

SOCIAL COMMITMENT CHARTER

In a world facing multiple economic, environmental and social challenges, Arkema strives to offer its customers sustainable and innovative solutions contributing to the Sustainable Development Goals (SDGs) of the United Nations.

To that end, Arkema operates as a responsible manufacturer and employer, and is resolutely committed to continuous progress and operational excellence. The Group cultivates interaction and proximity with its stakeholders through open and constructive dialogue.

Supporting the United Nations Global Compact and complying with the Responsible Care® initiative, Arkema's social responsibility approach is to create value both for stakeholders and the company.



This commitment is reflected in:

→ A range of sustainable solutions driven by innovation

Sustainable development solutions are at the heart of Arkema's **innovation** policy and of the development of its product range.

Through the choice of its research areas, the continuous development of its expertise, its organization structure and innovation processes, Arkema is working, with its partners, to develop **solutions that meet current and future social challenges**.

The Group is committed to continuous dialogue and operational excellence, namely designed to satisfy its customers and partners and to develop their loyalty.

→ The responsible management of industrial activities

Arkema's goal is to rank among the leading chemical companies in safety performance. Its **health and safety at work** policy is based on risk prevention, management guidelines and a culture of safety.

Through responsible product stewardship, Arkema also ensures that its products, when used properly, do not harm human health and safety or the environment. These aspects are taken into consideration in the product design.

Arkema is committed to the **climate** and to **reducing the environmental footprint** of its business activities. The Group is working to reduce the consumption of resources such as energy and water, decrease the emissions stemming from its activity, develop the use of renewable resources, and foster the circular economy.

The Group is committed to conducting its business in accordance with the principles and rules on **ethics, integrity and compliance**. In this regard, Arkema complies with applicable laws and regulations and ethical business practices. In its choice of industrial and business partners, Arkema favors those that respect its social commitments.

→ Employer of choice and open dialogue with stakeholders

Open **dialogue** with its internal and external stakeholders is a cornerstone of Arkema's social policy.

The Group is committed to the respect of **Human Rights** and fundamental freedoms and places them at the heart of its business activities.

Arkema promotes **diversity** and **inclusion** and favors the individual and collective development of its employees.

Arkema develops an open dialogue with its **customers, suppliers** and other **partners** in order to build a **responsible value chain** that creates shared value.

The **Common Ground®** initiative, addressing the neighboring communities of the Group's sites, serves to develop long lasting relationships based on trust.

Thierry Le Hénaff
Chairman and Chief Executive Officer