



SUSTAINABILITY POLICY

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Table of Contents

1	INTRODUCTION	3
1.1	Purpose	3
1.2	Roles and Responsibilities	3
1.3	Business Benefits	3
2	GENERAL PRINCIPLES	3
3	VERSION HISTORY	5



1 INTRODUCTION

1.1 Purpose

This Policy provides Tosoh's employees with an overview of our commitment to sustainability as a guiding principle within our work. The objective is to support and enable employees at all levels to act in line with our values. Tosoh expects every employee to support the Sustainability Policy and to continuously improve initiatives defined and anchored throughout the organization.

1.2 Roles and Responsibilities

Each Tosoh employee undertakes to support Tosoh's commitments towards Society, to comply with related laws and regulations as well as internal procedures related to Sustainability.

1.3 Business Benefits

Tosoh recognizes that Sustainability is a key competitive advantage and is becoming increasingly important to achieve success in a global environment.

Tosoh will meet legal requirements to disclose non-financial information including environmental and social performance

Aiming to transform our core business towards sustainability, Tosoh continues to be an attractive partner for investors and financial institutions, ensuring long term profitability of our own as well as our customers operations. In addition, it will increase credibility towards all business partners and employees.

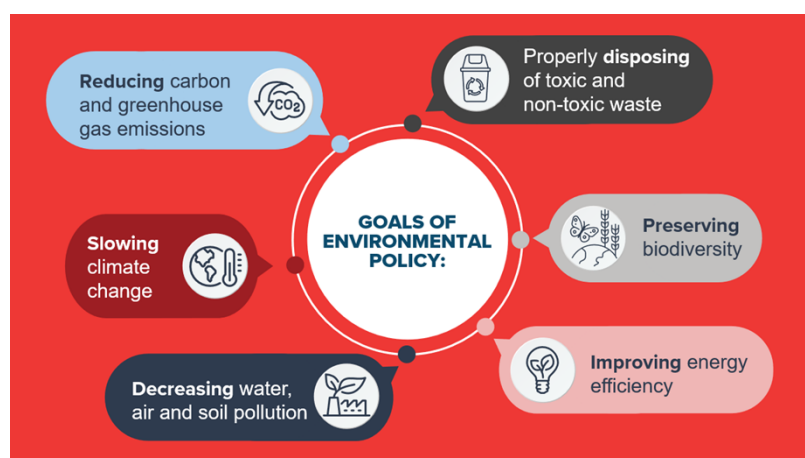
2 GENERAL PRINCIPLES

Sustainability means the responsible management of natural resources; striving for positive impacts on natural ecosystems and people; driving resource efficiency through the elimination of waste in our products and processes; being part of the solution to global challenges such as climate change and nature and biodiversity loss; and working with our stakeholders for an inclusive and equitable value chain for a greater future.



Our sustainability principles:

An environment for a greater future —demonstrating respect for the environment through resource efficiency and preventing pollution; and protecting and improving ecosystems.



A society for a greater future —inspiring the next generation; investing in communities; developing sustainability knowledge and skills; and creating a healthy, safe and secure workplace.

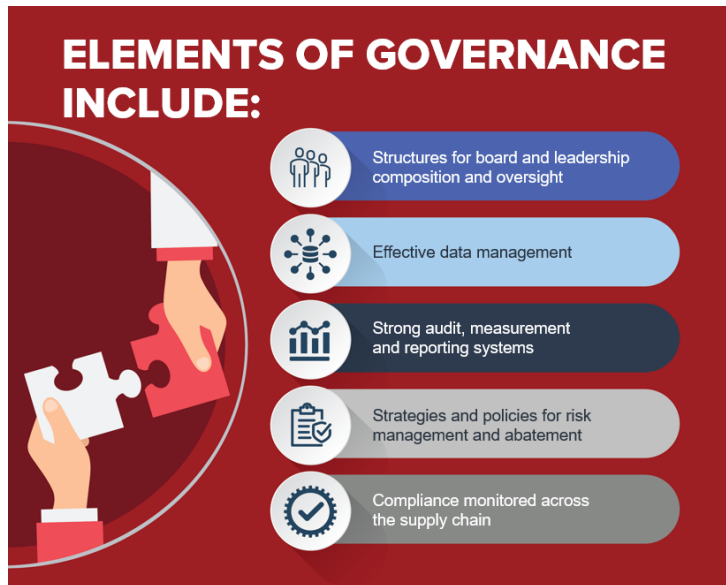


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Responsible business of a greater future — influencing and supporting sustainable economic growth with strong governance, integrity and accountability; being part of a global business while recognizing the responsibility and the importance of providing local services without compromising future generation's business needs



3 VERSION HISTORY

Version	Changes
V1	Initial version (or new template, migration to new eQMS)