

Preparing and respecting the Future

As a global leader in the chemical and pharmaceutical industry, **Seqens is committed to make Sustainable Development (SD) and Corporate Social Responsibility (CSR) a priority**. A dedicated organization is managing a structured, shared and responsible program based on 3 axis and 12 commitments to its stakeholders:

– **Social responsibility:**

- Make health and occupational safety of our employees and partners our first priority
- Respect human rights, labor rights and practice a high quality social dialogue
- Develop employees engagement, talent and skills
- Dialog and build trust with local communities

– **Environmental Protection:**

- Minimize process and product environmental impact at every stage
- Reduce greenhouse gas emissions within planet boundaries
- Master process safety and product transportation
- Reinforce sustainable sourcing and preserve natural resources.

– **Economic performance:**

- Be recognized for our strong customer focus and our respect of regulation and quality standards
- Be a compliant, ethical and trustworthy business partner all along our responsible supply chain.
- Foster and deploy sustainable innovations
- Generate significant and sustainable value through Operational Excellence

At the operational level, all our entities implement **QHSE management systems aiming for Excellence**. Our certifications (e.g. ISO 9001, ISO 14001, ISO 50001, OHSAS 18001, HACCP, cGMP as relevant for each entity) demonstrate our strong willingness to comply with the most demanding international standards.

Based on these 12 commitments, **key performance and progress indicators** (KPIs) are monitored; **associated action plans** are designed by each entity and reviewed periodically with Management.

Our active membership in the **United Nations Global Compact**, and in the **Responsible Care** initiative worldwide, a Global Charter created by the International Council of Chemical Associations also demonstrate **Seqens engagement towards Sustainable Development and Corporate Social Responsibility**.

Seqens managers are responsible for the roll-out of this policy among our employees and partners. They ensure compliance to procedures and working methods, such as Seqens golden rules, as described in Seqens management book.



Pierre Luzeau
Seqens President
On behalf of all Executive Committee members of NOVACAP Group