

Solenis Labor Practices Commitment

1.0 Purpose

Solenis is committed to upholding labor rights and ensuring fair and compliant labor standards across all global operations and throughout its value chain. Our approach is grounded in the principles of fairness, dignity, and respect, in alignment with international human rights standards, including the [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#) with oversight by our Chief Human Resources Officer.

This commitment reinforces our core values and supports our efforts to build an inclusive, sustainable workplace. It applies to Solenis' own operations, as well as acquired companies, contractors, suppliers, and business partners, and is embedded in our [Human Rights Policy](#) and [Supplier Code of Conduct](#).

We operationalize this commitment through clear goals and continuous due diligence, including screening 100% of new hires and having already screened more than 70% of Tier 1 direct suppliers by spend, to ensure no child labor or forced labor exists in our operations or supply chain.

Additionally, we have established a target to obtain Living Wage Certification through Fair Wage Network by 2027. Achieving certification will independently validate that employees across our workforce are paid a living wage, reinforcing our broader objective of maintaining fair, equitable, and responsible compensation practices globally.

2.0 Labor Rights

Solenis recognizes and respects all internationally recognized labor rights, including, but not limited to, the freedom of association, the right to collective bargaining, protection against discrimination, harassment and retaliation, and access to effective grievance mechanisms. Solenis commits to providing fair terms and conditions of employment in compliance with all applicable local laws and regulations, and a safe and healthy work environment to support the well-being of employees.

Our labor practices commitment includes the following key areas:

2.1 Freedom of Association and the Right to Collective Bargaining

Solenis fully supports the right of all employees to freely associate, organize, and bargain collectively, consistent with applicable laws. We respect employees' right to join or not join labor unions or other lawful worker organizations of their choice without fear of retaliation, harassment, or intimidation.

Where employees are represented by a legally recognized union or collective body, Solenis engages in good faith with their representatives and works to maintain constructive, transparent dialogue.

2.2 Occupational Health and Safety

Solenis is committed to maintaining a safe and healthy working environment for all employees, contractors, and visitors. We prioritize safety as a core company value and continuously work to eliminate workplace hazards through proactive risk management, employee training, and rigorous safety protocols.

Our global Environmental, Health and Safety (EHS) management system aligns with internationally recognized standards and local regulatory requirements. It includes regular audits, incident investigations, and performance tracking to identify trends and drive continuous improvement.

All employees are empowered and expected to actively participate in safety programs, report unsafe conditions, and adhere to established procedures. Solenis also conducts regular safety training, tailored to specific roles and operational risks, to build a culture of shared responsibility and awareness.

We foster open communication around safety concerns and support a "speak up" culture where reporting issues is encouraged and protected. From chemical handling to ergonomics and emergency preparedness, Solenis takes a comprehensive approach to safeguarding the health and safety of our workforce.

2.3 Living Wage and Compensation

Solenis compensates employees competitively and equitably based on role, location, and experience, in line with local market conditions and legal requirements. Solenis is committed to providing fair and competitive compensation that not only meets but exceeds legal minimum wage requirements across all regions of operation. Solenis conducts global wage benchmarking annually, ensuring that compensation across all levels is regularly evaluated to remain competitive and aligned with market medians in each region where we operate. This ongoing analysis is a core component of our commitment to fair and equitable pay practices worldwide.

To address economic challenges in hyper-inflationary countries, Solenis considers targeted pay adjustments—such as more frequent salary reviews—to help support employees and mitigate the impact of inflation.

Our compensation strategy is designed to support the financial well-being of our employees, ensuring they can meet their basic needs and maintain a decent standard of living. We are actively working with the third-party vendor Fair Wage Network to obtain certification aligned with fair wage standards, reflecting our commitment to equitable labor practices and responsible supply chain management. The certification process is currently underway, with completion and official certification expected by the end of the calendar year 2025. As part of our standard practice, we continue to monitor and assess wage practices regularly to ensure ongoing compliance and fairness.

2.4 Equal Remuneration

Solenis supports pay equity and supports the principle of equal remuneration for men and women performing work of equal value. We monitor and publicly report on our gender pay gap and are committed to identifying and closing any disparities.

2.5 Working Hours and Overtime

Solenis complies with all applicable local laws regarding working hours, overtime compensation, and required rest periods. We are committed to preventing excessive working hours and ensuring employees are properly compensated for overtime and where applicable, consistent with regulatory and collective bargaining requirements.

To support this globally, Solenis uses a centralized overtime tracker, managed by Payroll, that consolidates approved time data from the various time management systems used across countries and business units. This tracker helps ensure accurate overtime payments and provides visibility into total working hours to support compliance with country-specific maximum hour requirements. It also allows HR and managers to review when working hours may be approaching relevant thresholds.

Multiple time-tracking systems are used across regions, and all overtime or additional hours must be pre-authorized (where required) and approved by managers before flowing to Payroll. Periodic reviews are conducted to ensure accuracy, detect unusual patterns, and confirm adherence to local laws.

Employees have visibility into their recorded hours and may raise concerns through their manager, HR, or the Share Your Concern platform. In all unionized locations, Solenis honors collective agreements governing working hours, rest breaks, overtime rules, and related working conditions.

2.6 Paid Leave and Social Protection

Solenis ensures that employees are paid for their entitled annual leave and maintains policies that support personal wellbeing, including leave for family care, illness, and other significant life events. We aim to go beyond minimum legal requirements by offering comprehensive social protection programs where feasible, contributing to employees' long-term health, financial security, and overall quality of life. In addition to our leave policies, we provide targeted well-being programs designed to support mental, emotional, and physical health – reinforcing our commitment to a safe, healthy, and sustainable workplace. We also encourage employees and managers to take planned time off through Workday announcements, shared accrual balance visibility and notifications, and regular manager oversight, supported by quarterly well-being communications and easy access to team accrual information through the Workday Manager Action platform.

2.7 Workforce Restructuring

In the event of workforce restructuring, including mass terminations or organizational changes, Solenis respects legal and contractual notice periods. We strive to provide transparent communication and engage with employee representatives to manage transitions responsibly and with dignity and empathy. Solenis provides a global benefit of professional outplacement services tailored to the needs of displaced employees. These services may include career coaching, resume development, job search strategies, and access to job placement resources. In certain situations, we also provide severance packages and transition pay in accordance with any company policy, local regulation, or collective bargaining agreement. Additionally, in the United States, Solenis complies fully with the Worker Adjustment and Retraining Notification (WARN) Act, ensuring timely notice and adherence to all legal obligations in the event of large-scale layoffs. These measures reflect our values and our commitment to supporting employees through critical transitions with care and professionalism.

2.8 Protection Against Discrimination

Solenis is committed to providing a workplace that is free from discrimination, harassment, and retaliation. We prohibit discrimination in all employment practices – including recruitment, hiring, compensation, promotion, training, and termination – on the basis of any characteristic protected by applicable law.

We foster a culture where every employee is valued, respected, and supported. All employees are expected to contribute to a respectful and inclusive work environment. We provide training and resources to raise awareness about ethics and compliance, harassment, bias, discrimination, and respectful workplace behavior.

2.9 Employee Well-Being

Solenis prioritizes the health, safety, and well-being of our employees as a core element of our labor practices. We offer a range of programs and resources to support physical, mental, emotional, and financial well-being. These include wellness campaigns, mental health support, employee assistance programs and preventive health initiatives tailored to local needs.

A cornerstone of this commitment is our global *BeYou* well-being program, which promotes holistic wellness across four key pillars: social, financial, physical and emotional. *BeYou* provides resources, tools, and events throughout the year to empower employees to prioritize their personal well-being and build lasting habits.

In line with our commitment to creating an inclusive and supportive workplace, we provide facilities and accommodations, such as designated lactation rooms where required by law, and in many locations even where not required.

We continue to evaluate and enhance our global well-being offerings based on employee feedback and emerging best practices.

2.10 Scope

This commitment applies to all Solenis employees globally. In addition, we expect our contractors, suppliers, and partners to uphold and be in compliance with international standards for labor and human rights. We promote awareness of labor and human rights across our value chain and have systems in place to assess risks and ensure compliance, including through due diligence, supplier onboarding requirements, and ongoing monitoring.

Solenis also regularly engages with employees and their representatives to identify opportunities to improve working conditions and strengthen our labor practices. These dialogues help inform our policies, shape workplace initiatives, and ensure our approach remains responsive to employee feedback and evolving expectations.

3.0 Implementation and Governance

Solenis drives this commitment through clear policies, training, regular engagement with employees and their representatives, and integration into supplier standards. Our Human Rights Policy, Global Standards of Business Conduct, Supplier Code of Conduct, and Internal Human Rights Risk Assessment collectively reinforce our approach to labor rights and ethical business practices. Additionally, where applicable, our collective bargaining agreements (CBAs) play a critical role in shaping labor standards and ensuring collaborative dialogue with employee representatives.

We also work in compliance with local regulations to uphold legal requirements and support strong, transparent labor relations across all regions where we operate. Where applicable, we post labor requirements and employee rights in visible workplace areas to ensure all employees and third-party associates are informed of their protections and responsibilities under the law.

4.0 Reporting and Non-Retaliation

Employees and stakeholders are encouraged to report any concerns regarding labor rights violations through Solenis' Reporting Policy and "[Share Your Concern](#)" platform. Reports can be made anonymously via the intranet or by calling 1-844-SOLENIS. Solenis strictly prohibits any form of retaliation against individuals who raise concerns in good faith or participate in investigations, as further noted in our [Whistleblowing Privacy Notice](#).

5.0 Mitigation and Remediation

Solenis is committed to proactively identifying, mitigating, and – when necessary – remediating adverse labor practices across our operations and supply chain. We apply a risk-based approach to address potential impacts on workers' rights, guided by international standards such as the International Labour Organization (ILO) Conventions and the UN Guiding Principles on Business and Human Rights.

To mitigate risks, Solenis implements preventive measures including:

- Comprehensive due diligence processes for labor practices in our operations and supply base
- Supplier code of conduct audits and risk screenings
- Regular training for employees and business partners on ethical labor standards

- Ongoing monitoring through internal reviews and stakeholder engagement

When labor-related issues are identified, Solenis takes prompt action to:

- Investigate and assess the root cause
- Engage directly with affected individuals or groups
- Implement corrective action plans with clear timelines and accountability
- Monitor progress to prevent recurrence

Where harm has occurred, Solenis ensures access to effective remedies. This includes meaningful dialogue with impacted stakeholders, restitution where appropriate, and protections against retaliation for those raising concerns.

6.0 References

- [Global Standards of Business Conduct](#)
- [Human Rights](#)
- [Anti-Harassment Policy](#)
- [Reporting Policy](#)
- [Investigations Policy](#)
- [Workplace Violence Policy](#)
- [Supplier Code of Conduct](#)
- [Overtime Pay](#) (included in Appendix)

8.0 Owner

Senior Vice President and Chief Human Resources and Communications Officer

Policy number: SL-POL-003.011 Revision number: 1
Original effective date: Aug. 1, 2014 Pages: 4
Revised effective date: March 1, 2024 Reviewed date: March 1, 2024

SOLENIS POLICY Overtime Pay

1.0 Policy

Solenis will pay wages, including overtime, to all employees subject to the overtime provisions of the Fair Labor Standards Act (“FLSA”) in accordance with the requirement of applicable state and federal laws. These employees are commonly referred to as “non-exempt employees.”

1.1 Requirements of overtime hours

Employees must work a reasonable amount of overtime when required by business necessity and authorized in advance by their supervisor.

1.2 Payment for overtime hours

Solenis pays nonexempt employees for all hours worked regardless of whether the work is performed in the office, at home or while traveling. It is a supervisor’s responsibility to review time records for each pay period to ensure that hours worked are properly reported.

1.3 Time included to satisfy work requirements

Generally, “overtime pay” is provided to non-exempt employees at one and one-half times their regular hourly rate for time worked in excess of 40 hours in a workweek. In determining when the 40-hour threshold has been satisfied, the following time is included:

- Hours actually worked.
- Vacation time.
- Holiday time falling on a regularly scheduled workday, on which no work is performed.
- Authorized rest periods, excluding lunch breaks.
- Travel time to another city and back on the same day.
- Travel time occurring during regular work hours for overnight or weekend travel.
- Travel time from jobsite to jobsite and back to the primary jobsite.

Other paid leave not listed above, such as sick pay, jury duty, military training or emergency military call-ups, or bereavement, does not count toward the requirement for overtime pay, and will be paid at the regular rate of pay even after the overtime pay requirement for that week has been satisfied.

1.4 Rate of overtime pay

Unless required otherwise by a collective bargaining agreement, Solenis pays overtime in accordance with federal requirements based on one and one-half times the employee's standard base rate of pay.

1.5 Fractional hours

An employee must count fractional hours, within reason. It is acceptable to round starting and quitting times to the nearest five, 10 or 15 minutes if the average result over a period of time is that the non-exempt employee is being paid for all time worked. The intent is to be more liberal in recording hours worked in order to ensure that Solenis complies with applicable regulations. A few minutes occasionally worked beyond scheduled hours that cannot be practically recorded can be disregarded.

1.6 No transfer of hours between weeks

An employee may not use overtime worked during one workweek to offset hours not worked in another. All work and absences must be reported during the week in which they occur.

1.7 No limit on hours worked

The FLSA places no limit on the number of hours that an employee may work daily or weekly; however, supervisors should be aware of any state laws that may establish such limitations.

1.8 Documentation

Nonexempt employees must document overtime hours worked using the company's standard time recording and reporting process.

1.9 Supervisor responsibility

The supervisor is responsible for reviewing time records for each pay period in order to ensure that employees report hours worked accurately and maintain an awareness of hours worked by subordinates. The FLSA dictates that Solenis pays non-exempt employees for work they perform that is beneficial to Solenis, even if the work was not requested or expected. This precept is in effect if the supervisor knowingly permits the work (does nothing to stop it) or should have known that the work was being done.

1.10 Failure to report hours worked

It is a violation of company policy and federal law for an employee to instruct or encourage a non-exempt employee not to report all hours worked.

An employee with knowledge of another employee's failure to report hours worked must report this incident to Human Resources by creating a case in Workday or contacting their HR business partner. The Human Resources representative will take the appropriate action while protecting the confidentiality of the employee reporting the violation.

An employee who instructs or encourages another employee not to report hours worked is subject to disciplinary action up to and including termination.

1.11 No waiver of the right for overtime pay

An employee may not waive their right to overtime pay granted by the FLSA.

1.12 Common provisions

Because there are numerous overtime pay arrangements throughout Solenis, this section is limited to discussing provisions that are common to most arrangements. For specific overtime pay practices and procedures, contact your commercial unit human resources or payroll representative.

1.13 Travel time by non-exempt employees

If a non-exempt employee travels on Solenis business to another city and returns on the same day, Solenis will pay them for all the time spent traveling to and from the location and working on the one-day assignment. Solenis does not pay for the usual lunch break or for the time required to travel to and from the airport, if applicable, unless the airport is more than 30 miles from the employee's primary work location.

If a non-exempt employee incurs travel time overnight or on a weekend, Solenis pays them only for the part of their travel time occurring during regular work hours. Solenis compensates time spent after regular work hours if the employee performs job duties at this point. However, Solenis does not consider time spent as work hours if the employee is completely relieved of duty and can use the time effectively for their own purposes.

If a non-exempt employee travels from job site to job site, Solenis considers the time spent going from one place to another as hours worked. If the employee must return to their primary place of work after finishing at the last job site, Solenis considers the time spent returning to the primary jobsite as hours worked. Solenis does not pay for travel time from home to the first job site or to return home from the last job site or primary job site as the case may be.

2.0 Scope

This policy applies to Solenis except:

- employees who are subject to a collective bargaining agreement, to the extent the agreement contains provisions that conflict with this policy; or
- employees who are not employed in the United States.

3.0 Owner

Senior Director, Global HR Operations

4.0 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
March 1, 2024	1.10	Updated details of who to contact.

Living Wage Charter

What is a living wage?

A living wage represents the minimum level of compensation required for a full-time worker to meet essential needs, including housing, food, healthcare, transportation, and taxes, without reliance on external support. Unlike statutory minimum wage, a living wage reflects local cost-of-living conditions and is intended to support a reasonable and sustainable standard of living. At its core, it enables employees and their families to maintain financial stability and a dignified quality of life.

Vision

At Solenis, we are committed to ensuring that all employees receive compensation that supports a dignified and sustainable standard of living for themselves and their families. We recognize that statutory minimum wages may not fully reflect the true cost of living and therefore strive to align our compensation practices with established living wage benchmarks across all geographies. Through this commitment, we aim to uphold principles of fairness and equity while contributing to the overall well-being of our global workforce and the communities in which we operate.

Commitment

In 2025, Solenis partnered with the Fair Wage Network to conduct a comprehensive assessment of employee wages, benefits, and allowances. This partnership has enabled us to identify gaps and implement timely, structured actions to address them.

As part of this commitment, we have established a goal to achieve Living Wage Certification by 2027. Attaining this certification will provide independent validation that employees across our global workforce are compensated at a living wage, further reinforcing our commitment to fair, equitable, and responsible compensation practices globally.



Goals

Our goal is to ensure living wages across Solenis, with a target of achieving 100% Living Wage attainment. As we continue to grow through acquisitions and organizational changes, we will regularly review employee compensation and partner with the Fair Wage Network to identify and address any gaps in a timely and structured manner.



Status

The initial analysis of 100% of Solenis employees (excluding interns, contractors, etc.) identified that 0.8% of employees were paid below a living wage benchmark. Of those paid below living wage, the average gap to the benchmark was 18%. Since the analysis, the following actions have been or will be taken:

- Merit increases and promotions have contributed to closing wage gaps for some impacted employees
- Fair Wage Network is confirming the impact of health allowances against total compensation calculations
- Any remaining gaps will be addressed in partnership with Leadership and HRBPs through market adjustments or step increases where applicable

Appendix A



LIVING WAGE

LIVING WAGE PROCESS CONFIRMATION

We are glad at the Fair Wage Network that SOLENIS has started a living wage journey, first by getting access to living wage data and then by commencing in 2025 a certification process with the Fair Wage Network in all its key markets. Upon successful completion of the ongoing Living Wage Gap analysis SOLENIS might be certified as a global living wage employer, depending on its ability to reach the payment of Fair Wage Network Living Wage thresholds for all of its employees globally. Therefore, we can confirm that:

SOLENIS

is in the process of

LIVING WAGE GAP ANALYSIS

after successful completion of which, SOLENIS might be certified as a Global Living Wage Employer.

Done in Geneva, on 7 April 2026

Signature of the Chair
Fair Wage Network