

# Novasol Chemicals

**Distribution. Worldwide, just right.**

## **CORPORATE POLICY ON DIVERSITY & INCLUSION NOVASOL CHEMICALS GROUP**

**V1.25092024**

Novasol Chemicals believes that inclusion and diversity foster a positive working climate, since differences in genders, ethnicities, beliefs, cultural behaviours and knowledge can create more tolerance, improved wellbeing and an interesting exchange amongst employees if there is an openness from all sides, including and in particular from the employer.

Novasol Chemicals is committed to cultivating an inclusive and diverse working environment for the benefit of our employees and stakeholders.

Within our Sustainability strategy, we have included all aspects of respect for the people, the planet, our partners, peace and prosperity. Each day, we continue our efforts and actions to comply with the UN SDG's on a global level.

We create value for our employees by enabling discussion, hosting events and implementing programmes that support diverse approaches to leadership. We recognise that a productive team is one where dialogue is encouraged, and dynamic individuals are allowed to thrive.

In order to continue to provide the highest standards of services and ensure we are well-positioned to meet the evolving needs of our clients in a rapidly developing global marketplace, we seek to attract, retain, and develop the best talents from a wide array of backgrounds and education. We foster a culture within the group that recognises the benefits of diversity of knowledge, experiences, and perspectives. We strive to provide a welcoming and inclusive work environment, and to remain attuned to sustainability and social responsibility in our work.

We promise to :

- hire new colleagues based on their merit and potential regardless their ethnicity, race, age, religion, gender, sexual orientation, etc.
- offer continuous training on hard and soft skills, that promote opportunities for all employees to reach their full professional potential;
- promote gender equality at all levels of seniority, roles and responsibilities, through formal and informal development, career opportunities, clear communication, and other programmes and initiatives;
- build on our existing diversity to raise awareness and create policies and programmes to promote an inclusive work environment;
- encourage all subsidiaries to consider sustainability and social responsibility goals in its business activities.

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### HOW TO REPORT A CONCERN OR ASK A QUESTION?

At Novasol Chemicals, we are committed to maintaining the highest standards of integrity and accountability.

If any employee of the Novasol Chemicals Group has a question regarding an act related to this policy or believes that someone or any kind of practice of the Group or of our business partners is violating this Policy or any related laws or regulations, they are required to report it immediately to the **local General manager, HR, reliable company representative, or the CEO of the Group**.

In order for investigations to be successful, complaints should be as specific as possible. To the extent possible, they should include details such as:

- **The type of alleged wrongdoing**
- **When, where, and how the wrongdoing occurred**
- **Who was involved and may have knowledge of the matters being reported**

Relevant documents or other evidence should be included with the report or provided as soon as possible. However, the absence of any of the above details does not prevent investigation of allegations of fraud or corruption.

The Board of Novasol Chemicals is responsible for ensuring adherence to these commitments and our top management has responsibility for overseeing their implementation and ensuring that any breaches of this Policy or any of its related policies and procedures are investigated.