THOR









CORPORATE SOCIAL RESPONSIBILITY

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Thor Corporate Social Responsibility

Thor is a multinational manufacturer and distributor of speciality chemical products. We are fully aware of and take responsibility for the effects of our business on the environment and its impact on the social welfare of employees, staff and the community at large. As a progressive company, we strive to function as an economically successful business whilst behaving always in a socially and ecologically responsible manner. We take corporate social responsibility very seriously and are committed to the highest ethical standards.



Taking a responsible approach to the environment and its resources is core to our **Environmental Policy**. We minimise any negative impact on the environment that may result from our business operations and conserve natural resources wherever possible. We ensure that our manufacturing practices and processes not only comply with all regulatory obligations, but go beyond existing and anticipated statutory requirements. All waste products are recycled as primary raw materials wherever practicable.

Our **Social Policy** is based on internationally recognised principles. The Policy sets a standard for continual improvement of the lives of our employees through training and opportunity to realise potential but also covers the conduct of our employees towards our business partners worldwide who are encouraged to join our efforts not only for our mutual business benefit – but for the benefit of society in general.



Environmental Policy

Taking a responsible approach to the environment and natural resources is one of our core corporate values and at the heart of our business activities**.**



We encourage an environmentally aware culture on our manufacturing plants, in our laboratories and in our offices. We support the ongoing development of technology, products, test protocols and practices that generate a positive effect on the environment.

THOR AMME™
Advanced Micro Matrix Embedding

We protect the health and safety of our employees through the identification and minimising of risk and by ensuring safe working procedures.

All Thor products are manufactured under the ISO 9001 mark of Quality.

All Thor sites meet or exceed all statutory environmental, health and safety requirements and we encourage suppliers and service providers to attain the same standards.

We set Quality and Environmental objectives and measureable targets to ensure continual improvement in our service quality, environmental performance and prevention of pollution.



We provide training and education for our employees to create an awareness and understanding of our Quality and Environmental Management Systems.



We provide information and training to our customers and service providers encouraging the safe use and disposal of our products.

We promote the recycling of waste material, encourage energy conservation and minimise waste wherever possible.

Environmental & Social Policy

EcoVadis

EcoVadis operates the first collaborative platform aiming at improving the environmental and social practices of companies by leveraging the influence of global supply chains. It provides Supplier Sustainability Ratings for supply chains worldwide.

With a focus on maintaining quality and integrity, the EcoVadis platform has become a trusted partner for procurement organisations globally. Over 20,000 companies use the platform to reduce risk, drive innovation and foster transparency and trust.

The Thor Group is a member of the EcoVadis sustainability platform and is delighted to have been awarded a silver medal for 2019.

RSPO

The Roundtable on Sustainable Palm Oil promotes the growth and use of sustainable oil palm products by actively engaging all stakeholders in the palm oil industry to develop and implement global standards for sustainable palm oil.

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Thor's production facility in Spain is now certified with the RSPO initiative enabling us to offer the major part of our Quat range under RSPO certification.



Social Policy—Code of Conduct

Compliance with Law

We comply with all laws and regulations applicable in our countries of operation.

Human Rights and OECD Guidelines

We respect and support the Universal Declaration of Human Rights and the OECD Guidelines for Multinational Enterprises. We adhere to all principles covered by the BSCI Code of Conduct.

Freedom of Engagement

We are opposed to any use of forced or compulsory labour.

Child Protection

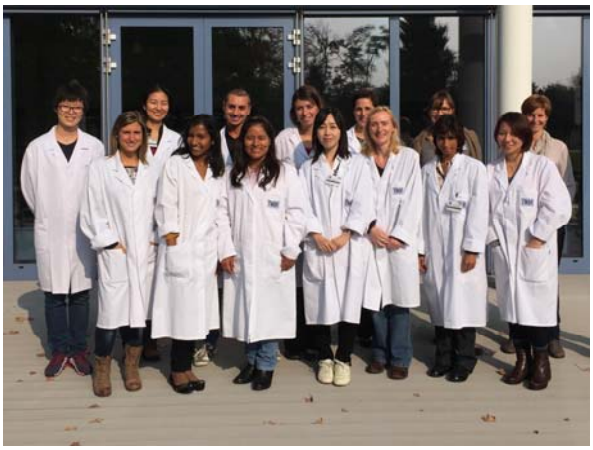
We do not permit the use of child labour. Child labour is defined by United Nations Conventions or national laws - whichever is the most stringent.

Equal Opportunity and Diversity



We work hard to create a fair equal opportunities employment culture and to create a pleasant and rewarding working environment and experience for all staff.

We require that equality of opportunity and treatment be afforded to every employee regardless of culture, gender, nationality and origin.



Treatment of Employees

We require that all employees be treated with dignity and respect and we do not tolerate abuse or harassment of any kind whether physical or verbal.

We compensate employees and provide benefits and services that meet or exceed the legal or industry minimum to provide an appropriate living standard in the country of their employment.

We observe all applicable national labour laws and regulations concerning working hours. Employees are entitled to receive paid annual vacation and we advocate a good balance between career and family life. All employees are entitled to a group subsidised pension and group life cover.

We support professional development through staff training opportunities. As a multinational organisation we promote international and cultural exchange and wherever practically possible vacancies are filled from within the company



Social Policy—Code of Conduct

Freedom of Association

We acknowledge the basic right of our employees to join trade unions or to consider such steps and to bargain collectively.

Workplace Health and Safety

We place the highest priority on the health and safety of our employees and strive to offer a safe working environment. The company conducts its operations in such a way as to protect all employees from exposure to working conditions which could constitute a health hazard.

Guidelines for health and safety will be at minimum as stringent as applicable legislation and Thor will ensure that adequate procedures are in place to meet these guidelines.

Thor recognises the important contribution made by all employees in the maintenance of its occupational health management system and will continue to develop their understanding and participation in this programme.



Confidentiality

We treat personal information with great care.

The unauthorised collection, use and distribution of personal data on employees and business partners is forbidden.



Operational and business information is confidential and may not be disclosed to any unauthorised third party either during or subsequent to the employee's term of employment. Employees are required to take all reasonable steps to ensure that confidential data does not fall into the hands of third parties.

Bribery

We do not allow any member of staff or our agents to offer or promise bribes or other inducements to any person, nor to receive or accept an offer to receive bribes or other inducements.

Modern Slavery Statement

As part of our commitment to deliver our services in an ethical manner, we welcome the Modern Slavery Act 2015 and acknowledge our responsibility towards the prevention of slavery and human trafficking under it. We want our customers and clients to be confident that we and our business partners treat their employees fairly with respect to human rights and employees are not exposed to unsafe working practices or in any way forced to work in slavery.

We believe that acts of modern slavery and human trafficking should not enter our business and its supply chain, and our anti-slavery and human trafficking policy reflects our commitment to acting ethically and with integrity in all our business relationships. We expect a similar commitment to these principles from all organisations with which we do business.

Social Policy—Code of Conduct

Suppliers

We expect our suppliers to respect all the above principles and to take these into account in their own corporate policies. We will examine and if necessary terminate business relationships if evidence points to the violation of these standards.

Charitable Donations

i care
giving street kids a future

We believe that Thor operating companies should contribute to the communities in which they operate.



A percentage of our income is donated each year to bona fide organisations or projects considered to be of benefit to the local community. These vary from hospital equipment and research project support and assistance to local hospices to donations to baby and childrens' shelters and youth development programmes. All projects are specifically selected to make a meaningful difference to the lives of those in need in the local community.

David A Hewitt
Group Chief Executive



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