

## Corporate Secretariat

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### Avian Flu Policy (June 2007)

An avian flu pandemic could be a major global disaster and its occurrence cannot be excluded.

Like many other companies, DSM has prepared itself and has developed contingency plans. The focus of these plans is twofold: the care for our employees on the one hand, and business continuity for our customers on the other.

On both scores DSM will do its utmost, but we can give no guarantees, one reason being that our actions may be hampered by the breakdown or other deficiencies of external services.

Based on a developed template for an avian flu contingency plan, all sites and offices have prepared themselves. Main points of this template:

- Organization per site (Local response team, with roles and responsibilities)
- Maintaining essential business activities
- Communication
- Containment & prevention
- Travel & tracking
- Testing the plan

DSM business groups are moreover required to evaluate the business continuity risks within the range of their activities.

The aim of all these plans is to ensure that every foreseeable precaution is taken and that, if the pandemic actually materializes, we will be able to respond effectively. A multidisciplinary team, reporting directly to the Managing Board, is coordinating the avian flu pandemic preparations and actions. Regional Focal Points are coordinating the site-specific actions in their region.

DSM will endeavor to inform its customers as soon as possible if, due to an avian flu pandemic, it is unable to honor its commitments. In such cases the company will try to find timely solutions in consultation with its customers.

With regard to avian flu DSM will obey official rules and instructions in the countries in which it operates, and will follow WHO (World Health Organization) guidelines. In this way it will also help limit the spreading of the disease.