



Azelis Corporate Social Responsibility Policy

Azelis is committed to working with its partners to create value and grow together in a sustainable way. As a global business, with operations across EMEA, Asia Pacific and Americas, Azelis takes its responsibilities very seriously, always looking for new ways to make a positive impact on society and minimise its footprint, whilst delivering the best possible products and services.

Azelis' CSR commitments follow the United Nations Global Compact pillars of Corporate Social Responsibility: Human Rights, Labour, Environment and Anti-Corruption. Under each of these commitments, Azelis has a framework to measure and monitor performance and develop action plans to ensure continuous improvement.

Azelis has put in place a training program for all employees on the principles of CSR, including sustainable procurement, in order to integrate the principles of sustainability in our daily operations and in the full supply chain.

Azelis will regularly communicate its non-financial indicators in the form of a Sustainability report, based on the GRI guidelines and its reporting principles.

Azelis commitments:

Social commitments

Azelis is committed to enabling employee development, promoting a healthy work-life balance and ensuring equal opportunities and diversity.

Azelis is fully committed to respecting human rights and the 8 fundamental conventions of ILO (International Labour Organization, see annex) on child labour, forced labour, freedom of association, minimum legal wages, working and resting time, respect of diversity and rejection of discrimination.

Environmental commitment

Azelis commits to making a sustainable use of its resources and minimise the impacts of its activities on the environment by reducing energy consumption and waste, maximising renewable energy sources and recycling, and by preventing environmental incidents in warehouses and during transportation.

Societal and economic commitments

Azelis commits to conducting its business in a responsible way by implementing a sustainable procurement policy, having fair operating practices and participating in the development of society.

Azelis aims to involve its stakeholders in its development and in its sustainable strategy, and commits to accompany those who are willing to go further and need Azelis help (time and competency).

Azelis Group affirms its rejection of bribery and conflict of interest through its code of conduct, its anti-bribery and fraud prevention policy, and its competition policy. It trains its employees to respect the principles of the code and policies, and to be able to detect and report any violation of these.

Alongside these, Azelis is a member of Responsible Care/Responsible Distribution and respects its guiding principles (see annex).

Dr. Hans-Joachim Müller, Chief Executive Officer



creating value,
growing together



ANNEX



The International Labour Organization's eight fundamental Conventions are:

1. Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
2. Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
3. Forced Labour Convention, 1930 (No. 29)
4. Abolition of Forced Labour Convention, 1957 (No. 105)
5. Minimum Age Convention, 1973 (No. 138)
6. Worst Forms of Child Labour Convention, 1999 (No. 182)
7. Equal Remuneration Convention, 1951 (No. 100)
8. Discrimination (Employment and Occupation) Convention, 1958 (No. 111)



Responsible Care has 8 guiding principles and member companies are committed to:

1. **Legal requirements**
Conform to all legal regulations and requirements and should operate in accordance with both government and industry codes of practice and guidance associated with their chemical activities.
2. **Management of risk**
Ensure that their activities do not present an unacceptable level of risk to employees, contractors, customers, the public or the environment.
3. **Policies and documentation**
Have written documentation, which covers their activities, and ensure that their health, safety and environmental policies reflect their commitment to a joint Responsible Distribution/Responsible Care programme as an integral part of their business strategy.
4. **Provision of information**
Provide relevant health, safety and environmental information on company products and activities to employees, contractors, customers, statutory bodies and the public.
5. **Training**
Ensure that all employees are aware of their commitment and provide the training necessary to enable them to be involved in the achievement of health, safety and environmental objectives.
6. **Emergency response**
Establish and maintain an appropriate emergency response system.
7. **Ongoing improvements**
Support and participate in those activities that will improve the quality of their own operations and strengthen health, safety and environmental consciousness and awareness.
8. **Community interaction**
Maintain an awareness of and respond to community concerns that relate to their activities.



Responsible Distribution is a management system for the safe storage and handling of chemicals for the chemical distribution industry in North America.

It is driven by a set of guiding principles:

1. To recognise and respond to community concerns about chemicals, their handling, use, storage, transportation, and disposal.
2. To make health, safety, security, and environmental considerations a priority in our planning for all existing and new operations, products, processes, and facilities.
3. To inform emergency response officials, employees, customers, and the public of manufacturer's information on chemical-related health and environmental hazards, and the manufacturer's recommendations on protective and remedial measures.
4. To work with customers, in accordance with manufacturer's recommendations, on product stewardship including handling, use, storage, transportation, and disposal of chemicals.
5. To protect the health, safety, and security of the public, our employees, the environment, and our plants and facilities.
6. To cooperate with individuals, government and other interested entities in resolving problems created by handling and disposal of hazardous chemicals.
7. To participate with individuals, government and other interested entities in creating responsible laws, regulations, and practices to help safeguard the community, workplace, and environment.
8. To adhere to applicable local, state and national laws, rules, and regulations in respect to our handling, use, storage, transportation, and disposal of chemicals.
9. To promote the principles and practices of Responsible Distribution by sharing experiences and offering assistance to those who handle, use, store, transport, or dispose of chemicals.



The GRI Standards create a common language for organizations and stakeholders, with which the economic, environmental, and social impacts of organizations can be communicated and understood. The Standards are designed to enhance the global comparability and quality of information on these impacts, thereby enabling greater transparency and accountability of organizations.

Reporting Principles for defining report content:

- Stakeholder inclusiveness
- Sustainability Context
- Materiality
- Completeness
- Comparability
- Reliability
- Timeliness

Reporting Principles for defining report quality:

- Accuracy
- Balance
- Clarity

