local sustainability initiatives at our Beek site.

Vynova Beek also continued its participation in the Chemelot Process Operator B work-learn programme. As part of this initiative, participants



get the opportunity to follow a two-year training to become a Process Operator B with job guarantee and salary. Once a week, participants take classes at the Brightlands Chemelot Campus in Geleen. The other days they gain practical experience in the plant at one of the participating companies at Chemelot, including at Vynova Beek.

Vynova Mazingarbe opens its doors to Science students during French Week of the Industry and participates in Chemistry Village

From 21 to 27 November 2022, the eleventh edition of the **French Week of the Industry** ('Semaine de l'Industrie') took place. The annual event helps to promote the image of a modern, innovative, and environmentally-friendly industry, and aims to make the sector more attractive, especially to young people. It also promotes the mix of professions and the importance of women in the various sectors.



Vynova Mazingarbe was one of the industrial companies opening its doors to interested secondary school students, allowing them to discover our production process, career opportunities and sustainability initiatives.

On 2 December, Vynova Mazingarbe welcomed in total 50 pupils of the Industry & Sustainability Science and Technology ('Sciences et Technologies de l'Industrie et du Développement Durable' or STI2D) field of study from the local secondary school Lycée Albert Châtelet in St Pol sur Ternoise for a guided tour of the site. The visit included a presentation in the control room on the use and development of industrial IT systems to monitor and ensure the safety of the site's processes.



Vynova Mazingarbe also participated in the **Chemistry Village** event ('Village de la Chimie') organized by the French chemical industry Federation France Chimie in Béthune on 25 November. On the programme: job-dating, a training fair, a careers area, hands-on experiments, quizzes and fun activities to help the more than 800 attending students and secondary school pupils discover the chemical industry and its different career opportunities.

Supporting good causes

As a good corporate citizen, Vynova supports social contribution activities both inside and outside of its business fields. We contribute to the sustained development of the entire society through each activity.



Financial support for the people of Ukraine

Following the Russian Federation's invasion of Ukraine, Vynova Group donated 100,000 euros to the Red Cross in March 2022 in order to show the company's solidarity with the Ukrainian people and assist those in need. The donation was used to respond to urgent humanitarian needs and provide lifesaving assistance in the region.



In addition, the employees, management and works council of Vynova Wilhelmshaven collected another 5,000 euros in March 2022. The funds were donated to 'We won't leave you alone' ('Wir lassen euch nicht allein'), the joint fundraising campaign of the regional newspaper Northwest-Zeitung (NWZ) and the aid organisations Caritas and Diakonie to support numerous projects for refugees from the Ukraine in the North-West of Germany.

Furthermore, the Wilhelmshaven site sponsored a charity run for Ukraine organized by the Rüstiersiel primary school under the motto 'Children help children' ('Kinder helfen Kindern').

Vynova Mazingarbe donates to Sport dans la Ville to promote the social and professional integration of local youth

In March 2022, Vynova Mazingarbe made a donation of 2,000 euros to the association Sport dans la Ville. The charity used the funds to promote the social and professional integration of young people from disadvantaged neighbourhoods through sports activities in the Hauts-de-France region (France).

The donation was made following Vynova Mazingarbe's participation in the Call & Care Challenge 21, an inter-company sports and well-being challenge. For a period of one month,

Vynova employees could earn points through sports activities. These points were then converted into a donation by the company to a local charity supported by Call & Care, the solidarity platform that helps school drop-outs in the Hauts-de-France region.

The choice fell on Sport dans la Ville, an association whose aim is to promote the social and professional integration of young people from disadvantaged neighbourhoods through sports activities and a strong presence at the heart of the neighbourhoods where it operates.



"As a committed local employer, we recognise the importance of nurturing individual talent and giving young people the opportunity to develop their skills. We are therefore delighted to support Sport dans la Ville in achieving this objective through sport, a tool we also use to promote the well-being of our employees", said Pascal Monbailly, Site Manager at Vynova Mazingarbe.

To mark the handover of the cheque, a friendly football match was organised in Lens on 2 March 2022 between a Vynova team and a team from Sport dans la Ville.

"We would like to thank the employees of Vynova for this support, which will enable us to help even more young school drop-outs find their way to success", said Yoann Mascart, Manager of Sport dans la Ville for the Hauts-de-France region.

Vynova Runcorn supports Cheshire Scouts Chamboree

In April 2022, Vynova Runcorn made a donation of £1,500 to the Cheshire Scouts to support the organisation of their 2022 Chamboree. The Chamboree brought together over 6,000 young people from across the UK and overseas in Cheshire in the summer of 2022 for a week-long camp of learning and developing skills for life. Vynova's donation was used to help realize the Earth Zone, the camp's Global Development Village dedicated to global issues such as equality, the environment and social justice.



Every four years, Cheshire Scouts organise Chamboree, a Scout and Guide camp in Cheshire for young people aged 5 to 18. The 2022 event ran from 30 July to 6 August.

Matt Morris, Explorer Scout Leader with the local scouting group, explained: "For many participants this is a once in a lifetime opportunity to meet other young people from across the world. One aspect of the event is the Global and Adventure Zones. The objective of these zones is to help young people learn about global issues and the UN Sustainable Development Goals, as well as to explore personal and collective identity and to encourage them to step out of their comfort zones through adventure."

Vynova Runcorn recognized how its company values are well aligned with the values and goals

of the Scouting community and the Chamboree. "Two of our four core values in particular, Connect and Respect, run throughout the Chamboree's programme. In addition, Vynova shares the event's strong focus on sustainability. We were therefore delighted to connect with the local community by financially supporting the 2022 Chamboree", commented Irene Robertson, Site Manager at Vynova Runcorn.

In addition to the financial support, several Vynova Runcorn employees also volunteered to help set up for the Chamboree.



Tessenderlo employees raise funds for cancer research

In September 2022, a team of Vynova Belgium employees participated in the first edition of 'Together for Hope' ('Samen voor Hoop'), a 24-hour sports event in Tessenderlo (Belgium) focusing on the fight against cancer.

Together with the other participants and volunteers, the Vynova team collected 29,100 euros to support cancer research led by Professor Johan Swinnen (KU Leuven).



Vynova Belgium supports flooding catastrophe victims: sports hall and classrooms renovated



In October 2021, Vynova donated 5,000 euros to the victims of the catastrophic flooding that took place in the east of Belgium earlier that year. The donation was made to the local non-profit organisation W4D, who used the money to completely renovate and equip destroyed kindergarten classes in the city of Pepinster. The municipality of Tessenderlo also supported the project.

In 2022, W4D and the mayor of Tessenderlo visited the school and its fully renovated sports hall and classrooms.

The children can now once again enjoy gym class and the toddlers their renovated classrooms and furniture.



Vynova Runcorn raises funds and awareness for breast cancer research

In October 2022, during Breast Cancer Awareness Month, the Vynova Runcorn employees raised funds and awareness for the Breast Cancer Now charity.

They joined the 'Wear It Pink' initiative and raised more than £1,200 to help fund life-changing breast cancer research and support through a cake sale, quiz and raffle.



**BREAST
CANCER
NOW** The research
& care charity



Appendices

Materiality assessment

Materiality is the principle of defining the social and environmental topics that matter most to a business and its stakeholders. To determine whether an aspect is material, a combination of internal and external factors is used. The materiality of these aspects has been ranked according to the following criteria:

1 Importance to our stakeholders

- Frequency of reporting requests by individual aspect.
- Rigor/stringency of stakeholder criteria by aspect.

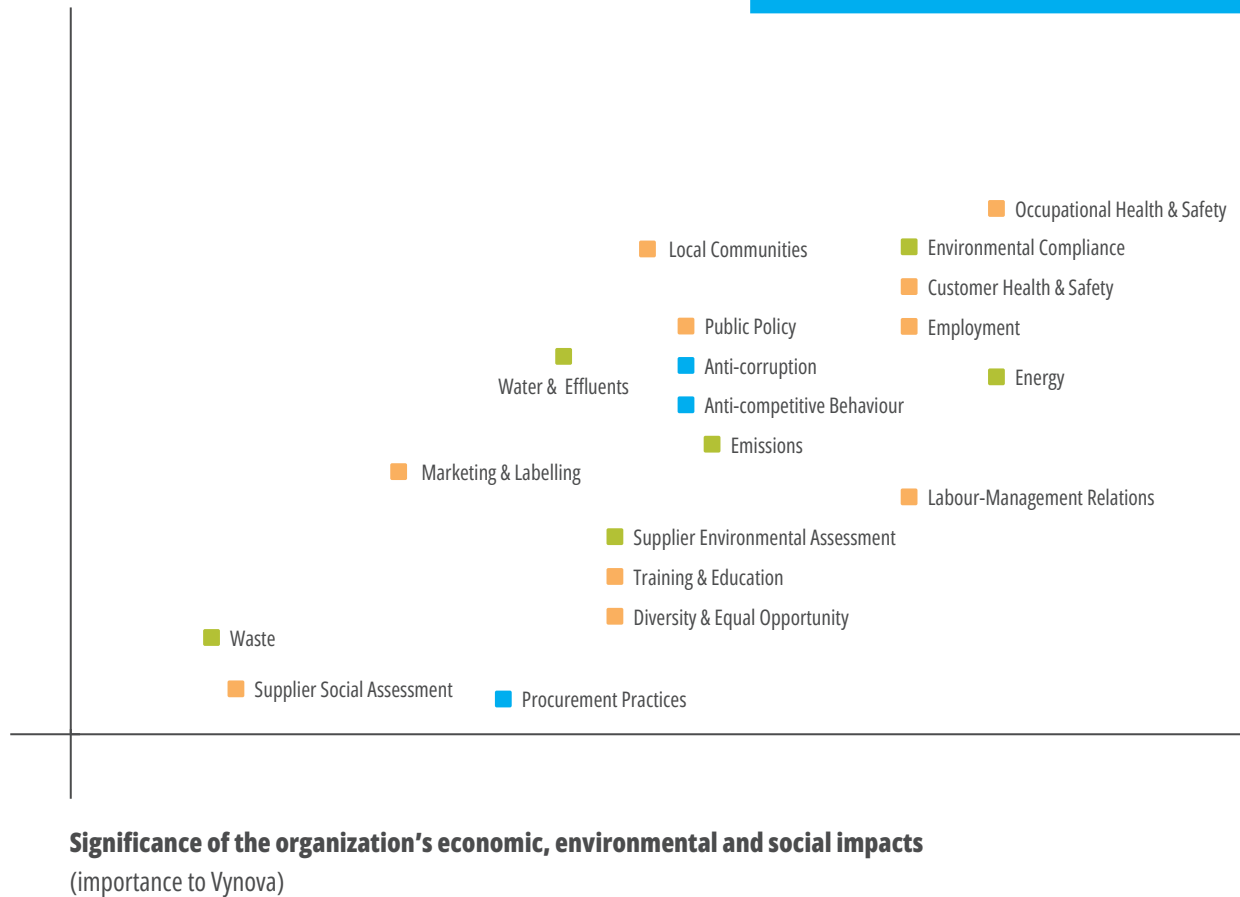
2 Importance to Vynova

- Efforts to improve performance and/or reporting scope.
- Frequency and weight attached to the aspect in Vynova's reporting and communication.
- Measurable KPI and progress included in this report.



Vynova Materiality Matrix

Influence on stakeholder assessments and decisions
(importance to stakeholders)



Materiality Matrix

A wide range of social and environmental topics have been evaluated and plotted on a 2 by 2 matrix in terms of importance. The graph below shows the upper right quadrant of that matrix. These are the measurable aspects included in this report.

LEGEND

- People
- Planet
- Profit

General disclosure on governance and Enterprise Risk Management



Management Board

The main tasks of the Management Board are to determine the company's general policies, define the corporate strategy and supervise the business activities. The Management Board is the company's ultimate decision-making body in all matters.

The Management Board currently has 5 members. Their professional profiles cover different areas of expertise, such as business, industrial operations, economics, finance, marketing & sales, technology & engineering and consultancy.

More information on Vynova's Management Board can be found on the following [!\[\]\(de95854c7ee024cfadc48187bbb781b2_img.jpg\) dedicated web page.](#)

Enterprise Risk Management

Risks are present in all business activities. Well-managed risks add value to a business and provide opportunities. Vynova's Enterprise Risk Management (ERM) framework consists of the identification, assessment and prioritization of the major risks Vynova could be faced with, and of the continuous reporting and monitoring of those major risks (including the development and implementation of risk mitigation plans).

The risks are identified using a specific Vynova Risk Landscape consisting of 6 main risk categories which are further elaborated into 89 risk areas:

- **External factors** – e.g. resource scarcity, economic fluctuations, ...
- **Governance** – e.g. innovation, safety culture, crisis management, ...
- **Core Business** – e.g. supply chain disruption, transport, maintenance, ...
- **Supporting Services** - e.g. talent pipeline, cyber security, insurance, ...
- **Regulatory** – e.g. compliance culture, REACH, health, ...
- **Audit & Control** – e.g. risk management, internal audit, external audit, ...



The identified risks are classified on two axes: likelihood and impact. Each risk is assigned to a risk owner at Management Board level. Decisions are made and action plans defined to mitigate the identified risks and to reduce them to an acceptable risk level.

In addition to the Vynova ERM framework, tactical and operational risk management is embedded in Vynova's ISO management systems – stakeholders are identified and evaluated as part of the context analysis.

Compliance risk management is embedded into the Compliance Management System. The Compliance Board, existing of 6 members of the HR, QSHE, Finance, IT and Commercial departments, conducts continuous risk mitigation based on an annual risk assessment.

General information on sustainability reporting principles

This report has been prepared with reference to the GRI Standards: Core option. The Global Reporting Initiative (GRI) is a non-profit organization that promotes economic, environmental and social sustainability.



Memberships and associations

At Vynova, our responsibility as a leading manufacturer of chlor-alkali products and PVC resins extends to embracing ethical obligations towards the global community, as well as advancing the scientific and technical community at large.

Vynova therefore actively participates in various professional and trade organizations. We believe the greatest challenges in environmental safety and public health can be addressed through active collaborations between private industry, government institutions, and non-governmental organizations.



Our former Vynova Group President and current Chairman of the Supervisory Board of Vynova Holding, Stefan Sommer, is Chairman of PolyREC®, a non-profit industry association that monitors, verifies, and reports on European recycled plastics data. Until September 2022, Mr. Sommer also held the role of chairperson of the European Council of Vinyl Manufacturers (ECVM) and VinylPlus®, the European PVC industry's commitment to sustainable development. After four years of chairmanship, Mr. Sommer was succeeded in these roles on 27 September 2022 by another member of the VinylPlus® Steering Board, Karl-Martin Schellerer. In addition,

Mr. Sommer served on the boards of the plastics industry association Plastics Europe until September 2022 and of Plastics Europe Germany until February 2023.

Vynova CEO Christophe André joined the VinylPlus® Steering Board as well as the ECVI Board in September 2022.

In the same month, our Executive Vice President Commercial, Johan Van Den Broeck, was elected Chairman of the Management Committee of Euro Chlor, the European chlorine industry association.

Peter Prinz, Executive Vice President Polymers Operations, is a member of the General Assembly of Plastics Europe Germany and the German PVC industry association VinylPlus Deutschland. Dr. Prinz also serves as Vice-Chairman of VCI Nord, the regional chapter of the German chemical industry association, where he has been a board member since 2012.

We are proud to promote mutual alliances with a wide range of industrial, scientific, and sustainability associations and initiatives. These can be found on the following und on the following [dedicated web page](#).

Environmental, Social and Governance (ESG) Scorecard

Health & safety

KPI	2019	2020	2021	2022
Fatalities (#)	0	1	0	0
Recordable Injury Rate (RIR) ²²	0.79	0.49	0.50	0.55
Process Safety Events (#)	41	25	15	20
Process Safety Event Rate (PSER) ²³	13.51	7.66	4.16	5.47
Lost Time Accident Rate (LTAR) ²⁴	0.53	0.43	0.33	0.44
Work-related ill health cases/fatalities reported/identified (#)	0	0	0	0
Employees and contractors trained on health & safety issues (%)	100%	100%	100%	100%

Energy & Greenhouse Gas (GHG) Emissions

KPI	2019	2020	2021	2022
Energy consumption (MJ)	12,061,929,771	11,650,984,367	11,925,288,600	10,134,230,386
Energy intensity (MJ/t)	9,149	9,265	9,186	9,462
Direct (Scope 1) GHG emissions (t CO ₂ -eq)	374,992	352,106	364,851	311,255
Indirect (Scope 2) GHG emissions (t CO ₂ -eq)	419,689	420,189	347,125	291,950
GHG emissions intensity (t CO ₂ -eq/t)	0.603	0.614	0.548	0.563

²² Total number of injuries, multiplied by 200,000 and divided by the number of working hours.

²³ Number of Process Safety Events per 1,000,000 working hours.

²⁴ Total number of Lost-Time Injuries, multiplied by 200,000 and divided by the number of working hours.

Environment

KPI	2019	2020	2021	2022
ISO 14001 certification (coverage across 5 sites, in %)	100%	100%	100%	100%
Water withdrawal (ML)	9,532	9,279	9,471	7,903
Water discharge (ML)	6,421	6,227	6,684	5,912
Water consumption (ML)	3,111	3,052	2,787	1,991
Water withdrawal intensity (L/t)	7,230	7,379	7,296	7,379
Water discharge intensity (L/t)	4,870	4,952	5,149	5,520
Water consumption intensity (L/t)	2,360	2,427	2,147	1,859
Nitrogen oxides (NOx) air emissions (t)	195.99	176.48	182.04	162.72
Sulphur oxides (SOx) air emissions (t)	0.44	0.90	0.47	0.98
Volatile organic compounds (VOC) air emissions (t)	959.25	771.81	923.99	685.47
Hazardous air pollutants (HAP) air emissions (t)	985.93	777.81	915.94	744.16
Particulate matter (PM) air emissions (t)	18.32	22.62	17.91	13.19
PVC losses via water (kg/t)	0.21	0.18	0.15	0.16
Waste (t)	31,391	30,208	33,953	32,310

People

KPI	2019	2020	2021	2022
Employees (#)	1,376	1,269	1,244	1,262
Male employees (#)	1,200	1,106	1,078	1,094
Male employees (%)	87%	87%	87%	87%
Female employees (#)	176	163	166	168
Female employees (%)	13%	13%	13%	13%
New hires (#)	64	67	64	81
Ratio of female employees in leadership (%)	6%	6%	6%	12%
Average training hours per non-exempt employee (#)	23	19	13	21
Average training hours per exempt employee (#)	24	14	19	16
Non-exempt employees who received a performance and career development review (%)	61%	84%	79%	67%
Exempt employees who received a performance and career development review (%)	91%	100%	100%	100%
Reported incidents of discrimination (#)	0	0	0	0
Reported (substantiated) human rights incidents (#)	0	0	0	0

Compliance & Business Ethics

KPI	2019	2020	2021	2022
Non-operator employees trained on business ethics (anti-corruption, anti-competitive practices, and IT security) (%)	100%	100%	100%	100%
Reported incidents of corruption (#)	0	0	0	0
Reported incidents of anti-competitive practices (#)	0	0	0	0
Reported incidents of customer privacy and losses of customer data (#)	0	0	0	0
Reported incidents of data breaches (#)	0	0	0	0
Reports received via anonymous reporting system (Whistle Blower System) (#)	/	/	1	3
Of which completed in a timely manner	/	/	1	3

Certifications

Certificate	Tessenderlo	Wilhelmshaven	Mazingarbe	Beek	Runcorn	Coverage
ISO 9001:2015	✓	✓	✓	✓	✓	100%
ISO 14001:2015	✓	✓	✓	✓	✓	100%
ISO 45001:2018			✓			20%
ISO 50001:2018	✓	✓	✓			60%
ISO 17025:2017	✓			NA ¹	NA	33%
ISCC PLUS: bio-circular VCM	✓		NA	NA	NA	50%
ISCC PLUS: circular VCM	✓		NA	NA	NA	50%
ISCC PLUS: renewable energy-derived VCM	✓		NA	NA	NA	50%
ISCC PLUS: renewable energy-derived bio-circular VCM	✓		NA	NA	NA	50%
ISCC PLUS: renewable energy-derived circular VCM	✓		NA	NA	NA	50%
ISCC PLUS: renewable energy-derived caustic soda	✓	NA	NA	NA	NA	100%
ISCC PLUS: renewable energy-derived potassium hydroxide	✓	NA	NA	NA	NA	100%
ISCC PLUS: renewable energy-derived potassium carbonate	✓	NA	NA	NA	NA	100%
ISCC PLUS: bio-circular PVC	NA		✓	✓	NA	67%
ISCC PLUS: circular PVC	NA		✓	✓	NA	67%
ISCC PLUS: renewable energy-derived PVC	NA		✓	✓	NA	67%
ISCC PLUS: renewable energy-derived bio-circular PVC	NA		✓	✓	NA	67%
ISCC PLUS: renewable energy-derived circular PVC	NA		✓	✓	NA	67%

¹ NA = Not applicable.



GRI Content Index

Statement of use

Vynova has reported the information cited in this GRI content index for the period of 1 January until 31 December 2022 with reference to the GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

GRI standard	Disclosure		Page numbers and/or URL and/or direct answers
GRI 2: General Disclosures 2021	2-1	Organizational details	6
	2-2	Entities included in the organization's sustainability reporting	6, 10
	2-3	Reporting period, frequency and contact point	12
	2-4	Restatements of information	51
	2-5	External assurance	12
	2-6	Activities, value chain and other business relationships	6, 7
	2-7	Employees	6, 8, 14-18
	2-9	Governance structure and composition	90
	2-14	Role of the highest governance body in sustainability reporting	4
	2-15	Conflicts of interest	20
	2-19	Remuneration policies	19
	2-20	Process to determine remuneration	19
	2-22	Statement on sustainable development strategy	4
	2-23	Policy commitments	9, 11, 20, 28-34
	2-24	Embedding policy commitments	28-34
	2-25	Processes to remediate negative impacts	14
	2-27	Compliance with laws and regulations	34, 42, 64-65, 72, 74, 91
	2-28	Membership associations	93
	2-29	Approach to stakeholder engagement	12, 21, 64, 65, 68, 72, 88, 89, 91
	2-30	Collective bargaining agreements	22
GRI 3: Material Topics 2021	3-1	Process to determine material topics	12, 88, 89
	3-2	List of material topics	89
	3-3	Management of material topics	47, 88-91
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	64, 65
	205-2	Communication and training about anti-corruption policies and procedures	20, 64, 65
	205-3	Confirmed incidents of corruption and actions taken	65

GRI standard	Disclosure		Page numbers and/or URL and/or direct answers
GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	65
GRI 302: Energy 2016	302-1	Energy consumption within the organization	51, 52
	302-2	Energy consumption outside of the organization	52
	302-3	Energy intensity	53
	302-4	Reduction of energy consumption	40, 53
	302-5	Reductions in energy requirements of products and services	53
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	59, 60
	303-2	Management of water discharge-related impacts	59, 60
	303-3	Water withdrawal	59, 60
	303-4	Water discharge	59, 60
	303-5	Water consumption	59, 60
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	54-56
	305-2	Energy indirect (Scope 2) GHG emissions	55-56
	305-3	Other indirect (Scope 3) GHG emissions	56
	305-4	GHG emissions intensity	11, 55, 57
	305-5	Reduction of GHG emissions	11, 54, 55
	305-6	Emissions of ozone-depleting substances (ODS)	No ODS to be reported
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	41, 58
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	61
	306-2	Management of significant waste-related impacts	43, 45
	306-3	Waste generated	61
	306-4	Waste diverted from disposal	49, 61
	306-5	Waste directed to disposal	61

GRI 308: Supplier Environmental Assessment 2016

308-1	New suppliers that were screened using environmental criteria	70, 72-74
308-2	Negative environmental impacts in the supply chain and actions taken	70, 72-74

GRI 401: Employment 2016

401-1	New employee hires and employee turnover	14
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	19
401-3	Parental leave	15

GRI 403: Occupational Health and Safety 2018

403-1	Occupational health and safety management system	25, 35
403-2	Hazard identification, risk assessment, and incident investigation	29, 31, 32, 36
403-3	Occupational health services	33, 34, 36
403-4	Worker participation, consultation, and communication on occupational health and safety	22, 36, 37
403-5	Worker training on occupational health and safety	24, 28
403-6	Promotion of worker health	19, 33, 34
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	29-34
403-8	Workers covered by an occupational health and safety management system	35
403-9	Work-related injuries	35, 36
403-10	Work-related ill health	35, 36

GRI 404: Training and Education 2016

404-1	Average hours of training per year per employee	24
404-2	Programs for upgrading employee skills and transition assistance programs	23, 24
404-3	Percentage of employees receiving regular performance and career development reviews	18

GRI 405: Diversity and Equal Opportunity 2016

405-1	Diversity of governance bodies and employees	16
405-2	Ratio of basic salary and remuneration of women to men	19

GRI standard	Disclosure		Page numbers and/or URL and/or direct answers
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	19
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	73
	414-2	Negative social impacts in the supply chain and actions taken	73, 74
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	69
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	69
GRI 417: Marketing and Labelling 2016	417-1	Requirements for product and service information and labelling	69
	417-2	Incidents of non-compliance concerning product and service information and labelling	69
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	96