

MOVE HEARTS AND MINDS

SUSTAINABILITY
STRATEGY 2030

BOOKLET



SEMPERIT

MOVE HEARTS AND MINDS

Version 2 – 06/2025



SUSTAINABILITY
STATEMENT 2024



SEMPERIT
SUSTAINABILITY
WEBSITE



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STATEMENT 2024**
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INTRODUCTION



Semperit is a publicly listed company with a rich history and a strong global presence. For more than two centuries, we are committed to quality and reliability, providing high quality products to industries around the world. By marketing our products in over 100 countries, we develop, produce, and supply specialized elastomer solutions that cater to a wide range of industrial applications. With innovation at our core, we help businesses work smarter and more efficiently. Today more than ever, sustainability is a central component of corporate responsibility. The Semperit Group actively embraces this responsibility and is committed to transparent, future-oriented reporting. After seven sustainability reports, in which we provided information beyond financial reporting in recent years, we published our first Integrated Annual Report for 2024. In this report, we offer comprehensive insights into our business activities and our financial and non-financial performance to all our stakeholders, and show how we meet our environmental, social and governance commitments. We do this not only out of regulatory necessity, but also because we firmly believe that sustainability is fundamental to the long-term success of our company. Our Sustainability Statement has been prepared based on the Corporate Sustainability Reporting

Directive (CSRD) under the European Sustainability Reporting Standards (ESRS) and includes all the key information on our strategies and goals, as well as our measures and initiatives for managing ESG impacts, risks and opportunities. It reflects not only our internal concepts and activities, but also the impact of our business activities along our value chain – from our suppliers and production sites to our customers. At the time the Sustainability Statement was prepared, the transposition of the corresponding EU directive into Austrian law had not yet been completed. Nevertheless, we decided to report voluntarily in accordance with the ESRS and have also had this report voluntarily audited by the auditor with limited assurance. For us, sustainable business means creating long-term value and acting responsibly to reduce negative impacts on society and the environment, but also promote positive outcomes. Building on the most important topic areas that are relevant in terms of ESG (Environment, Social, Governance), the Group-wide sustainability strategy covers a wide range of topics and specifies quantitative and qualitative targets we want to achieve. In line with global developments as well as new directives and legislations and also various market-relevant trends, this strategy focuses on the period up to 2030.



During this time frame, it is important to create a high level of involvement and successfully promote sustainable changes within the company. Our goals can only be achieved if internal and external stakeholders are involved and if everyone commits to being part of the change. Semperit's Sustainability Strategy based on the motto 'Move hearts and minds', aims to anchor the multifaceted aspects of sustainability in all areas of our company, but especially in the hearts and minds of our employees. We want to create a basis that addresses our needs (HEART), fulfils industry standards and at the same time leaves room for further development (MIND).



SUSTAINABLE DEVELOPMENT GOALS (SDGS)



The 2030 Agenda for Sustainable Development, adopted by all United Nations (UN) members in 2015, created 17 world Sustainable Development Goals (SDGs). The aim of these global goals is peace and prosperity for people and the planet – while tackling climate change and working to preserve oceans and forests. The SDGs highlight the connections between the environmental, social and economic aspects of sustainable development. Although Semperit's various business activities and product portfolios cover a majority of the 17 SDGs, it is primarily concentrating on the following, as these have the greatest influence and can achieve the biggest impact in their respective areas.

SDG 3: GOOD HEALTH AND WELL-BEING



Health and safety of employees have top priority for our company. With the help of a comprehensive catalogue of services and measures, the occupational health and safety of our employees is constantly being improved.

SDG 5: GENDER EQUALITY



Diversity and equal opportunities are integral and indispensable components of our corporate culture. We work hard to avoid all forms of discrimination.

SDG 8: DECENT WORK AND ECONOMIC GROWTH



Semperit promotes the local economy and contributes to regional value creation, offering more than 4000 secure jobs and promoting future-oriented work, fair pay and various development opportunities. Furthermore, we respect human rights all along the value chain.

SDG 12: RESPONSIBLE CONSUMPTION & PRODUCTION



We are aware of the importance of research and development to drive topics such as resource efficiency, circular economy, and the extension of product life cycles. In addition, Semperit strives to optimize the use of secondary materials, to continuously produce less waste and to keep the internal recycling rate as high as possible.

SDG 13: CLIMATE ACTION



We continuously optimize our production processes. In doing so, we focus on using resources more efficiently, promoting the utilization of clean and environmentally friendly technologies and energy from renewable sources. Furthermore we continuously foster innovation to expand our product portfolio while actively reducing negative environmental impacts.

SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS



Integrity and compliance are the prerequisites and basis for success and sustainable cooperation. Internal compliance mechanisms ensure that there is no place for corruption, bribery or discrimination. External partnerships help us to address important environmental and social issues and make a positive contribution.

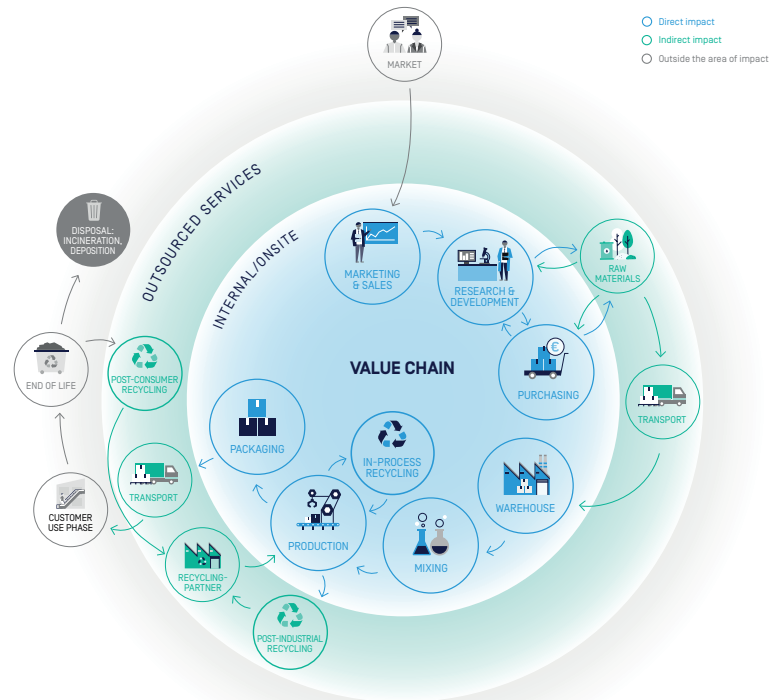


VALUE CHAIN OF THE SEMPERIT GROUP

The value chain of the Semperit Group comprises several steps and processes, ranging from the procurement of raw materials and production to the customer use phase and recycling. The social, ecological and economic impacts (inside-out perspective) arise not only within the company's own sites, but also in upstream and downstream areas of the value chain.

Likewise, the risks and opportunities arising from the upstream and downstream processes of the value chain have a financial impact on the company (outside-in). Semperit's sustainability management, the process of materiality analysis and the identification of impacts, ESG risks and opportunities, as well as the Sustainability Strategy 2030, cover these areas and the related business relationships with suppliers, customers and other stakeholder groups.

Semperit acts as a component supplier to original equipment manufacturers (OEMs), system manufacturers and distributors in the B2B sector without direct sales and has no contact with end consumers.





TARGETS 2030



ENVIRONMENT (E)

EMISSIONS

- 10% reduction in Scope 1 and Scope 2 emissions per good product¹ by 2030 [compared to 2023]



ENERGY

- 5% energy reduction per good product¹ by 2030 [compared to 2023]



WASTE

- 7% waste reduction per good product¹ by 2030 [compared to 2023]



SOCIAL (S)

HEALTH AND SAFETY

- 8% reduction of the incident rate annually



DIVERSITY AND INCLUSION

- 0.5 PP annual increase of female ratio overall
- 1 PP annual increase of female ratio in leadership
- 1 PP annual increase of female ratio in senior leadership



GOVERNANCE (G)

SUPPLY CHAIN MANAGEMENT

- 75% of expenditure covered by EcoVadis-certified suppliers by 2030



BUSINESS ETHICS

- Zero legally confirmed violations of compliance-relevant laws and regulations



¹ Good product is a unit of output that has been produced during the reporting period and marketed or stored for future sale.



SUSTAINABILITY POLICIES

Semperit Group has established several key policies to manage employee- and environmental-related impacts, risks, and opportunities. These policies reflect the company's commitment to combat climate change and create high social and labor standards for a safe, fair, inclusive, and supportive work environment:

- **Code of Conduct:** It provides a comprehensive framework for ethical behavior, human rights, and compliance issues. It includes guidelines on labor rights, cybersecurity as well as provisions for whistleblowing and reporting misconduct.
- **HSEQ Policy:** This policy outlines the expectations and principles for health, safety, environment, and quality across the Group. It provides the framework for energy and emission reduction projects. It also includes measures to prevent occupational accidents and ensure the physical integrity of all persons working within or for Semperit.
- **Management of Resources Policy:** The Policy emphasizes the importance of efficient resource use to enhance customer satisfaction and protect the environment, aiming for optimized business processes and sustainable production practices.
- **People Policy:** This policy covers topics like secure employment, fair working conditions, equal pay, gender equality, training and skills development and social dialog. It emphasizes the importance of the protection of employees and promoting

equal opportunities and diversity. Semperit committed to enhancing diversity and inclusion in the **Charter of Diversity** which completes the People Policy.

- **Modern Slavery Act Statement:** This statement outlines strategies to prevent modern slavery and human trafficking, emphasizing compliance with international frameworks like the UN Guiding Principles on Business and Human Rights and the ILO Core Labor Standards.
- **Innovation Policy:** The Policy emphasizes the company's commitment to developing innovative products, processes, and materials that meet high standards of environmental and social responsibility. It focuses on continuous improvement of processes and technology, and constantly investigating more sustainable raw materials in order to minimize the environmental impact, particularly in order to minimize pollution of air, water and soil due to emissions, hazardous substances or microplastics.
- **Supplier Policy:** It sets out relevant obligations for business partners, especially workers in the value chain with regard to human rights and labor standards. It also contains strict anti-corruption requirements in the area of business integrity and ethics. The policy aligns with international standards such as the UN Global Compact, ILO [International Labour Organization] conventions, and the OECD [Organization for Economic Co-operation and Development] Guidelines for Multinational Enterprises.





ENVIRONMENT



CLIMATE CHANGE (E1)

STRATEGY

The Semperit Group's strategy for climate change focuses on reducing greenhouse gas (GHG) emissions, enhancing energy efficiency, and gradually substituting critical primary materials with recycled materials. The company aims to integrate climate-relevant targets into Group-wide revenue and investment decisions to develop resilient, sustainable, and future-proof business models. Continuous improvements are achieved through process and product innovation, internal knowledge building, and an established prevention and emergency system to avoid environmentally harmful incidents.



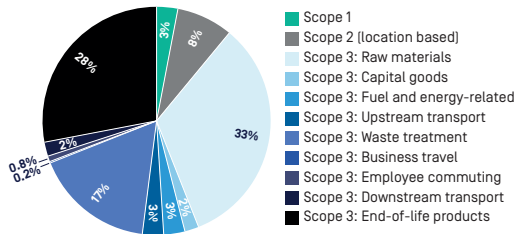
Targets	Interim target	Base year	Base value	Period	Target achievement 2024
10% reduction in Scope 1 and Scope 2 emissions per good product ¹ by 2030 compared to 2023	1.4% reduction in Scope 1 and Scope 2 emissions per good product ¹ per year	2023	0.984 kg CO2 equivalents per good product ¹	01/01/2024 to 12/31/2030	2.1% reduction in Scope 1 and Scope 2 emissions per good product ¹ compared to 2023
5% energy reduction per good product ¹ by 2030 compared to 2023	0.7% energy reduction per good product ¹ per year	2023	2.78 kWh per good product ¹	01/01/2024 to 12/31/2030	+3.9% energy increase per good product ¹ compared to 2023

¹ Good product is a unit of output that has been produced during the reporting period and marketed or stored for future sale.



KEY INITIATIVES

- **Energy Excellence Program:** This program focuses on energy efficiency measures such as machine replacement, building insulation, installation of LED lights, motion sensors, and automation. Various projects implemented in 2024 resulted in significant energy and CO2 savings, such as new osmosis membranes for fresh water supply of steam boilers, heat recovery for tempering furnaces, and optimization of vulcanization programs.
- **Installation of photovoltaic systems at sites**
- **Climate change mitigation and adaptation:** Site-specific measures such as flood and storm protection, closed water systems and annual reviews of risk assessments and mitigation measures. The identified material climate risks water stress or temperature increases are specifically addressed by modernizing affected facilities through installation of recirculating water systems or air conditioning systems.



KEY PERFORMANCE INDICATORS

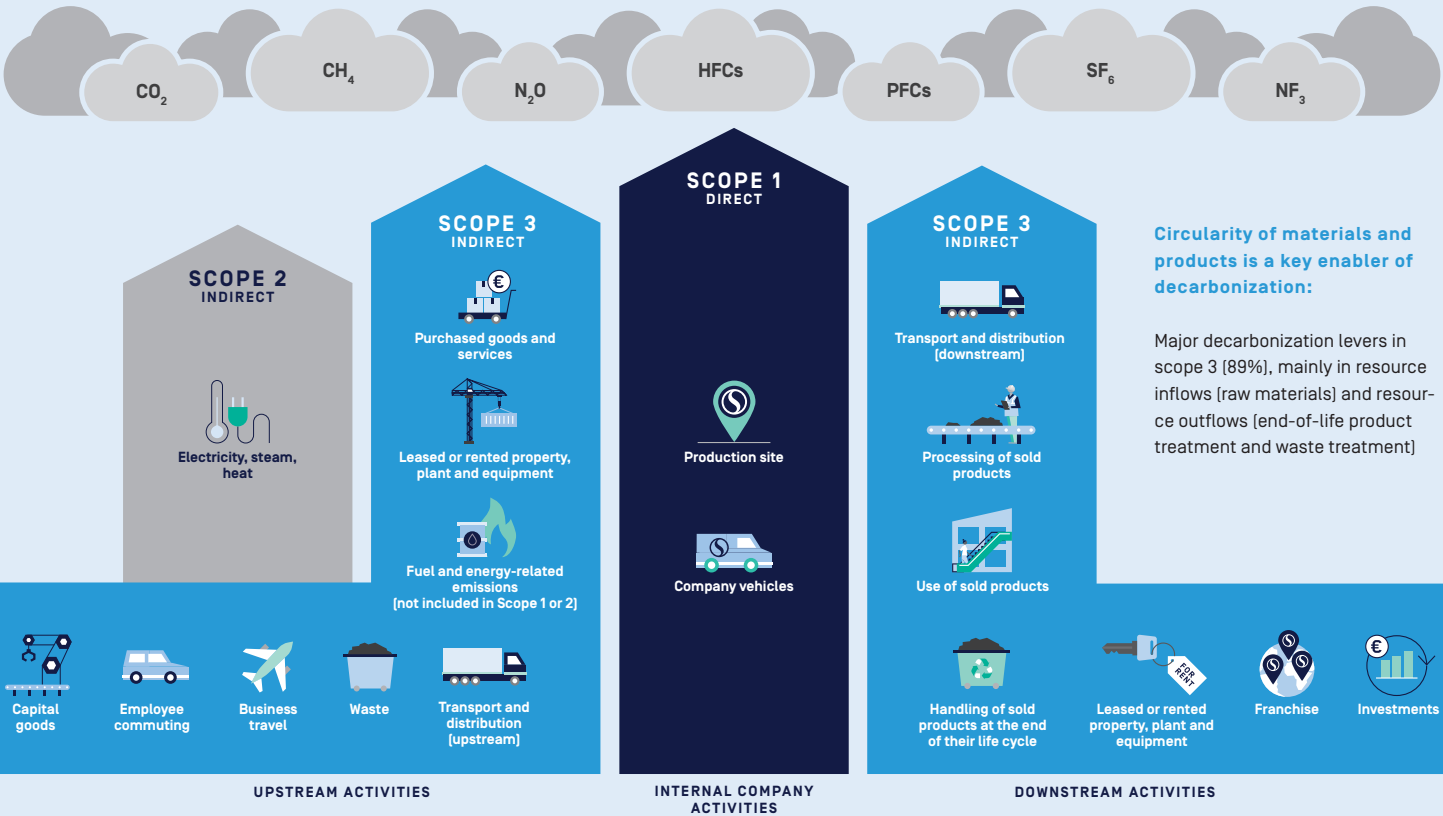
Energy from own photovoltaic systems	2024	Of total electricity	Of total energy
Total installed system output	5 MWp		
PV electricity production	4,188 MWh		
PV electricity consumption	4,051 MWh	3%	1.4%
PV electricity sales	137 MWh		

2024 GHG emissions	tons CO2-eq	%
Scope 1	25,501	2,8%
Scope 2	74,151	8,2%
Scope 3	805,038	88,9%
TOTAL GHG EMISSIONS (LOCATION-BASED)	904,690	

- **Scope 1 and Scope 2 emissions:** In 2024, an absolute reduction of 4.9% in Scope 1 emissions and 22.0% in Scope 2 emissions (location-based) was achieved.
- **Renewable energy:** In 2024, 3% of the total electricity consumption were covered by the company's own photovoltaic systems.
- **Energy consumption:** Total energy consumption in 2024 was 293,693 MWh, with 15.6% from renewable sources.



OVERVIEW SCOPE 1, SCOPE 2 AND SCOPE 3





POLLUTION (E2)

STRATEGY

The Semperit Group's strategy for managing pollution focuses on compliance with environmental regulations to protect the environment and the health of employees and local residents, while avoiding legal sanctions and reputational damage. The company emphasizes the importance of monitoring and reducing emissions, investing in infrastructure at production sites, and ensuring the efficient and sparing use of non-renewable, fossil, and synthetic materials. Semperit aims to gradually increase the use of recycled and biological materials to minimize negative impacts along the value chain.

→ **Vision of „zero accidents“:** Semperit aims to achieve zero accidents in environmental protection and occupational safety. Each site is required to steer production processes to avoid extraordinary environmental impacts and violations of environmental protection laws.

→ **Avoidance of substances of very high concern:** The use of such substances must be avoided, and Semperit continuously works on replacing them with safer alternatives.



KEY INITIATIVES

- **Preventive measures:** Substituting harmful substances, using best available techniques, and renewing filter systems to reduce noise and air pollution.
- **Monitoring and compliance:** Regular monitoring of pollutant levels, compliance with legal and regulatory requirements, and reporting to local and national authorities.
- **Operational excellence initiatives:** Focus on process efficiency and waste minimization to reduce pollution.
- **Sustainability in the supply chain:** Supplier certification by EcoVadis and initiatives by Together for Sustainability to enhance environmental sustainability in the supply chain.
- **Circularity initiative:** Focuses on product durability and potential end-of-life recycling to minimize waste and pollution.

KEY PERFORMANCE INDICATORS

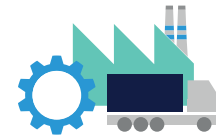
- **Pollutant levels:** Regular measurement and reporting of pollutant levels at production sites, all sites below EU pollutant thresholds.
- **Microplastics:** In 2024, the amount of synthetic polymer microparticles used was 3.1 tons, representing 2.6% of the total volume of raw materials purchased.
- **Environmental incidents:** The number of environmental incidents is tracked and visualized at site and Group level, with focus on continuous improvement and risk mitigation.



RESOURCE USE AND CIRCULAR ECONOMY (E5)

STRATEGY

The Semperit Group's strategy for resource use and circular economy focuses on optimizing material flows and to reuse and recycle materials and products where possible. This future-oriented sustainable production strives for enhancing waste management to achieve closed material and product cycles. As first step, Semperit aims to reduce the global demand for primary resources by substituting them with sustainable alternatives, such as biological or recycled raw materials. This strategy supports the expansion of circular approaches within the rubber industry and aims to achieve even long-term cost savings through the application of circular economy principles, including longevity, durability, and reparability of materials and products.



Targets	Interim target	Base year	Base value	Period	Target achievement 2024
7% waste reduction per good product ¹ by 2030	1% waste reduction per good product ¹ per year	2023	0.094 kg per good product ¹	01/01/2024 to 12/31/2030	9.1% waste reduction per good product ¹ compared to 2023
75% of expenditure covered by EcoVadis-certified suppliers by 2030	2024: 45% 2025: 50% 2026: 55% 2027: 60% 2028: 65% 2029: 70%	2023	42% of expenditure covered by EcoVadis-certified suppliers by 2030	01/01/2024 to 12/31/2030	47% of expenditure covered by EcoVadis-certified suppliers (+7 PP above the starting value in 2023, 2 PP above the interim target in 2024)

¹ Good product is a unit of output that has been produced during the reporting period and marketed or stored for future sale.



MAESTON

1700
1900

MAESTON

1500
2200

MAESTON

1500
2200

KEY INITIATIVES

- **Continuous research and development [R&D]:** Ongoing development of innovative and circular materials and products, improvement of manufacturing processes, and close cooperation with customers to optimize circular production processes.
- **Circularity initiative:** A cross-divisional program focusing on scaling the use of sustainable recycled and biological materials, especially the reuse of granulated materials in Semperit products. Additionally it promoting internal and external recycling of waste and by-products along the circularity principles of the nine "Rs": "Refuse, Rethink, Reduce, Reuse, Repair, Refurbish, Remanufacture and Repurpose, Recycle".
- **Sustainable procurement:** Promoting sustainability in the raw material supply chain by asking suppliers to undergo an EcoVadis rating and focusing on the use of biological elastomers and natural rubbers that meet ecological and social criteria.



KEY PERFORMANCE INDICATORS

- **Proportion of sustainable raw materials:** In 2024, 19% of total raw materials used were classified as sustainable (biological and/or recycled).
- **Waste diverted from disposal:** In 2024, 85 tons of circular waste were processed externally, and 1,349 tons were processed internally.
- **Waste reduction achievement:** A 9.1% reduction in waste per good product compared to 2023.
- **Supplier certification progress:** By 2024, 47% of expenditure was covered by EcoVadis-certified suppliers, exceeding the interim target of 45%.

Circularity: Material reuse, processing and recycling	tons	%
Purchased recycled / reused materials (incl. packaging)	7,550	6%
Purchased biological materials	16,084	14%
Materials and waste recycled externally (with partners)	85	
Materials and waste recycled internally (by reuse, reprocessing, repurposing, downcycling...)	1,349	





SOCIAL



OWN WORKFORCE (S1)

STRATEGY

Semperit Group's strategy for its own workforce is centered around fostering a modern, healthy, and supportive corporate culture. This strategy is integral to the company's broader corporate strategy, which focuses on high-quality elastomer products and applications for industry. The workforce strategy aims to attract and retain employees by offering an attractive and secure workplace, thereby ensuring their expertise, commitment, and loyalty. Key areas of focus:

- **Training and development:** Semperit is committed to providing continuous learning opportunities for its employees. This includes both mandatory and voluntary training programs designed to enhance skills and knowledge, ensuring that employees can meet the complex requirements of the industrial labor market.
- **Occupational health and safety:** The company prioritizes the health and safety of its employees through comprehensive safety programs and initiatives. This includes daily safety meetings, focused safety campaigns, and the implementation of safety management systems like ISO 45001.
- **Diversity and inclusion:** Semperit actively promotes diversity and inclusion within its workforce. This involves setting specific targets for increasing the representation of women in various roles, establishing D&I councils, and launching initiatives like the Women International Network to support and empower female employees.

KEY INITIATIVES

Health and safety:

- „Safety first“ campaigns.
- ISO 45001 health and safety management system.
- Regular hazard and risk assessments.
- Training and workshops in various languages.
- Designated safety officers at each site.
- Monthly reporting on unsafe actions and conditions.

Diversity and inclusion:

- D&I Global and Local Councils.
- Women International Network.
- Gender pay gap analysis and measures.

Training and development:

- Wide range of mandatory and voluntary training.
- People Days and People Development Talks.
- Graduate Trainee Program and New Horizon Academy.

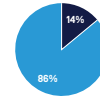




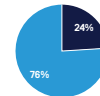
KEY PERFORMANCE INDICATORS

- **Incident rate:** 37 % reduction in 2024.
- **Employee turnover rate:** 14.6% in 2024.
- **Female ratio:**
 - Overall: 24.5% in 2024.
 - Leadership: 15.2% in 2024.
 - Senior Leadership: 14.3% in 2024.
- **Gender pay gap:** 8.5% in 2024.
- **Training hours:** 53,162 hours total, 13 hours average per employee.

GENDER DISTRIBUTION IN TOP MANAGEMENT [HEADCOUNT EB + SENIOR LEADERS]¹



GENDER DISTRIBUTION IN OVERALL [HEADCOUNT]¹



■ Female
■ Male

Targets	Interim target	Base year	Base value	Period	Target achievement 2024
8% reduction of the incident rate annually	None	Previous year	2023: 11.59	01/01/2024 to 12/31/2024	37.6% reduction of the incident rate compared to the previous year
+ 0.5 PP annual increase of female ratio overall	None	Previous year	2023: 23.7%	01/01/2024 to 12/31/2024	+ 0.8 PP increase: 24.5% female ratio overall
+ 1 PP annual increase of female ratio in leadership	None	Previous year	2023: 12.7%	01/01/2024 to 12/31/2024	+ 2.4 PP increase: 15.2% female ratio in leadership
+ 1 PP annual increase of female ratio in senior leadership	None	Previous year	2023: 11.1%	01/01/2024 to 12/31/2024	+ 3.2 PP increase: 14.3% female ratio in senior leadership

¹ In 2024, there were zero employees of "unknown", "undeclared", and "non-binary" gender.





The Semperit Group is dedicated to fostering a diverse and inclusive workplace, recognizing diversity as a driver of innovation and business success. Emphasis is placed on equal opportunities to create an environment where all employees feel valued and respected.

KEY AREAS OF FOCUS

Cultural diversity:

- Promotion of a multicultural workforce to enhance creativity and problem-solving.
- Encouragement of cross-cultural collaboration and understanding.

Age diversity

- Initiatives to ensure equal treatment of all age groups.

Gender diversity

- Initiatives to increase the representation of women in leadership positions, like the new launched Women International Network.
- Support for work-life balance through flexible working arrangements and parental leave policies.
- Policies to support all employees and ensure a discrimination-free workplace.
- Training and Development: Regular training sessions on diversity and inclusion topics for all employees, leadership development programs to cultivate inclusive leadership skills.

MONITORING AND REPORTING

- Continuous monitoring of diversity metrics to track progress.
- Regular reporting on D&I initiatives and outcomes to ensure transparency and accountability.

COMMUNITY ENGAGEMENT

- Collaboration with external organizations to promote diversity and inclusion beyond the company.
- Participation in initiatives that support underrepresented groups in the broader community.

CHARTER OF DIVERSITY



CULTURE



GENDER



DISABILITY



AGE



WORKERS IN THE VALUE CHAIN (S2)

STRATEGY

Semperit Group’s strategy for workers in the value chain focuses on ensuring fair wages, freedom of assembly, freedom of expression, and the protection of human rights, particularly health and safety. The company is committed to zero tolerance of child and forced labor and maintaining high social standards and human rights throughout its value chain by implementing information, training, and measures such as assessments and audits of business partners.



KEY PERFORMANCE INDICATORS

→ see KPI under G1 Business Conduct on page 40

KEY INITIATIVES

→ see key initiatives under G1 Business Conduct on page 42



Targets	Interim target	Base year	Base value	Period	Target achievement 2024
75% of expenditure covered by EcoVadis-certified suppliers by 2030	2024: 45% 2025: 50% 2026: 55% 2027: 60% 2028: 65% 2029: 70% 2030: 75%	2023	42% of expenditure covered by EcoVadis-certified suppliers	01/01/2024 to 12/31/2030	47% of expenditure covered by EcoVadis-certified suppliers [+5 PP above the starting value in 2023, +3 PP above the interim target in 2024]







BUSINESS CONDUCT (G1)

STRATEGY

Semperit Group's strategy for business conduct is designed to balance the interests of stakeholders, protect the environment, and ensure long-term economic success. The company aims to anchor and manage sustainability throughout the entire value chain by defining values, principles, rules, and regulations.



KEY PERFORMANCE INDICATORS

- **Whistleblower reports:** 49 reports received through the SemperLine hotline and other channels, indicating awareness and trust in the reporting mechanisms.
- **Confirmed incidents of corruption or bribery:** 0
- **Training coverage:** 62% of white collars and 38% blue collars covered by training programs.
- **Expenditure covered by EcoVadis-certified suppliers:**
2023: 42% > 2024: 47%
- **Supplier audits:** 1 supplier audited for compliance with ESG criteria in 2024.

Targets	Interim target	Base year	Base value	Period	Target achievement 2024
0 legally confirmed violations of compliance-relevant laws and regulations	none	–	–	01/01/2024 to 12/31/2024 (open-ended target)	0 legally confirmed violations of compliance-relevant laws and regulations
75% of expenditure covered by EcoVadis-certified suppliers by 2030	2024: 45% 2025: 50% 2026: 55% 2027: 60% 2028: 65% 2029: 70% 2030: 75%	2023	42% of expenditure covered by EcoVadis-certified suppliers	01/01/2024 to 12/31/2030	47% of expenditure covered by EcoVadis-certified suppliers [+5 PP above the starting value in 2023, +3 PP above the interim target in 2024]



KEY INITIATIVES

- **Whistleblowing mechanisms:** Providing channels such as the SemperLine hotline for reporting concerns and violations, available in multiple languages and accessible worldwide to all internal and external stakeholders.
- **Compliance trainings:** Mandatory and voluntary training programs for employees on topics such as anti-corruption, conflicts of interest, and reporting processes.
- **Supplier assessments and audits:** Conducting assessments and audits of suppliers to ensure compliance with the Supplier Policy and international standards.
- **Together for Sustainability (TfS):** Participation in the TfS initiative to improve sustainability in the chemical industry supply chain through supplier assessments, on-site audits, and corrective action plans.
- **Risk mapping and Business Partner Checks:** Performing business partner due diligence based on risk mapping and checks on suppliers to ensure compliance with human rights and labor standards.
 - Business Partner Checks of all major suppliers especially in high-risk countries (according to the Transparency International Corruption Index <55) with a purchasing volume of more than 300,000 EUR.
- Suppliers with purchasing volume > 500,000 EUR requested to confirm their commitment to ecological, ethical and social sustainability by signing the Supplier Policy or by submitting an equivalent policy or code of conduct.
- Use of EcoVadis ratings and TfS on-site audits to ensure that sustainability commitment is implemented in practice.
- **Supplier assessments and audits:** Conducting assessments and audits of suppliers to ensure compliance with the Supplier Policy and international standards.
- **Together for Sustainability (TfS):** Participation in the TfS initiative to improve sustainability in the chemical industry supply chain through supplier assessments, on-site audits, and corrective action plans.



**SEMPERIT ECOVADIS
RECOGNITION PROFILE**

