

# Sustainability Policy

## INTRODUCTION

The Novamont Group is an international company, a leader in the bioplastics and biochemicals sector, whose mission is to develop materials and products through the integration of chemistry and agriculture, by setting up biorefineries that are integrated into the territory. In particular, the company aims to make a significant contribution to the circular economy, by promoting a bioeconomy model with roots in the territories the goal of which is to protect and regenerate soil and water. Its development model is based on the creation of integrated value chains, starting from the local communities and the revitalization of decommissioned or no longer competitive industrial and research sites into real laboratories of innovation. Novamont develops and manufactures products of vegetable origin, that are biodegradable and compostable, and conceived as solutions to specific problems strictly connected with the quality of water and soil, pursuing the continuous innovation and evolution of products, structures and processes with a view to ever greater sustainability. Over the years, it has launched hundreds of projects and case studies, creating alliances with local stakeholders and connections among different sectors.

## SCOPE AND RECIPIENTS

The following Sustainability Policy applies to corporate bodies, employees and collaborators who operate in the name and on behalf of the companies in the Novamont Group. The document is distributed on Novamont sites and is published on the website [www.novamont.com](http://www.novamont.com).

## PRIORITIES OF THE GROUP IN THE SOCIAL, ECONOMIC AND ENVIRONMENTAL FIELD

- **Business integrity and stability:** acting with transparency and integrity, through a governance that is inspired by the highest standards in the field of ethics and the fight against corruption, to create economic value to be shared inside and outside the Group;
- **Innovation:** developing proprietary technologies along the entire bioplastics value chain, in a logic of continuous innovation and evolution, to generate products that are conceived as unique solutions to specific environmental and social concerns, creating partnerships and alliances to accelerate the value creation process. Contextually, the development of knowledge on environmental impacts, Key Performance Indicators and environmental protection standards;
- **Territorial regeneration and soil protection:** the impacts generated on the economy and community, the protection of the resources of the territory and the collaboration with the local communities from which the Group operates, to develop value chains that combine agriculture, the economy and the environment, thereby contributing to territorial regeneration. In particular, the protection of soil, a non-renewable and fundamental resource for life on earth, whose ecosystem function is threatened by pollution and desertification phenomena, by carefully monitoring of inputs and outputs;
- **Responsibility to collaborators:** the promotion of practices and initiatives aimed at protecting the rights and well-being of the Group's employees and collaborators (in terms of equal opportunities, and opposing all forms of discrimination), developing their multidisciplinary skills and the systemic approach and guaranteeing respect for workplace health and safety regulatory requirements;
- **Production chain and product sustainability:** developing a responsible production chain through the use of both raw materials of vegetable origin from sustainable agriculture and secondary raw materials derived from the use of waste from other value chains, a careful selection and management of suppliers (by promoting respect for human rights along the entire value chain and in dealing with suppliers), the adequate management of energy and water resources, greenhouse gases and polluting emissions and respecting the biodiversity of the territories in which the Group operates. Formalizing these commitments through certifications and adhesion to high level standards, currently not required by law;
- **Compliance and quality of products:** the compliance with national and international laws and regulations that govern the use of renewable, biodegradable and compostable products and that can influence the value chain where the Group operates, guaranteeing product compliance with the main performance standards for characterizing parameters and ensuring the high quality of the products that customers expect;

- **Partnerships and collaborations:** the creation of a partnership and alliance platform to encourage interconnections among companies, associations, research centres, institutions and civil society, to increase projects in the territories and as a fundamental tool to accelerate a change in the development model;
- **Education and training:** promoting the knowledge and the culture of systemic and multidisciplinary sustainability, by involving the new generations and activating training courses for young researchers and expert figures;
- **Communication and sustainability awareness:** the quality and transparency of the business and product communication addressed to all internal and external stakeholders and the dissemination of knowledge on sustainability issues aimed at citizens in a broad sense, in support of a cultural change towards more sustainable lifestyles.

## COMMITMENTS

In accordance with the priorities identified and in line with the Sustainable Development Goals (SDGs), the Novamont Group is committed to:

1. Contributing to the development and spread of raw materials of vegetable origin grown with sustainable agricultural practices that put soil health at the centre, strengthen soil fertility and restore its organic matter;
2. Collaborating on the development of sustainable economic models that are in line with the principles of the circular economy and industrial symbiosis, by creating alliances with stakeholders in the territory, connecting different sectors, thereby contributing to creating value for communities and for the whole of society;
3. Promoting research into, and innovation in the transformation of the waste and by-products of the value chain into new products;
4. Ensuring that processes, products and workplaces do not threaten the health and safety of workers and the community, and reducing, as far as possible, all forms of pollution;
5. Adopting a management approach based on the principle of Life Cycle Thinking (LCT). Pursuing actions to mitigate and improve the environmental and social profile of its activities and products through: (i) the choice or development of processes and production plants that allow a reduction of energy and material consumption, (ii) the use of renewable energy sources, (iii) a careful product design from an eco-design perspective along the entire life cycle and (iv) the purchase of more environmentally friendly products and raw materials (green procurement);
6. Minimizing the greenhouse gas emissions, the use of water resources and their quality deterioration throughout the entire value chain;
7. Contributing to the mitigation of soil and ocean contamination;
8. Contributing to maximizing efficiency in organic waste management in urban and metropolitan areas, by promoting biological recycling;
9. Subscribing to voluntary programs for environmental protection and for the promotion of the sustainable development of the chemical industry, in accordance with values and behaviours oriented towards safety, health and the environment;
10. Encouraging the development of ethical and environmental awareness by spreading knowledge on the correct management of products, resources and waste to the whole community;
11. Fostering cultural growth in the bioeconomy sector through multidisciplinary training courses in partnership with public and private sector partners;
12. Promoting the creation of integrated knowledge networks, through extended partnerships among businesses, research centers, universities, associations, institutions and civil society, to accelerate the transition towards more sustainable production and consumption models;
13. Ensuring the inclusiveness of the various stakeholder groups, also by means of effective and transparent communication;
14. Promoting the principle of equal opportunities and the fight against discrimination;
15. Guaranteeing respect for human rights throughout the value chain, including the supply chain;
16. Counteracting all forms of active and passive corruption.