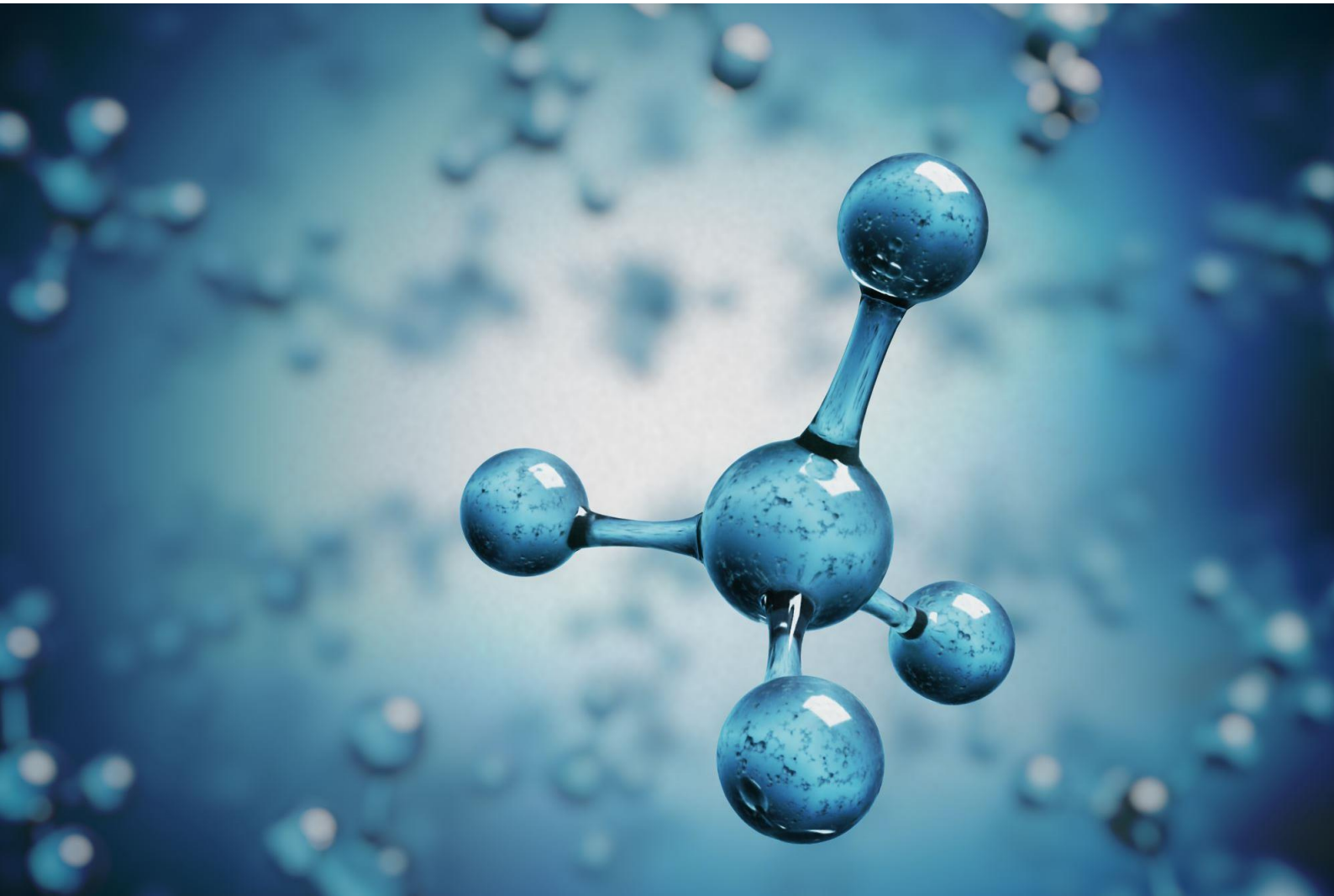


# Modern Slavery *Statement*



May 2025



## MODERN SLAVERY REPORT

### INTRODUCTION

This joint report has been prepared and submitted by Solenis Holding Limited ("Solenis" – Company Number 14910669) and the entities that it controls, in accordance with the following requirements ("the Acts"):

- **Canada:** *Fighting Against Forced Labour and Child Labour in Supply Chains Act*
- **UK:** *Modern Slavery Act 2015*
- **Norway:** *Norwegian Transparency Act (Åpenhetsloven)*
- **Australia:** *Modern Slavery Act 2018*

This report encompasses the reporting entities for the reporting year October 1, 2023, to September 30, 2024, and outlines the steps and measures we have taken to prevent and reduce risks of child labour, forced labour, modern slavery and human trafficking in our operations and supply chains.

This report contains forward-looking statements. These are based on assumptions and expectations at the time of publication that are by nature subject to change in the future. These statements cannot be guaranteed or relied upon.

### REPORTING ENTITIES

This is a joint report made pursuant to the Acts by Solenis on behalf of the following entities:

In Canada:

- Solenis Canada ULC, (BN 806311437)
- Diversey Canada, Inc. (BN 887983773)
- Innovative Water Care Canada, Inc. (BN 873480420)

In the UK:

- Solenis UK Limited, (Company Number 09017628)
- Zenith Hygiene Group Limited, (Company Number 06707511)
- Diversey Limited, (Company Number 03459907)

In Norway:

- Solenis Norway AS, (Organisation Number 913499654)
- Lilleborg AS, (Organisation Number 925745855)

In Australia:

- Solenis Australia Pty Ltd, (ACN 169 325 151)
- Diversey Australia Pty Limited, (ACN 080 527 117)
- Innovative Water Care International Pty Ltd, (ACN 074 240 707)

## OUR STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

### OUR STRUCTURE

Solenis is a leading global provider of water and hygiene solutions committed to building a safer and healthier world through sustainable innovation. Key industries served include consumer, industrial, institutional, food and beverage, and pool and spa water markets. Solenis is registered at 280 Bishopsgate, London, United Kingdom, EC2M 4AG, and is privately owned by Platinum Equity Advisors LLC (“Platinum”), headquartered at 360 N. Crescent Drive, Beverly Hills, California 90210, United States.

### OUR ACTIVITIES

The Company’s product portfolio includes a broad array of water treatment chemistries, process aids, functional additives, cleaners, disinfectants, and state-of-the-art monitoring, control, and delivery systems. These technologies are used by customers to improve operational efficiencies, enhance product quality, protect plant assets, minimize environmental impact, and create cleaner and safer environments.

Our global customers include paper mills, chemical processing plants, municipal water treatment plants, food and beverage facilities, healthcare, educational and hospitality institutions, managers of commercial and residential pools, and beyond.

Product / Service Line	Offerings
Commercial Cleaning	Building Care, Consumer Brands, Dilution Control Equipment, Diversey Consulting, Fabric Care, Floor Care, Infection Prevention, Kitchen Care, Personal Care, and TASKI Cleaning Machines.
Digital Solutions	Analysers, Controllers, HexEval™ Performance Monitoring Program, Internet of Clean, OPTIX™ Applied Intelligence, and Solenis™ Cloud.
Food and Beverages	Bottlecare, Cleaning in Place, Conveyor Lubrications, Engineering, Equipment, Membrane Cleaning, Open Plant Cleaning, and Services.
Industrial Processes	Biorefining Process Aids, Corrosion Inhibitors, Defoamers, Microbiological Control Agents, Mineral Processing Aids, Oil & Gas Processing Aids, and Scale Inhibitors.
Pulp and Paper	Barrier Coatings, Colorants, Contamination Control Agents, Pulp Mill Additives, Retention & Drainage

	Aids, Sizing Agents, Strength Additives, Surface Treatments, and Tissue Making Additives.
Water Treatment	Boiler Water Treatments, Clearpoint™ Biofilm Detection & Control, Cooling Water Treatments, Raw Water Treatments, Recovery Boilery Treatments, Reverse Osmosis Membrane Treatments, and Wastewater Treatments.

For additional information about Solenis, please visit our website at [www.solenis.com](http://www.solenis.com)

OUR PEOPLE

The Company has over 16,500 employees and 70 manufacturing sites, and our operations span approximately 160 countries and six continents, including:

- 467 employees in Canada
- 1,364 employees in the UK
- 231 employees in Australia
- 136 employees in Norway

OUR SUPPLY CHAINS

In 2024, the reporting entities interacted with over 2,000 direct suppliers. The majority of our spend was with suppliers located in Canada, the United Kingdom, and the United States (31%, 23%, and 22%, respectively). The goods and services procured by Solenis included:

- **Chemicals**, including contract manufacturing, oils & solvents, surfactants, polymers, silicones, and silica.
- **Professional Services**, including audit and tax services, IT and HR consulting, marketing and media, temporary labour and recruitment, and healthcare benefits.
- **Commercial Services**, including mechanical and EHS services, facility maintenance and waste services, electrical and HVAC services, and fire, safety, and security services.
- **Logistics**, including road transportation, air freight, vehicle management, logistics services, and warehousing.
- **Energy & Utilities**, including power, water, and natural gas.
- **Packaging**, including pallets, drums, bottles, labels, and corrugated cardboard.
- **Materials & Equipment**, including general office supplies, electrical and lighting materials, PPE, uniforms, and other facility equipment and supplies.
- **Real Estate Services**, which is primarily leased office spaces.
- **Information Technology**, including hardware, software, and services.

## POLICIES AND DUE DILIGENCE PROCESSES

We have integrated responsible business conduct into our policies and management systems to promote respect for fundamental human rights and decent working conditions, and to prevent and reduce the risks of child labour, forced labour, modern slavery and human trafficking across our activities. These include identifying and addressing adverse impacts within our operations and supply chains, monitoring processes and outcomes, tracking and communicating results, and facilitating or implementing remediation where appropriate.

These policies and processes apply to all reporting entities.

## POLICIES AND SUPPORTING DOCUMENTS

Solenis expectations and requirements around human rights are defined in our **Human Rights Policy**, which applies to all Solenis employees and extends expectations to third parties across the value chain. The Policy prohibits all forms of forced labour, including indentured labour, bonded labour, military labour, slave labour and any form of human trafficking, in compliance with all relevant national and local laws and applicable collective bargaining agreements. We do not employ children or support the use of child labour, and comply with all local laws and regulations as well as International Labour Organization (ILO) conventions on minimum ages of employment and child labour. We also have a zero-tolerance policy on discrimination and operate a safe and healthy workplace in compliance with applicable laws, regulations and internal requirements. Our Human Rights Policy is aligned with internationally recognized standards including the:

- Universal Declaration of Human Rights (UDHR);
- International Covenant on Civil and Political Rights (ICCPR);
- International Covenant on Economic, Social and Cultural Rights (ICESCR); and
- ILO Declaration on Fundamental Principles and Rights at Work.

Our commitment is reinforced through our dedicated **Child and Forced Labour and Human Trafficking Policy**, which does not tolerate the use of child or forced labour, slavery, or human trafficking in any of our facilities or operations, and sets our expectations for suppliers and contractors to uphold the same standards.

Our **Global Standards of Business Conduct** applies to all Solenis employees globally, and establishes our commitment to conducting business in accordance with the highest legal and ethical rules and principles across our operations, supply chains and activities following applicable laws, including on human rights. The Global Standards are the foundation of our global compliance program and underscore our **Responsible Care** framework, which guides our ambition towards excellence in environmental, health, safety, and security performance. All business partners operating on behalf of Solenis are provided with a copy and are expected to comply with its requirements. The Global Standards were revised in 2023, are approved by our CEO, and are overseen by The Office of Ethics and Compliance.

Additionally, our **Supplier Code of Conduct** outlines our minimum standards for all suppliers globally and establishes our expectations for suppliers on human rights. This includes a prohibition on child labour, forced labour, and human trafficking, as well as compliance with applicable labour and ethical standards. The Supplier Code of Conduct is explicitly aligned with our Global Standards of Business Conduct, Human Rights Policy, and applicable laws and regulations, and forms an integral part of all supplier contracts. It is based on the UN Guiding Principles on Business and Human Rights (UNGPs), the ILO Declaration on Fundamental Principles and Rights at Work, and the Ten Principles of the UN Global Compact.

Our commitment to human rights in our supply chain also informs our **Conflict Minerals Policy** which commits to ensuring that our procurement of raw materials, intermediates, or other goods are in compliance with the conflict minerals rule under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (Conflict Minerals Rule) issued by the U.S. Securities and Exchange Commission (SEC), as well as the EU Conflict Minerals Regulation.

## DUE DILIGENCE IN OUR OPERATIONS AND SUPPLY CHAINS

As outlined in our Human Rights Policy, Solenis is committed to conducting comprehensive due diligence and certification procedures aimed at preventing human rights, child labour and forced labour risks within our operations and supply chains, in compliance with laws and regulations.

This commitment is achieved through our **Supplier Risk Management Program**, administered through the Global Risk Management Solutions (GRMS) platform, and required for direct material suppliers with yearly spend above 250,000\$ conducting business with Solenis. The program provides a robust framework for identifying, assessing, and mitigating risks associated with our suppliers, and features individual programs for direct suppliers.

To qualify for our program, suppliers complete a **pre-qualification risk assessment** with screening criteria on human rights, labour conditions, and compliance with applicable laws, including document verification. Suppliers are also required to acknowledge our Supplier Code of Conduct; or maintain similar principles in their own code of conduct. As part of ongoing due diligence, suppliers renew their engagement through an annual questionnaire to assess performance, record annual progress, and re-evaluate supplier risk levels. Risk assessments are conducted throughout the supplier lifecycle, from selection and onboarding to ongoing monitoring and management, to ensure we only award and maintain business with suppliers that meet our standards. For suppliers that do not meet our standards, we provide education, create work plans, and hold them accountable to meet our requirements.

Additionally, enrolled direct chemical material suppliers are requested to comply with principles reported in our Procurement Sourcing Policy in the Sustainable raw material section. All direct material suppliers are annually assessed on factors including human rights, child labour, forced labour, and modern slavery to determine compliance to Solenis's requirements. We monitor progress and specify



issues to be addressed for non-compliant suppliers, who must implement corrective actions with evidence of improvements to retain their approved supplier status. Additionally, we maintain automated supplier performance scorecards for our direct material suppliers to give us a holistic view of performance and identify areas for improvement, including on risk performance and sustainability compliance. Under the terms of the Policy, suppliers are required to give permission to verify compliance, allow on-site audits, and enable their employees to report concerns directly.

We include **standard sustainability clauses** as part of the terms of supplier contracts, including adherence to our Supplier Code of Conduct, mandatory GRMS registration, and a material regulatory compliance assessment through a Vendor Regulatory Request (VRR) form. Additionally, our contracts mandate that suppliers conduct background checks to ensure any individual assigned to work at Solenis facilities is legally authorized to work and meets our minimum qualifications. We have also implemented a risk exposure assessment for all contracts to ensure potential risks are identified prior to supplier onboarding, and managed through our Contract Life Cycle Management process.

As a member of the **Supplier Ethical Data Exchange (SEDEX)**, every Solenis production site supplying a product to a particular customer completes a self-assessment questionnaire aligning with the SEDEX Members Ethical Trade Audit (SMETA) pillars. Self-assessment questionnaires include criteria on human rights, child labour, forced and involuntary prison labour, modern slavery, ethical recruitment, and labour conditions. This standardized system complements our internal processes through the identification of potential risks at our facilities, ensuring compliance with our high ethical standards and reinforcing our commitment to accountability.

We proactively engage with our business partners to increase risk awareness and foster compliance. This includes one-on-one supplier meetings and a dedicated supplier page on our website where suppliers can find our policies related to human rights, child labour and forced labour, and further information related to our Supplier Risk Management Program. We also seek ongoing engagement through the **Voice of Supplier** section of our supplier performance scorecards, and request annual supplier feedback through online surveys to identify potential areas for improvement and collaboration opportunities.

## HUMAN RIGHTS AND MODERN SLAVERY RISKS

We conducted a scan of 2024 supplier data that considered potential risks related to fundamental human rights and working conditions, including child labour, forced labour, modern slavery and human trafficking, associated with the supplier's location, sector, and product or service supplied to Solenis. This review used information from reputable, international organizations that is publicly available and regularly updated. Based on initial results, we have determined the risk to fundamental human rights and decent working conditions, including child labour, forced labour, modern slavery, and human trafficking, to be low across our operations and supply chains.

Our approach to defining and assessing risk is in alignment with the [United Nations Guiding Principles on Business and Human Rights](#) (UNGPs). We define risk, in line with the UNGPs, the Acts, and relevant guidance, as *the potential for Solenis to cause, contribute to, or be directly linked to human rights violations or modern slavery through its operations and supply chains*. We acknowledge that risk in this context refers to “risk to people.”

## GEOGRAPHIC RISKS

The geographic risks described here are potential or inherent risks based on the human rights and modern slavery risk profile in these countries. They are general in nature and do not represent specific issues or practices found in our procured products or services.

**Countries we procure from that are considered low risk** across several human rights and modern slavery indicators include Canada, the United Kingdom, Australia, Germany, the Netherlands, France, Belgium, Ireland, Denmark, Japan, Spain, Sweden, Switzerland, Norway, Finland, and Austria. They represent 71.5% of our total annual spend.

**Some countries that we procure from are considered medium risk** due to a combination of factors, including a lack of prohibition on hazardous work for children, and the compulsory age of schooling not aligning with the minimum age of employment ([UNICEF](#)); the risk of human trafficking ([US Department of State](#)); the proportion of employees working over 49 hours a week ([ILOSTAT](#)); the prevalence of modern slavery (Walk Free’s [Global Slavery index](#)), and potential infringements on personal autonomy and individual rights (Freedom House). These include the United States, Portugal, Israel, New Zealand, Taiwan, Singapore, Italy, Argentina, Romania, South Korea, Czechia, Kenya, and Poland. They represent 24.9% of our total annual spend.

**Other countries that we procure from are considered high risk** due to a combination of the above factors, as well as the prevalence of child labour ([UNICEF](#)), risks to the rule of law ([World Justice Project](#)), and poverty rates ([World Bank](#)). These include India, China, Turkey, South Africa, Pakistan, Hong Kong, Indonesia, Thailand, Malaysia, Colombia, Mexico, Brazil, and Armenia, and they represent 3.6% of our total annual spend.

## SECTOR RISKS

We have also identified risks to fundamental human rights and decent working conditions, including modern slavery, that, while not directly related to our operations, are present in the sectors we and our suppliers operate in.

- The **chemical industry** has low risks of forced or child labour. However, several human rights-related risks are present in this industry, including occupational health and safety risks in the production and handling of materials, and potential exposure to poor working conditions.
- The **commercial services industry** includes facilities maintenance, cleaning, catering, safety, and security services. These services are linked to [higher risks](#)



of forced labour, as these services often employ vulnerable groups such as migrant or temporary workers. These workers are at higher risk of exploitation, or harassment, as well as wage discrimination and fewer social protections. Additionally, the use of third-party companies for these services reduces visibility into worker treatment.

- The **logistics industry** includes shipping, transportation, and warehousing services, and carries potential risks of modern slavery. Ocean freight can have high risks of forced labour as workers may be deprived of their rights to annual or shore leave and repatriation, and may be forced to continue working beyond the terms of their employment contracts. Transportation via planes, trains, and ships carries risks of human trafficking, with traffickers often using transportation hubs to recruit victims of sex trafficking and forced labour. Similarly, **warehousing services** are increasingly outsourced to third-party logistics companies and often rely on temporary or subcontracted labour, which comes with higher risks of exploitation or hazardous work conditions.
- The **manufacturing industry**, which is part of Solenis' upstream supply chain for equipment and supplies, includes a range of skilled and low-skilled positions; low-skilled labour has an increased risk of human trafficking, as many workers lack other employment options, as well as leverage to negotiate higher wages and vulnerability to significant job insecurity. Risks may increase if manufacturing occurs in regions with weaker labour laws and employee protection.
- The **packaging industry** has potential risks of forced and child labour in its upstream paper and plastic supply chains. The forestry and logging industry has been linked to violations of Indigenous peoples' rights and in the US, forestry is one of several industries that uses incarcerated labour, with documented cases of unfair treatment and unsafe working conditions. Additionally, the **plastic packaging and petroleum product industry** can often include temporary workers who may be at risk of forced labour, excessive working hours, withheld wages, restricted freedom of movement, and unsafe or unhealthy working conditions.
- The **waste management industry** has high risks of forced labour, as the industry often relies on temporary workers or migrant workers recruited by sub-contractors who are more vulnerable to exploitation and abuse. Workers may be unable to advocate for employment terms and working conditions, and the industry is known for high injury and fatality rates caused by hazardous conditions and lack of training in appropriate languages.

Solenis actively mitigates these risks through the due diligence measures and risk management processes outlined in this report.

## RISK MANAGEMENT MEASURES

### TRAINING

Our **Annual Training and Communication Plan** sets out mandatory annual training requirements for all employees globally on key compliance areas, including the key topics covered under our Global Standards of Business Conduct. Each year, employees are required to review and certify their compliance, and in 2024, our completion rate was over 78%. The Office of Ethics and Compliance actively follows up on all outstanding certifications, and continuously looks for process improvement opportunities.

Additionally, we have developed a **Procurement Learning Journey**, a platform that summarizes all the skillsets and knowledge we expect our Global Procurement team members to grow and develop, which includes training on sustainability and supplier risk management, in 2024 attendance rate was 100%. As part of this, the procurement team is required to take mandatory human rights training on a yearly basis. We provide additional tailored training to employees in various functions, based on risk assessments and operational needs.

### REMEDIATION

Solenis offers a dedicated grievance and reporting mechanism to effectively address concerns, in accordance with our **Reporting Policy**. Our 24-hour anonymous and confidential reporting platform, Share Your Concern, is accessible to all employees, business partners, and any other stakeholder to submit reports on compliance-related matters, potential breaches of our Global Standards of Business Conduct and supporting policies, or potential legal violations. Stakeholders can submit written reports or find telephone numbers to make verbal reports, with translation services available in local languages. Share Your Concern is managed by an independent third-party to preserve anonymity and provides the ability to follow up on any previously submitted reports. The platform is publicly available on our website, in the Global Standards of Business Conduct, and in supporting policies.

Employees are similarly encouraged to share concerns, initiate complaints, or ask questions by speaking with line managers or contacting Human Resources representatives, our Office of Ethics and Compliance, or our Legal Department. We also provide specific internal resources for suppliers and their employees to ask questions, request information or report concerns confidentially through a dedicated e-mail resource. Contact information is made available in company policies that reference human rights and child labour and forced labour, including our Human Rights Policy and Supplier Code of Conduct.

Our **Investigations Policy** outlines our process for conducting internal investigations and taking remedial actions regarding non-compliances, misconduct, or violations in an appropriate, confidential, and expeditious manner, as guided by our Investigations Protocol and Investigations Toolkit. Investigations can result in remediation measures to address violations and correct non-compliances, such as training or corrective actions, and may result in disciplinary action up to and

including termination of employment. Together, the Reporting Policy and Investigations Policy provide a framework for ensuring non-retaliation against those who initiate a complaint.

TERMINATION OF AGREEMENTS

Our Supplier Code of Conduct and Procurement Sourcing Policy stipulate compliance requirements for suppliers and reserve the right to terminate supplier contracts in the event of material breaches or a supplier’s refusal to take corrective actions. Additionally, our Child and Forced Labour and Human Trafficking Policy does not tolerate child labour or forced labour, slavery, or human trafficking in any of our facilities or operations, and we discontinue business relationships with any individual or company that does not follow the same standards. Our supplier contracts require adherence to applicable laws and contain a performance guarantee clause, which is reviewed and validated quarterly and can result in immediate termination in the event of non-conformance.

ASSESSING EFFECTIVENESS

CORPORATE & SUSTAINABILITY GOVERNANCE

We maintain robust sustainability governance practices to ensure that material topics are managed at the highest level and that we continue to evolve our approach to sustainability. With Solenis’ acquisition by Platinum Equity Advisors, LLC in November 2021, the company implemented a governance structure in alignment with other Platinum portfolio companies. This structure consists of three bodies: the Operating Council; the Solenis Leadership Team; and the Solenis Leadership Council. These bodies work in close cooperation, partnership and communication with Solenis’ Sustainability Task Force Leadership Team. Throughout the governance structure, these leadership teams develop and implement our positions on sustainability and monitor global developments and sustainability trends to ensure that Solenis’ efforts remain relevant, competitive and compliant with governmental requirements. In addition, through our governance structure, the company monitors and facilitates progress to ensure consistency with our strategy, goals and reporting standards.

GOVERNANCE ROLES AND RESPONSIBILITIES AROUND SUSTAINABILITY

Governance Body	Roles and Responsibilities
Operating Council	<ul style="list-style-type: none"><li>• Directs Solenis’ business strategy and oversight</li><li>• Sets sustainability priorities and monitors progress</li><li>• Provides final review of annual sustainability results</li></ul>
Solenis Leadership Council	<ul style="list-style-type: none"><li>• Leads the strategic planning process</li><li>• Reviews key initiatives supporting strategic goals</li><li>• Reviews and updates the annual operating plan</li><li>• Reviews and approves corporate development efforts</li></ul>

Solenis Leadership Team	<ul style="list-style-type: none"> <li>• Manages and leads Solenis' day-to-day business operations</li> <li>• Reviews and approves the sustainability strategy and goals</li> <li>• Reviews and approves the materiality matrix</li> <li>• Builds company commitment to ESG and a sustainability culture</li> <li>• Ensures that company leadership is accountable for sustainability goals and progress</li> </ul>
Sustainability Task Force Leadership Team	<ul style="list-style-type: none"> <li>• Develops the sustainability strategy</li> <li>• Responsible for global ESG goal setting</li> <li>• Drives company culture and education around ESG</li> <li>• Ensures ongoing data gathering and review</li> <li>• Provides regular updates to the Operating Council, Solenis Leadership Council and Solenis Leadership Team on progress</li> </ul>
Sustainability Task Force	<ul style="list-style-type: none"> <li>• Manages efforts to achieve goals related to sustainability</li> <li>• Updates the materiality matrix on a regular basis</li> <li>• Oversees the efforts of cross-functional workstreams</li> <li>• Identifies and recommends partnerships and certifications</li> <li>• Defines and executes internal and external communications</li> <li>• Develops educational programming for Solenis employees</li> </ul>

## PERFORMANCE

To assess effectiveness, we have clear and defined sustainability targets and performance indicators to measure progress. Our Office of Ethics and Compliance monitors compliance and collects risk-related data through various sources, including employee certifications of the Global Standards of Business Conduct and internal investigations. We track and measure supplier engagement in our Supplier Risk Management Program annually. Additionally, each year we require employees to report any known violations of the Global Standards of Business Conduct, supporting policies, or applicable laws. Data is processed within our Enterprise Risk Management approach and continuously informs the revision of our policies, processes, training, and communications.

Solenis annually discloses performance data concerning our governance, risk management, due diligence, and compliance initiatives pertaining to human rights, child labour and forced labour in our externally assured **Annual Sustainability Report**, which includes a dedicated Environmental, Social and Governance (ESG) Data Table and Global Reporting Initiative Content Index. We have mapped our

priority sustainability topics and identified Key Performance Indicators to measure our progress.

Solenis maintains thorough record-keeping practices as directed by the Legal Department and outlined in our Global Standards of Business Conduct and **Records Management Policy**. Completed training and employee certifications are recorded annually as part of our compliance program. Additionally, our Supplier Code of Conduct requires our suppliers to accurately and reliably report and record information on their business activities, performance, and disciplinary measures.

*We did not receive any reports or incidents related to any form of modern slavery or child or forced labour in 2024.*

*We did not identify any instances of child or forced labour or loss of income to vulnerable families resulting from measures taken to eliminate the use of child or forced labour in our activities and supply chains in 2024.*

## FUTURE COMMITMENTS

In 2024 we completed the commitments we had made. We:

- Conducted a double materiality assessment aligned with the EU's Corporate Sustainability Reporting Directive (CSRD), identifying significant sustainability risks and impacts to inform future monitoring.
- Refined our ESG governance framework and enhanced our supplier risk management program through our Global Risk Management Solutions platform, improving oversight of direct raw materials and conducting due diligence assessments.

Building on this process, in 2025 we are committed to a model of continuous improvement by enhancing our procedures to identify, prevent, mitigate, and address human rights and modern slavery risks within our operations and supply chains, and intend to continue our momentum. Specifically, we intend to:

- Build the capacity of our employees by developing and disseminating introductory materials on human rights and modern slavery.
- Develop and implement a corporate-level human rights management plan.
- Develop and implement a corporate-level human rights remedy framework.

## CONSULTATION AND INFORMATION

Solenis consulted with the legal departments of the reporting entities on the development of this report.

Any person has the right to obtain information from Solenis regarding the scope of the Acts and how we address actual and potential adverse impacts. Both general information and information relating to a specific product or service can be requested through the following channels:

For our on-line portal (confidential and anonymous), click here: **"Share Your Concern"**.

As an alternative, concerns can be shared via the phone:

- United States and Canada: +1 833 203 3981
- For other countries, click [here](#) for the access code and phone numbers.

## APPROVAL AND ATTESTATION

In accordance with the requirements of Section 11 of Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, Section 54 of the UK's *Modern Slavery Act 2015*, Section 14 of Australia's *Modern Slavery Act 2018*, and Section 5 of the *Norwegian Transparency Act (Åpenhetsloven)*, I, in the capacity of Chief Sustainability Officer, attest that I have reviewed the information contained in the report on behalf of the governing body of the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report.

DocuSigned by:  
  
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Alma Charlotta Kanto Öqvist

Chief Sustainability Officer

05/21/2025

This Report is signed by the Chief Sustainability Officer on behalf of Solenis' Board of Directors, who approved this Report in its entirety on behalf of the reporting entities, and delegated authority to the Chief Sustainability Officer, who has the authority to bind Solenis and sign on their behalf.