

## Forced Labour Report for Cytec Canada

This report ("**Report**") is made in compliance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (**the "Act"**) by Cytec Canada Inc. ("**Cytec Canada**"), a Canadian subsidiary of Syensqo S.A of Belgium ("**Syensqo**").

This is Cytec Canada's first statement, which has been prepared for the calendar year ended December 31, 2023.

The Board of Cytec Canada, as the principal governing body, approved the statement on May 21, 2024.

### About Us

Cytec Canada, as part of the Syensqo group, is committed to making the world a better place, investing in and driving sustainable growth. To help ensure our ambitions turn into actions, our commitments are centered around the three areas where we believe we can have the biggest positive impact: Climate and Nature, Sustainable Growth, and Better Life.

Through Syensqo's commitments to Better Life, we're focusing on how we can improve circumstances for individuals: Syensqo has committed to paying a living wage to its entire workforce by 2026. In the future, we aspire to roll out our living wage commitment throughout the entire value chain. This includes assessing the practices of our suppliers and urging them to uphold similar standards and introduce fair wages for their employees.

Furthermore, Cytec Canada is committed to acting ethically, and to maintaining a fair and honest business environment for its employees, customers, suppliers and the public in general. This includes a commitment to respecting and supporting human rights with regard to its employees, the communities in which it operates, and its business partners as expressed in the internationally recognized standards, many of which are referenced in Syensqo's policies or those of its predecessor Solvay. Syensqo operates a number of initiatives to combat forced labour and child labour in its supply chains which are further explained below.

Cytec Canada is a wholly-owned subsidiary of Syensqo, its parent company, which is headquartered in Brussels, Belgium.

## Our Operations

Syensqo's market-leading materials and chemical science contribute to safer, cleaner, and more sustainable products across a wide range of applications, from EV battery materials and biotech to sustainable seed care and green solvents. With a diverse global team of more than 13,000 employees in 30 countries, Syensqo works together to advance science and help humanity move forward.

Cytex Canada is Syensqo's Canadian headquarters and operates as both a production and research and innovation site. Cytex Canada has approximately 205 employees and produces specialized chemicals that are used in the production of electronics. Cytex Canada is reporting as an entity that imports, produces and sells goods in Canada and elsewhere. It is located in Niagara Falls, Ontario.

## Our Supply Chains

Cytex Canada has a large and diverse supply chain with direct and indirect suppliers located in various geographic regions throughout the world. We procure goods and services essential for the production of phosphine and phosphine derivative products for use in mining, electronic, and agricultural fumigation and for the maintenance of our facilities. Within the reporting period, we sourced goods and services from approximately twenty two suppliers, which are made up of a broad range of industries, including, among others, chemicals, information technology, customer management and facilities management.

## Risks of Forced Labour or Child Labour in Our Supply Chains

Cytex Canada acknowledges the significant influence of supplier locations on the potential risks of forced labour and child labour within our supply chain. During the past year, all fifteen of our Tier 1 suppliers were situated in the USA and Canada, with only one exception located in China. Similarly, the majority of our Tier 2 suppliers were located in the USA and Canada, except for one located in France.

Syensqo entities, including Cytex Canada, are committed to ensuring that forced labour and child labour are not used in their supply chains, and that they source materials from reputable suppliers who comply with labour laws and regulations. As part of this commitment, Cytex Canada encourages its suppliers to hold themselves to the highest standards in ensuring respect for human rights, including avoiding any form of child labour and not engaging in any form of forced labour or compulsory labour.

## Ensuring Our Supply Chains Are Free of Forced Labour and Child Labour

Syensqo entities strive to ensure that there are no modern slavery practices, including any form of forced labour or human trafficking, in its operations or those of its supply chain. Syensqo entities are strongly committed to ethical behaviour, sustainable development and responsible care in order to respond as a corporate citizen to the major challenges facing society and the communities in which Syensqo operates. Accordingly, Syensqo operates several initiatives to combat forced labour and child labour in its supply chains. Their initiatives are further explained below.

### 1. Our Policies

Cytec Canada is subject to all of Syensqo's policies and initiatives that are in place to combat forced labour and child labour in its supply chain. These are further explained below.

- The **Syensqo Code of Business Integrity** explains the manner in which Syensqo behaves as an organization and how all employees are expected to act wherever Syensqo operates or conducts its business. The Syensqo Code of Business Integrity focuses on both integrity and ethics. Syensqo's "Ethics and Integrity in Society as a Corporate Citizen" firmly establishes Syensqo's commitment to respect human rights and to respect internationally recognized human rights standards and conventions, including the United Nations Universal Declaration of Human Rights. The exclusion of child exploitation is explicitly recognized as a human right standard applicable to Syensqo's operations and in its value chain. Syensqo does not tolerate the employment of children or forced labour and will take counter-measures to prevent human and/or sex trafficking. Syensqo expects and requires that all of its business partners will respect and support these fundamental principles in the same manner.
- Syensqo's commitment to human rights is also underlined in its **Human Rights in Business Policy** which incorporates well-known internationally recognized standards, including the UN Declaration of Human Rights, the International Labor Organization's ("ILO") eight core labor conventions and the ILO's Declaration on Fundamental Principles and Rights at Work.
- Syensqo is committed to creating stable and reliable relationships with its suppliers based on shared values. Syensqo has adopted a **Supplier Code of Business Integrity** ("SCOBİ"), which is integral to our sourcing process and purchasing contracts. The SCOBİ is non-negotiable and includes fundamental

conditions relating to compliance, human rights, working conditions for employees and sustainability. Our Supplier Code of Business Integrity is fully aligned with our corporate social responsibility agreements with the IndustriALL Global Union. It is inspired by the UN Global Compact principles, as well as Responsible Care® practices.

## **2. Our Due Diligence Processes**

Syensqo is a member of Together for Sustainability (“TfS”), a global, procurement-driven initiative aimed at assessing and improving the sustainability performance of chemical companies and their suppliers. The assessments and audits conducted by TfS include topics like Management, Health & Safety, and Labour & Human Rights. By sharing supplier evaluations among the 50 global chemical companies who are members, we ensure consistent sustainability standards across the entire chemical supply chain.

The initiative’s key partner and specialized service provider EcoVadis carries out all TfS sustainability performance assessments. TfS is also working to improve the chemical industry’s knowledge of sustainable supply chains.

## **3. Employee Training on Forced Labour and Child Labour**

All employees of Cytex Canada, as a Syensqo entity, participate in mandatory training on Syensqo’s Business Conduct Guidelines which includes topics such as human rights.

## **4. How We Keep Ourselves and Our Suppliers Accountable**

Integrity is non-negotiable for Syensqo. To ensure integrity, we must create an environment in which our suppliers and partners are confident and comfortable to speak up if they witness any suspected violations of Syensqo’s ethics and compliance standards or have any concerns.

We encourage employees, suppliers, and contractors, whether working for Syensqo directly or indirectly, to report any possible violations of policies, laws, and regulations, or any suspected breaches of our Code of Business Integrity or Supplier Code of Business Integrity. Syensqo employees, suppliers, or contractors who have witnessed any breach of our ethical policies, can report it through the Syensqo Ethics Helpline. Every report will be carefully reviewed by our Ethics and Compliance team, who also will carry out an investigation if appropriate.

Syensqo entities are committed to monitoring themselves and their suppliers to ensure they comply with the highest level of ethical and social standards. Through Syensqo’s ethics and compliance framework, assessment mechanisms and Ethics Helpline, Syensqo

entities, including Cytec Canada, are held accountable to Syensqo's highest standards of integrity.

## **How We Have Addressed Reported Risks or Use of Forced Labour or Child Labour in Supply Chains**

Cytec Canada did not identify any issues relating to forced labour or child labour in its supply chain in 2023. Accordingly, Cytec Canada has not had to remedy or rectify any such situation.

## **Future Actions**

Cytec Canada is committed to ensuring that forced labour and child labour practices are absent throughout its supply chain. Syensqo's priority areas to address in future reporting periods, which apply equally to Cytec Canada, are:

1. Further engagement with suppliers to enhance suppliers' awareness and knowledge of risks of forced labour practices in their operations and supply chains; and
2. Continue to refine risk assessment operations for risks of forced labour and child labour.

## **Attestation**

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Cytec Canada. 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 above.



Jesal Chopra

President, Cytec Canada Inc.

5/21/2024