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## **SOLENIS POLICY**

### **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](#).

#### **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**

We adhere to local laws and standards regarding working hours, overtime compensation, and rest periods. Solenis is committed to avoiding excessive working hours and ensuring that employees are appropriately compensated for overtime, where applicable. Our working time policies reflect both regulatory requirements and collective agreements, where in force. In regions where employees are covered by collective bargaining agreements, we honor the terms established through negotiation with employee representatives, including provisions related to working hours, overtime limits, rest breaks, and other 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.

## **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](#)

## **8.0 Owner**

Senior Vice President and Chief Human Resources and Communications Officer