



SIOEN GROUP

ENVIRONMENTAL, HEALTH & SAFETY (EHS) POLICY

Protecting people, property and planet



Protection Through Innovation

Innovation fuels our mission at Sioen, driving us beyond the boundaries of traditional textiles. We're not just creating; we're innovating with purpose, embedding sustainability and advanced technology into every fibre.

Our promise of **protection through innovation** reflects a dedication to exceed the ordinary, championing advancements that inspire change and set new benchmarks worldwide.

Sioen at a glance

Sioen Industries is a diversified group with an extensive portfolio of products and activities. We **produce** high-performance fibres, fabrics, garments and colouring solutions.

By tailored engineering and innovation, our products perform **better**, endure **more** and last **longer**. They serve our purpose: to **protect** people, property and planet.



±750

Million EUR turnover



±6000

Employees



100%

Family owned



+30

Plants



+20

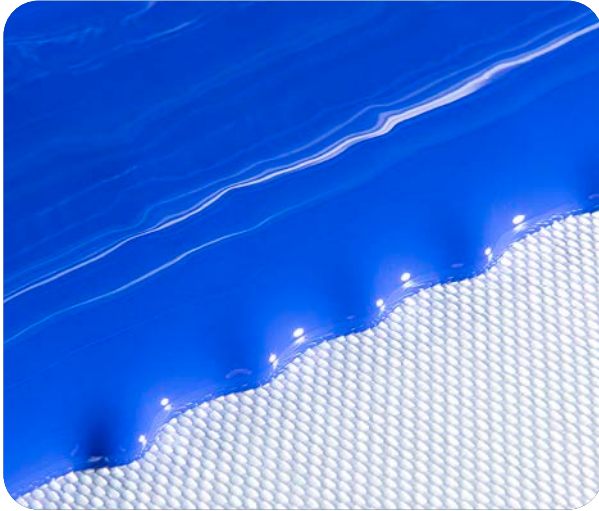
Countries we
produce in



Global

Presence

Producer of
high-performance
fabrics, garments and
colouring solutions.



Our Mission

**Protecting
people, property
and planet**

Our Vision

**Shaping
your future with
technical textiles**

Our Values & Spirit

- ➔ **Passioenate together**
- ➔ **Entrepreneurial & solution-oriented**
- ➔ **Innovation-driven**



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1. Introduction

As a global leader in technical textiles, protective apparel and chemical solutions, the Sioen Group recognises its responsibility to minimise adverse environmental impacts and to provide safe and healthy working conditions across its operations. This commitment is embedded in our purpose: **Protecting people, property and planet.**

This Policy defines the **group-wide principles, governance and commitments** for EHS (Environmental, Health & Safety). It provides a common framework while allowing **risk-based, site-specific implementation**, reflecting the diversity of activities, impacts and maturity levels across the Group.

This Policy is **formally established and approved by top management** and supports the Sioen Group's strategy, management systems and sustainability reporting obligations.

Sicorp NV (hereafter "Sioen" or "the Group"), including its affiliated companies, establishes this Policy at Group level. This reflects its role as the ultimate parent company for: group-wide governance, including EHS; consolidated sustainability reporting (CSRD); and strategic oversight of all operational entities.

2. Scope and Applicability

This Policy applies to **all entities, sites and activities of the Sioen Group worldwide**, including manufacturing sites, offices and logistics activities.

Implementation of this Policy takes into account:

- the specific activities and EHS risks of each division;
- applicable local legal and regulatory requirements.

Business partners, suppliers and subcontractors are expected to adhere to equivalent EHS standards as a condition for collaboration with the Sioen Group.

3. Governance and Responsibilities

- The **Board of Directors and Executive Committee** endorse this Policy and ensure alignment with the Group strategy.
- The **Sustainability Department** coordinates group-wide implementation, monitoring and continuous improvement.
- **Local management** is responsible for implementing this Policy at site level, ensuring compliance with legal requirements and permits.
- Designated **EHS coordinators** are appointed where required by law or operational risk.

- All employees are expected to act in accordance with this Policy in their daily activities.
- This governance structure ensures clear accountability in line with **ISO management system requirements** and **CSRD governance expectations**.

4. Legal Compliance and Due Diligence

The Sioen Group commits to:

- complying with all **applicable environmental, health and safety laws, regulations and other binding obligations** in the countries where it operates;
- maintaining processes to identify, assess and monitor compliance obligations;
- managing EHS risks through a **risk-based due diligence approach** across own operations and, where relevant, the value chain.

Compliance with chemical and environmental legislation (e.g. **REACH, CLP and other applicable regional regulations such as POP, RoHS or Proposition 65**) is supported by accredited testing, recognised certifications and site-level procedures.

5. Environmental Responsibility

The Sioen Group commits to, **where relevant to its activities and value chain**:

- responsible use of **energy, water and raw materials**;
- prevention of pollution and reduction of emissions to air, water and soil;
- minimising climate impact, including greenhouse gas emissions;
- responsible **waste and chemical management**;
- consideration of environmental impacts across the **life cycle of products and processes**;
- integrating ecodesign, durability and technically feasible alternatives in product development to reduce environmental impact while maintaining performance;
- protecting and preserving biodiversity where relevant;
- applying management of change principles to assess and control environmental impacts of operational or process changes.

Where environmental management systems are implemented, they are aligned with the principles of **ISO 14001** and, where relevant, **ISO 50001**.

6. Occupational Health and Safety & Own Workforce

The Sioen Group commits to:

- providing **safe and healthy working conditions** for all employees, contractors and visitors;
- preventing work-related injury and ill health through hazard identification, risk assessment and preventive measures;
- providing appropriate information, instruction and training;
- consulting and encouraging the **participation of workers and their representatives** in EHS matters.

Where EHS management systems are implemented, they are aligned with the principles of **ISO 45001**.

7. Management Systems and Certifications

Across the Sioen Group:

- EHS responsibilities are embedded in **group and local management systems**;
- several sites operate and provide **certified management systems and certifications**, including ISO 9001, ISO 14001, ISO 45001, ISO 50001, OEKO-TEX® STeP and OEKO-TEX® Standard 100;
- certification status varies by division and site, reflecting differences in activities, impacts, risks and maturity levels.

This Policy **does not imply group-wide certification**, but establishes a common framework for continual improvement in line with recognised international standards.

8. Environmental Incidents and Emergency Preparedness

The Sioen Group implements procedures to prevent environmental incidents and to respond effectively should incidents occur, with the objective of minimising impacts and ensuring regulatory compliance. Relevant employees are trained, and roles and responsibilities are clearly defined.

9. Grievance Mechanism

The Sioen Group provides safe and confidential channels for employees and stakeholders to raise concerns or report potential misconduct related to EHS matters. Reports are handled transparently and in line with applicable procedures.

Concerns may be reported via: compliance@sioen.com

10. Monitoring, Reporting and Transparency

The Sioen Group commits to:

- monitoring EHS performance on a regular basis;
- reviewing progress at appropriate management levels;
- **disclosing relevant information transparently** in accordance with **CSRD and ESRS requirements**.

Objectives, actions, key performance indicators and transition plans are defined and reported at **group, divisional or site level**, where appropriate.

11. Review and Enforcement

This Policy applies to the entire Sioen Group and is periodically reviewed to ensure its continued suitability, relevance and effectiveness.

Compliance with this Policy is mandatory for all Sioen employees and partners and is embedded within the Group's governance and management systems. Roles, responsibilities and internal controls support its implementation and oversight.

This Policy defines group-wide commitments and governance principles. It does not prescribe uniform implementation measures, nor does it imply certification obligations for all sites.

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