

# Global Sustainability Plan 2020



**Dynasol**  
Group





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# Our Sustainability Vision

At the Dynasol Group, sustainability is top priority when working to meet the demand of our rubber and chemicals. We apply the global concept of Sustainability to each location in which we operate in search of the best solutions to preserve the environment of all our Centers. **We are committed to the protection of the planet through a sustainable management of natural resources in order to ensure their availability and quality for future generations** through ethical and transparent behavior.

We have permanent and transparent channels and mechanisms of dialog with our Stakeholders to identify and understand their expectations regarding our performance in terms of Sustainability. Our Sustainability Plan was created to respond to these concerns and incorporate environmental, ethical, and social considerations.

**We identify and put into effect actions that contribute to a responsible development with objectives that are reflected in the **Global Sustainability Plan****



# Sustainable Development Goals

We are committed to proper resource management, seeking an innovative business model that responds to present and future needs. We actively support the Sustainable Development Goals (SDGs) proposed in the 2030 United Nations Agenda.

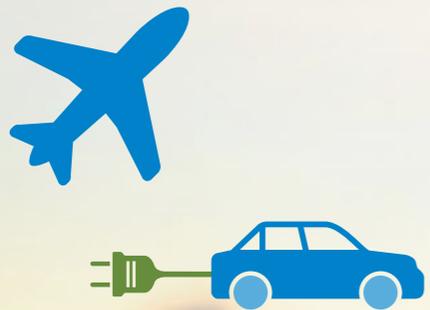


# Rubber, a sustainable material

Rubber is a product with many benefits that by itself can be used to create materials that contribute to sustainability.

## Energy saving

Transport sector



It reduces weight and allows for savings on fuel

## Circularity of plastics

Plastic recycling



It improves the properties of recycled plastics

## Water saving

Agricultural sector

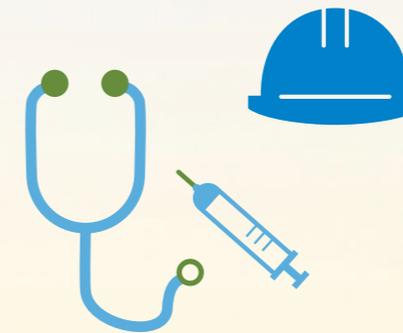


Micro or drip irrigation

30 - 60% savings on water

## Safety systems and modern medicine

Medicine safety



It saves lives

## Food preservation

Food sector



It reduces food and packaging waste

# Global Sustainability Plan Overview

Our Global Sustainability Plan is supported on 5 pillars and establishes 24 short and medium-term commitments aimed at maximizing positive impacts on the environment and adding value to our Stakeholders.

We have identified lines of action for each of the 5 pillars on which our Sustainability Plan is supported and have established our ambitions for each of these lines. The fulfillment of our commitments, year upon year, will help us to achieve them. In addition, we have carried out an analysis of the SDGs that are more relevant to both the Dynasol Group and our Stakeholders in order to focus our efforts on those objectives where we can contribute more significantly.



# Environment

We assume the commitment to develop our activities considering **people's health and the protection of the environment as a strategic, essential, and cross-company pillar.**

- ◆ We ensure that the activities carried out in each of our plants comply with all environmental regulations and obligations established by the governments of the countries where we operate.
- ◆ We seek continuous improvement through risk assessment, prevention, and minimization, making sure that any decision or activity takes into consideration environmental aspects and impacts.

**We integrate the circular economy as one of the main lines of action** to boost the efficient use of all resources and reduce our impact on the environment. We believe that more responsible production management systems result in value generation for all our Clients and the rest of our Stakeholders.

Aware of the effects of climate change, we contribute to global agreements and objectives to mitigate its effects



### 1. Circular Economy and Environmentally-friendly Operation

Through this line of action we seek to guide our production and that of the industry towards a circular system which maximizes the value of materials and energy, reducing both the use of raw materials and the generation of waste.

Our  
ambition

Maximize the use of resources and reduce negative impacts on the environment, as well as enhance the positive ones

Our  
commitments

- ◆ Increase the rate of development projects that propose circular economy and/or carbon footprint reduction solutions
- ◆ Encourage our suppliers and contractors in the application of sustainable practices
- ◆ Increase the percentage of reused packaging
- ◆ Reduce water consumption
- ◆ Continue to improve the quality of our effluents



### 2. Climate Change

We are taking on the commitment of contributing to the objectives established at the Paris Climate Conference (COP21) to limit the temperature rise this century to below 2 °C by reducing the CO<sub>2</sub> emissions of our processes.

#### Our ambition

Contribute to the COP21 objective to limit the average temperature rise to below 2 °C

#### Our commitments

- ◆ Reducing CO<sub>2</sub> emissions equivalent per ton produced
- ◆ Reducing emissions of Volatile Organic Compounds
- ◆ Reducing CO<sub>2</sub> emissions per ton of product transported



# Ethics and Transparency

We define transparency and accountability as differential elements in the Dynasol Group sustainability model. We seek to govern our actions and activities respecting ethical principles, as well as those of the respective cultures where activities are carried out on behalf of Dynasol.

On this axis, we establish the set of objectives that ensure the **Dynasol Group promotes and encourages a culture of integrity and responsibility for all employees, as well as our suppliers, contractors, and business partners.** We are not satisfied with complying with the law, we incorporate the best international practices in this area and we pay special attention to the recommendations of international organizations.



## 1. Anti-corruption

We are committed to integrity, an essential quality for the success of a sustainable company. In this regard, we have trained employees in our Code of Ethics and Conduct over the course of 2019 and have added this training to the Personnel Incorporation Plan.

In addition, we have a “transparency mailbox” where any employee can seek advise, ask questions, or confidentially report any non-compliance with the Code of Ethics and Business Conduct and the Crime Prevention Model.

**We consider it essential to ensure a culture of global compliance that ensures prevention, detection, and reaction to all types of behavior contrary to our Code of Ethics and Business Conduct**

Our  
ambition

Absence of corruption cases in the activities carried out by the Dynasol Group

Our  
commitment

- ◆ Promote a global culture of integrity and responsibility within the framework of the Group’s Code of Ethics and Business Conduct



### 2. Responsible Taxation

The Company is aware of its responsibility to the sustainable economic development of the regions in which it is present and that the taxes it pays represent a significant part of its economic contribution to them.

We guarantee that we do not use non-transparent or artificial corporate structures, and ensure a responsible presence in tax havens, non-cooperative jurisdictions, zero-tax territories or other countries or territories that receive similar qualifications in EU regulations or in the internal legislation of the different countries in which we operate.

#### Our ambition

To be recognized as a company of integrity, responsible in tax affairs

#### Our commitments

- ◆ Manage tax affairs by applying good tax practices and acting with transparency
- ◆ A regulatory framework that ensures full compliance with tax obligations
- ◆ Publication of tax payments by country



# People and Community

At the Dynasol Group we are committed to the development of the Dynasol Team's talent, as well as that of the surrounding communities. Therefore, we maintain different lines of action to improve our daily impact.

We guarantee equal opportunities with the best possible working conditions



# People and Community

## 1. People

We take advantage of our global reach to share the best practices with different locations in which we are present and promote mobility between the different work centers of the Group to build strong relationships between employees.

We consider inclusive diversity as a key element to being more competitive in having people of different origin, age, gender or abilities.

Our  
ambition

From the inclusion of collective talent that brings us the Company's diversity, we promote the development of people

Our  
commitments

- ◆ Promote initiatives to improve work-life balance
- ◆ Promote the employment of collectives with difficulties to enter the labor market



# People and Community

## 2. Community

In the communities in which we are present we support, promote, and actively participate in aid actions and collaborate with the surrounding areas in the form of volunteering, donations, patronage, and sponsorship.

We create collaborative environments so that employees can set up autonomous support teams in order to contribute to the improvement of social causes. We also share with them the initiatives that are developed in the Group so that they can prioritize the efforts made on Corporate Social Responsibility issues.

### Our ambition

To be a benchmark in terms of social development, wherever the Dynasol Group is present

### Our commitments

- ◆ Foster social development actions through compliance with our Corporate Social Responsibility Plan and Institutional Relations
- ◆ Promote communication and external relations with the communities where we are present



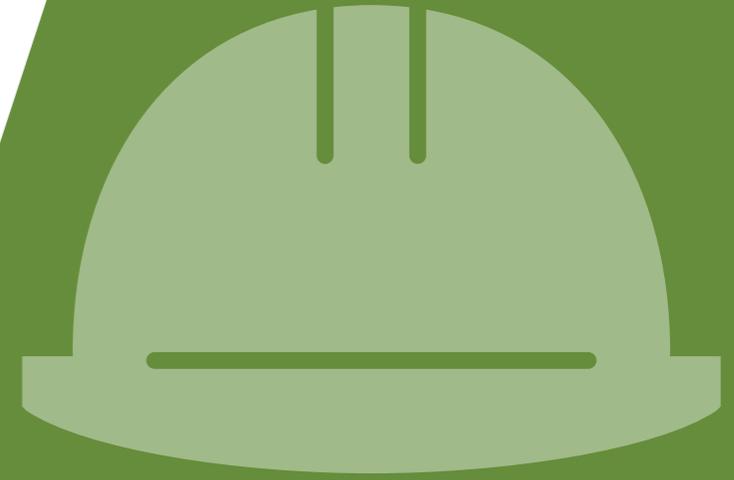
# Operational Safety

We cultivate a safety culture that guides the decision making of our employees, contractors, and suppliers. We have imposed zero tolerance on unsafe actions and situations that put both our personnel and industrial assets and the communities in which we operate at risk.

One of our main allies is the **continuous training of our employees**, promoting their commitment to safety, and in particular those whose daily activities are carried out in the areas most susceptible to risk.

All employees and contractors working at our facilities have a duty to know and comply with the occupational health and safety regulations and ensure their own and others' safety by complying with the prevention measures adopted in each case.

**We seek excellence in safety in all our operations and cannot imagine our activity without proper risk management**



## Operational Safety

### 1. Safety Culture

Strengthening our safety culture is key to ensuring that everyone in the organization is aware of safety and thereby better prepared to manage risks and take the correct action in case of contingency.

Our  
ambition

Minimize safety risks

Our  
commitments

- ◆ Foster a safety culture across the organization through the development of a leadership program in Safety and Environment
- ◆ Reduce risks associated to our operations



### 2. Minimize accidents

Assuming that all accidents can be avoided, we aim, by applying various proactive risk management strategies, to have zero accidents at our facilities.

Our  
ambition

Absence of accidents

Our  
commitment

- ◆ Reduce the accident rate of our operations, minimizing both the number of personal accidents and those associated to process safety



# Innovation

**Innovations is part of our essence.** We believe in innovation as a springboard to achieving the sustainable development goals that society demands of us.

We work in our Technology Center to develop new materials, innovating technologically to be increasingly effective and efficient in our processes and with the best use of natural resources, without damaging the environment and improving our employees' working conditions.

This innovative effort is focused on our environment: through partnerships with universities and external entities, we contribute to the technological development of the regions in which we are present.

**We collaborate with our Clients in developing new materials and looking for solutions that can help them reduce their environmental impact**



## 1. R&D Projects

At the Dynasol Group, we want all our research and development efforts to focus on providing solutions for our Stakeholders.

Our  
ambition

Promote technological innovation as an engine towards a more sustainable company

Our  
commitments

- ◆ Using ecodesign methods in our technology projects
- ◆ Ensuring the sustainability of the business through new developments that respond to our Clients' needs



## 2. Digital transformation

We are committed to digitalization to obtain safer, more efficient, and more effective operations. Therefore, we invest in digital technology platforms and developments that help provide better customer service, whether internally or externally, and improve our employees' working conditions.



Our  
ambition

Promote digital solutions that help maximize the effectiveness of processes and the benefits for our Stakeholders

Our  
commitments

- ◆ Transform the relationship with our customers to make it more effective
- ◆ Improve the management of the Group's processes using digital transformation



# Plan Update Process

The Sustainability Plan is a living document that we will be monitoring through our Sustainability Report.

We will adapt the Sustainability Plan to any possible internal and external modifications and events that may concern to our Stakeholders.

We have created a Sustainability mailbox where all interested parties can send us their concerns, doubts, or suggestions [buzon.sostenibilidad@dynasol.com](mailto:buzon.sostenibilidad@dynasol.com)





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