

## Sustainability policy

### Our business activity

We define sustainability as combining our commercial activities with our sense of economic, environmental and social responsibility. Acting sustainably is our obligation to the generations of today and the future. As a family business we act with a long-term view, make long-term investments and do not focus on short-term maximisation of profit. Economical success guarantees our future viability. We adhere to the sustainability guidelines of the chemical industry in Germany (Chemie<sup>3</sup>) and follow the Responsible Care guidelines of the German Chemical Industry Association (Leitlinien des Verbandes der Chemischen Industrie (VCI)). The business culture of the Follmann Chemie Group is defined by three guiding principles: innovation, appreciation and sustainability. They form the road map and values for the actions of our employees.

### Our ecological responsibility

We are conscious of our responsibility for the protection of the environment and strive to minimise our effect on the air, soil and waterways. Natural resources are becoming more and more scarce. We therefore want to use energy, water and materials as efficiently as possible. Our goal is to improve our in-house environmental protection activities constantly in the interests of achieving environmentally responsible corporate development. We are dedicated to reducing the generation of refuse, emissions and waste water. We perceive our responsibility in relation to climate protection and are dedicated to sparing and efficient use of energy resources. In relation to our products we strive to develop them so that they cause as little environmental pollution during their life cycle. We have detailed our efforts in relation to environmental protection and climate protection further in our [Environmental Policy](#).

### Our social and societal responsibility

Our competent and motivated employees perform excellent work every day, and are the foundation of our success. We invest a lot in further education and training for our employees so that they can develop their personal potential and talent, assume responsibility, and contribute their own ideas. We assume responsibility for the health and safety of our employees and implement comprehensive preventive measures in order to protect them from accidents and work-related illnesses. This way, we can provide safe workplaces and a working environment in which professional and private lives are compatible. We assume social responsibility, and champion and support multiple social and cultural projects in our region, promoting education for children and young people.

We are of the firm conviction that adherence to the legal regulations and standards which apply to us are an essential and central element of our corporate policy. Our employees are informed regularly on the legal regulations which apply to them, and they commit to acting in a lawful and responsible manner.

As an internationally operational company we hold responsibility for upholding human rights throughout the world within our sphere of influence, and making sure that our business activity does not contravene them. For us, adherence to human rights is indispensable and non-negotiable – we therefore expect all of our business partners to guarantee the upholding of human rights.

We have detailed our stance in relation to social and societal responsibility further in our [Ethics Policy](#) and our [Code of Conduct](#)