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SOLENIS POLICY

Community Relations

1.0 Policy

Community relations activities facilitate effective two-way communication between Solenis and government agencies, first responders, communities and stakeholders (interested parties) affecting or being affected by Solenis. As a Responsible Care* company, we are committed to building strong relationships by being a good neighbor. We share timely and accurate information with our stakeholders, actively listen to community concerns and whenever possible, incorporate these into our operations.

2.0 Planning

Each production location with 10 or more people is required to have a Community Relations Plan, reviewed at least yearly by the senior site leaders for results and updates. See below and [Appendix I](#) for guidance and the global template. See below and [Appendix II](#) for processes and procedures for working with communities and stakeholders (interested parties).

Community Relations Plans are kept in the Responsible Care Management System section of InSite, our intranet, where previous years' copies will be retained in accordance with our Records Management policy.

SolenisGives, our corporate social responsibility program, drives additional community engagement through several different channels, including employee participation, customer partner programs and non-governmental organizations, such as The Water Project. Access to Community Relations Plans is also provided through SolenisGives.

We determine the needs and expectations of our stakeholders and the local community. We gather and review feedback from local communities and employees through meetings, open houses and suggestion programs. This helps to improve our community engagement and EHS&S programs. Compliance obligations identified from these needs and expectations are evaluated and implemented as appropriate. Refer to [Appendix II](#) for more information.

Stakeholders can contact Solenis in different ways, including the [Contact Us](#) section of solenis.com. A publicly accessible grievance mechanism is available via the Community Feedback option on that page, allowing community members to submit concerns anonymously or directly. All grievances are tracked, investigated and resolved in a timely manner.

*Trademark owned by a third party

3.0 Purpose

The community relations program is the framework for Solenis production site leaders to support communications and build a mutually beneficial relationship described in Section 1.0. This effort includes, but is not limited to:

- Providing basic information concerning our manufacture and distribution of products and services, and use of raw materials.
- Providing relevant information and describing how the site and Solenis are meeting compliance obligations (e.g., procedures, work instructions, minutes of meetings).
- Maintaining a channel for public dialog regarding questions and concerns about safety, health, security and the environment as they relate to our activities.
- Establishing active relationships with local emergency services and other relevant government organizations, including invitations for site tours and participation in safety drills.
- Developing contacts with the local news media, including developing positive news stories. Employees should refer to our Media Relations policy for guidance regarding media inquiries.
- Participating in outreach activities to demonstrate our interest and concern for our local communities, including, but not limited to, charitable support, participation in career fairs and providing speakers to civic groups and schools.
- Supporting and developing underserved communities and vulnerable groups around the world through partnerships with customers via our [creating shared value programs](#), such as Soap for Hope™ and Linens for Life™, and non-governmental organizations, such as [The Water Project](#).

4.0 Communities defined

Understanding the impact of “good neighbor” actions as well as the impact of potentially negative situations is important to the ongoing success of our business. Our local Community Relations Plans reflect the needs of the local stakeholders and vary according to our operation profile. Working together and listening to the various stakeholders and/or interested parties helps ensure a positive outcome for our employees and for the community.

Stakeholders (or interested parties) includes anyone who can be affected by our operations, but specifically residents and / or businesses; governments, including schools and transportation agencies; first responders, such as firefighters, police and environmental response teams, and public and private utilities. It also includes workers, employees, customers, material suppliers, distributors, tollers, contractors, owners and neighbors.

We identify local stakeholders through a structured assessment process, including community mapping and engagement with local authorities and organizations. Vulnerable groups such as indigenous populations, low-income households, and marginalized communities are prioritized in this assessment.

5.0 Stakeholder access and contact information

To promote transparency and support two-way communication with external stakeholders, Solenis maintains publicly available contact channels. All community members, partners, and stakeholders are encouraged to reach out with questions, concerns, or feedback through the following methods:

- “Contact Us” page on www.solenis.com – Provides a direct communication pathway for general inquiries and community feedback.
- Community contact information is posted at each Solenis production site, where required by law or local expectations, including phone numbers or emails for designated site representatives.
- Community Relations Plans include the names and contact details of responsible site leaders or designated liaisons for community engagement.
- For environmental, health and safety concerns, stakeholders can also use the “Share Your Concern” platform or call 1-844-SOLENIS to report issues anonymously or directly, in line with our [Reporting policy](#).

These communication avenues are reviewed and maintained to ensure timely and effective responses to stakeholders.

6.0 Scope

All parts of Solenis’ operations, corporate processes and supply chain worldwide are covered by this policy.

7.0 Owner and responsibilities

The vice president, Corporate Communications, is responsible for this policy. Community initiatives are managed by the global corporate social responsibility and global operations organizations.

The community relations policy is reviewed and approved by the Operating Council, Solenis’ highest governing body, and overseen by sustainability leadership to ensure alignment with corporate governance and ESG objectives.

8.0 Exceptions

There are no exceptions to this policy.

Revision history

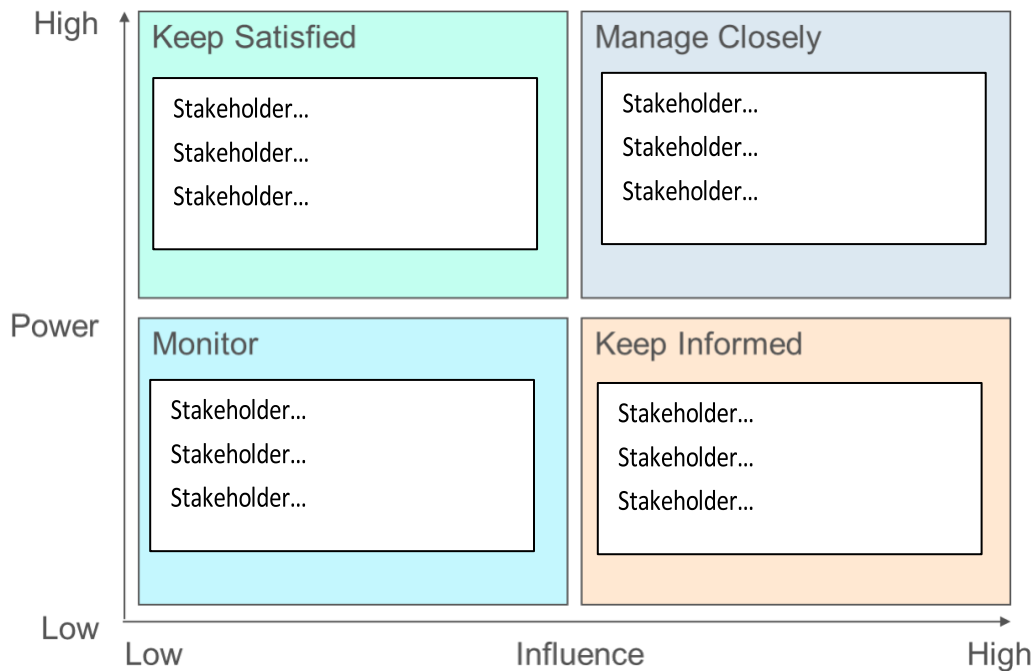
This is a history of notable changes to this policy.

Effective date	Section	Description of change
June 12, 2025	Throughout	Multiple additions and edits; addition of Appendix II.

APPENDIX I

Guide for creating a Community Relations Plan

Map out stakeholders that are important to your manufacturing plant. Examples: neighbors, local businesses, media, schools, politicians, emergency services, etc.



Once stakeholders have been identified, look for opportunities to connect and create your actions that can be transferred to the Community relations Plan

Stakeholder	Interaction	Interaction	Interaction
Example: Neighbors	Newsletter	Volunteering event – litter pick	Open house
Example: Nearby School	School visit – establish needs	Newsletter	Donation / sponsorship
Example: Local Mayor	Site visit / tour		

The Community Relations Plan worksheet is on InSite, our intranet, at Departments > EHS > Responsible Care Management System > Resources > Shared Documents. See an example on the next page.

Plant Location: _____

Division: _____

Plant Manager: _____

Date Revised/Drafted: _____

General Plant Information: Number of employees? _____

Are hazardous material handled or stored on-site (Y/N)? _____

[illegible]

APPENDIX II

EHSS Interested parties		Approved by:	Costantino Sasso
		Approval date:	May 24, 2024
Doc #:	SL-PRO-005.052 ver: 4	Next review date:	May 24, 2027
		Document owner:	Christer Sunesson

This document is an appendix to the Community Relations Policy (www.solenis.com) and must be updated as changes occur.

Purpose

To determine the needs and expectations of interested parties. Compliance obligations identified from these needs and expectations are evaluated and implemented as appropriate.

Applicability

This procedure applies worldwide to all Solenis employees, including those in wholly owned subsidiaries of Solenis and joint ventures where Solenis has 50 percent or more equity in the joint venture.

Definitions

Interested parties – Shall include workers, and for example, also employees, customers, material suppliers, distributors, tollers, contractors, owners, and neighbors.

Worker – Someone who performs work or work-related activities that are under the control of the organization, for example, performed by workers employed by the organization (employees), workers of external providers, contractors, individuals, and agency workers. Workers include top management, managerial, and non-managerial personnel.

Managerial worker – for example, manager, supervisor, member of leadership team

Non-managerial worker – for example, hourly personnel

Requirements

PROCEDURE

1. The Facility Manager designates a team of managerial and non-managerial workers representing facility operations to review, identify, and implement the needs and expectations of interested parties regarding environmental, health, safety, and security (EHSS). The team shall be familiar with site operations, and the site leadership shall be represented.

The document *EHSS interested parties SL-FRM-005.052* should be used for the below (2 – 5) and saved as a site-specific document.

2. The team completes the tab *Team and date*.
3. The team reviews the tab, *Interested parties*. The compliance obligations (bolded) in the tab have been identified and decided at the corporate level and are mandatory to Solenis. Compliance obligations can apply to the site, corporate, or both as described in the tab. Sites participating in an International Council of Chemical Associations (ICCA) recognized Responsible Care program shall include the program's requirements when identifying their compliance obligations.

4. The team identifies and adds additional site-specific interested parties as appropriate, their needs and expectations, and which of these will be compliance obligations for the site (shall be bolded).
 - i. Continue to use and populate the tab *Interested parties*. Identify and add additional site-specific interested parties in column A, define them in column B, and their needs and expectations in column C. Compliance obligations shall be bolded.
 - ii. Sites shall be able to describe how the site and Solenis are meeting compliance obligations (e.g., procedures, work instructions, minutes of meetings, handled by corporate functions), column D.

Note. Include the climate change requirements of each interested party where applicable.

5. Needs and expectations from interested parties (including site-specific interested parties) shall be considered as inputs to risks and opportunities.
 - a. Identify risks and opportunities (columns E and F) and move them to the Facility Risk Assessment (FRA).

Revision:

Following any significant changes* or at least every five years, the document shall be reviewed and revised (as a minimum with the revision date and a statement that there are no significant changes).

*Significant changes: Any new/changes in needs and expectations that will be compliance obligations at the site/corporate level from current/new interested parties.

RECORDS

Required Records	Kept where	Owner of Record	How long / Record Series Number
EHSS Interested parties	Site	Site	Active +10 yrs / 605.120 OR According to local requirements or local management system

References

The following documents were referenced by this procedure:

Document Number	Document Title	Document Type
FRM-005.052	EHSS interested parties	Form