

## DSM Safety, Health and Environmental policy

### Ambition

The care for Safety, Health and the Environment (SHE) is of paramount importance for the realization of DSM's purpose to create brighter lives for people today and generations to come. It is also crucial to enable DSM to pursue its ambitions with regard to sustainability and having a beneficial impact on people's lives, creating value in terms of People, Planet and Profit.

It is DSM's ambition to create an incident and injury free working environment and to be an industry leader in the field of Safety, Health & Environment.

### DSM's leadership commitment is:

- To deploy a leadership culture on Safety, Health & Environment and to develop relevant knowledge and skills throughout the company;
- To comply with local laws, legislation and regulations and to work in conformity with internal requirements;
- To protect the safety and health of our employees, contractors and other third parties working on all our premises, customers and neighbors at all times, in close collaboration with them;
- To protect the environment along the value chain from the impact of our products, processes, and operations;
- To include Safety Health & Environment implications in the development & design of our products and processes and further minimizing the use of raw materials, energy, and water as well as waste generated and emissions to the environment;
- In case of mergers and acquisitions, conducting SHE assessments as part of a due diligence and integration process;
- To engage and contribute to the societies in which we operate;
- To publicly report on our Safety, Health & Environmental performance;
- To implement operational requirements (including emergency response) and have an environmental management system in place
- To provide the resources necessary for delivering on this commitment.

### Our SHE policy is:

It is DSM's policy to maintain business activities and products that do not adversely affect safety or health and that fit with the concept of sustainable development. We have set ourselves the following objectives:

1. to provide an injury-free and incident-free workplace;
2. to prevent all work-related disabilities or health problems;
3. to control and minimize the risks associated with our products for their total life cycle and to choose production processes and products such that the use of raw materials and energy is minimized;
4. to evaluate and improve our practices, processes and products continuously in order to make these safe and acceptable to employees, the customers, the public and the environment.

### Policy implementation:

The Managing Board implements the policy by the following management actions:

- issuing or updating a rolling Corporate Multi-Year Plan, giving direction to the Business Groups and Staff Departments for setting concrete targets and specifying concrete actions in their own SHE plans; showing personal commitment to SHE and radiating the importance of safety, health and the environment in executive meetings and internal and external communication;
- endorsing a SHE organization for its support at corporate level (DO&RC) and for embedding the policy and its implementation in the organization (SHE Leadership Team and for specific manufacturing issues the Operations Leadership Team);
- systematically measuring, recording and reporting the SHE-performance of the DSM Group and analyzing the results in order to initiate improvement actions and stimulate the creation of a learning organization;
- providing training on DSM's SHE policy and implementation strategies and tools;
- issuing and periodically updating SHE requirements and monitoring their implementation through regular auditing by COA.