


Environmental, Social & Governance (ESG) Policy	Document Reference:	AN-0105-H	Application
	Version	3	
	Date Issued	13/06/2022	
	Revision Date	26/09/2024	
	Review Date	August 2025	
	Page Number	Page 1 of 1	
	Authorisation	Board	

Alfa Chemicals Nordic is committed to meeting the highest standards of ethics and professionalism. This means that we take account of the impacts of our activities on the environment, society and the wider economy. This policy outlines the standards which we expect from employees in their internal and external dealings with colleagues, customers, stakeholders and third parties.

We commit to:

- Ensuring that all our business operations are legitimate and collaborative,
- Conducting business with integrity - for example, we will not promise more than we can reasonably deliver.
- Acting in a socially and environmentally responsible manner and promoting sustainable development wherever we can.
- Using this policy to meaningfully shape other supporting policy and business objectives.
- Promoting dignity at work and putting the health and safety of people as a priority.
- Promoting diversity and inclusion.
- Promoting fairness and supporting anti-bribery and anti-corruption practices.
- Working collaboratively with suppliers and subcontractors, positively engaging with the people throughout our supply chain to ensure the continuous improvement.
- Promoting an understanding of our business ethics throughout the Company, particularly those involved in purchasing or the tendering of third-party contracts.
- Establishing an internal ESG team to encourage, collate and implement ESG ideas from employees

We also commit to ensuring our suppliers and subcontractors abide by a code of business conduct and practice, where:

- o Employment is freely chosen
- o Working conditions are safe and hygienic
- o Child labour is not used
- o Working hours are not excessive
- o No discrimination is practised
- o No harsh or inhumane treatment is allowed

We further commit to managing a business where our primary asset is always our staff and:

- o Supporting their long-term development through training and mentorship.
- o Being open to alternative working arrangements where this is mutually beneficial for staff and the business.
- o Providing benefits that go beyond legal minimums (e.g. paid leave, life insurance & bonus schemes.)

To ensure the continued efficacy of this policy, we shall:

- Review this policy every 12 months.
- Incorporate this policy into the induction of every new starter.

Approved by on behalf of the Board:



Dr Trevor Mathers, Managing Director.

Dated: 26/09/2024