



ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

October 2024

ESG POLICY

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Rovensa's ESG Policy is not the property of the Executive Management Team or a group of managers; it must be the property of all employees of the company whatever the responsibility or wherever the place of work.

The ESG Policy is not locked up on a piece of paper but it needs to be owned by everybody. This individual ownership principle of our ESG Policy is basic and fundamental to make it dynamic, present, lived and a reality of our daily life.

Take the opportunity to be an owner of our ESG Policy.

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INTRODUCTION

WHAT IS SUSTAINABILITY AND WHY IS IT IMPORTANT?

Rovensa strives to feed the planet within its planetary boundaries, so that current and future generations have access to healthy food without compromising the environmental balance.

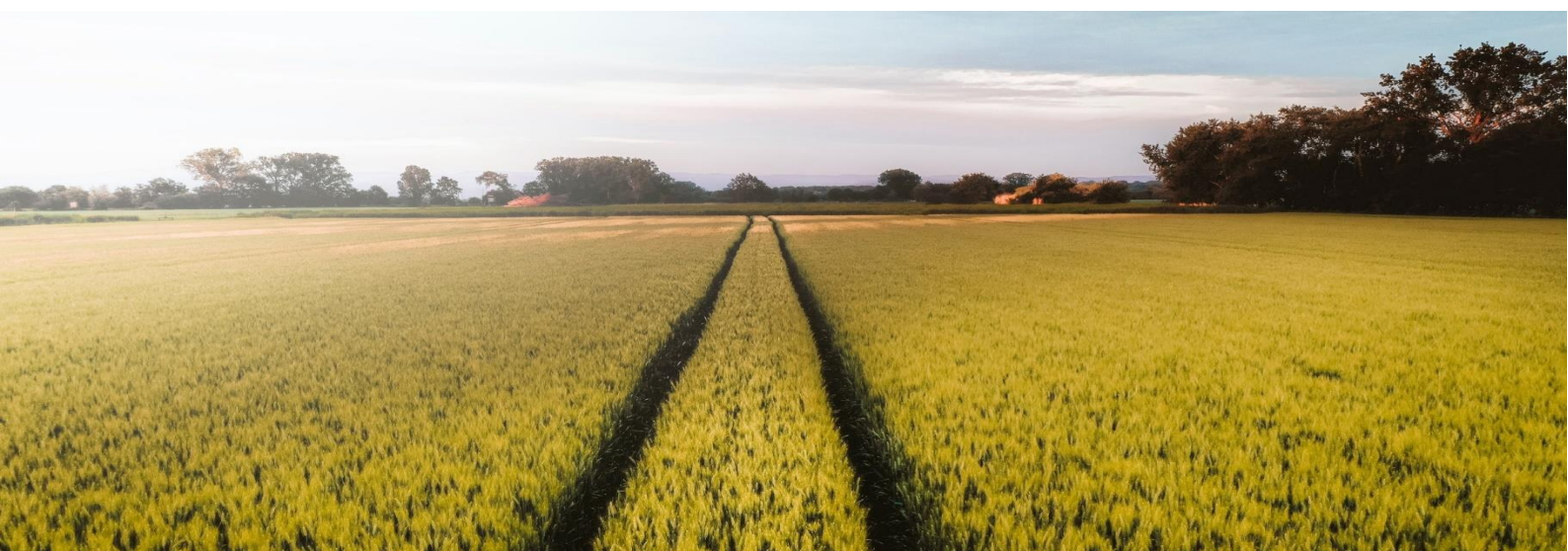
We believe our business has strategic importance for the future of humanity and we are committed to playing an active role in contributing to sustainable agriculture and a healthy food supply. We recognise that, as we provide products for agriculture, we have a responsibility to conduct our activity in a way that contributes to the sustainability of society and our planet.

Our ESG Policy has been developed through an internal process involving several stakeholders. In developing our framework, we have subscribed to the UN Global Compact, the world's largest corporate sustainability initiative. Our efforts are guided by their 10 Universal Principles on human rights, labour, environment and anti-corruption, and the UN Global Sustainable Development Goals, namely: SDG 2. Zero Hunger, SDG 12. Responsible Consumption and Production, SDG 13. Climate Action; and SDG 15. Life on Land.

Rovensa subscribes to the precautionary principle which states that, where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation.

SCOPE OF THE POLICY

This Policy applies to all Rovensa employees and locations worldwide, as well as all suppliers and third parties (where relevant). It will act as the umbrella policy that will sit above any specific environmental, social and/or governance policies. This Policy sets out the ESG topics which are most material for Rovensa activities and how we manage them.



OUR COMMITMENTS

Promoting a sustainable agriculture while operating in a sustainable way across the three ESG dimensions is fundamental for us.

We commit to:

ENVIRONMENTAL

1. Product innovation and stewardship: Since our products are obtained from and applied on the world's natural ecosystems, it is crucial that they impact the least and contribute to nature and biodiversity preservation. To demonstrate this, we have committed to evaluating the impact of our products and operations, and developing a standalone strategy pertaining to nature and biodiversity. As part of this, we aim to invest in the development of increased agricultural solutions that contribute to an efficient use of natural resources in agriculture. To address current and future agricultural challenges, we are innovating through our research and development (R&D), product development and registration. Our R&D drives us to establish new partnerships and venture into new projects to develop solutions in a way that advances agriculture, by safeguarding farmers' profitability, social wellbeing and environmental stewardship.
2. Decarbonisation of GHG emissions: To reduce our GHG emissions, we commit to Net Zero GHG emissions by 2050 and strive to achieve this through the implementation of actions in our Net Zero Roadmap, framed by the following focus areas: Responsible carbon management; Renewable energy; Greening supply chain and low carbon operations; and Climate-friendly agriculture. To ensure transparency, we disclose progress in our Sustainability Report on an annual basis.
3. Eco-efficiency in our industrial plants: We address our consumption of resources by continuously seeking opportunities to minimise our consumption of water, production of waste and consumption of energy across all our industrial plants globally.

This overarching ESG policy is supported by underlying policies and strategies relating to environmental impact, including:

- **Rovensa's Net Zero Roadmap**
- **Rovensa Sustainability Strategy**

SOCIAL

1. Wellbeing, health and safety: We recognise the importance of protecting the wellbeing and safety of our employees and treating them in a fair and respectful way. We thereby commit to feeding a global culture of health, safety and wellbeing in the workplace, through initiatives such as the continued implementation and expansion of the STAR Programme across all industrial sites in all geographies to promote a zero-harm culture within the Group.

2. Employee development, engagement and retention: Our employees are central to the success of our business. We pledge to nourish an organisational culture that attracts, develops and retains our talented people, through initiatives such as the provision of further professional learning and training, and formal performance management processes. Here we require employees to set and reach SMART goals, in alignment with the main organisational targets. Our performance management process includes an annual review cycle that promotes an active engagement between employees and their line managers and provides a space to provide feedback on employees' work, thus demonstrating our commitment to continuously support our employees to develop their talent by helping them grow.
3. Diversity, equity and inclusion: We work to promote diversity, equality and inclusion opportunities across the Group for all employees. As stated in our Code of Conduct and in our corporate Recruitment and Selection Policy, we are committed to maintaining a work environment free from discrimination and harassment that welcomes people from diverse educational, professional and cultural backgrounds. Practices that discriminate based on race, sexual orientation, political affiliation, disability, religion, age or gender are not tolerated at Rovensa.
4. Corporate Social Responsibility: We contribute to society, particularly the local communities we are located in or near to, in order to promote its wellbeing and development, both through our employment practices and actions we will undertake to address their specific needs.

This overarching ESG policy is supported by underlying policies relating to social impact, including:

- **Code of Conduct**
- **Health and Safety Policy**
- **Remote Working Policy**
- **Recruitment and Selection Policy**
- **Rovensa Sustainability Strategy**

GOVERNANCE

1. Legal compliance: We commit to maintaining compliance with legal requirements in the regions where we operate, and employ the expertise of legal advisors if necessary. We ensure legal compliance with the Group governance, internal controls, legal document management policies and templates, statutory regulations and other formalities, and ensure that adequate policies exist across the business.
2. Risk Management: We establish and maintain appropriate structures, procedures and controls required to identify and manage critical business risks. These actions cover internal risks as well as external ones.
3. Business ethics: It is our policy to conduct business in an honest and ethical manner and ensure compliance with all relevant legal and regulatory requirements related to the following areas:
 - **Anti-bribery and corruption (ABC)**: Rovensa takes a zero-tolerance approach to bribery and anti-corruption. We maintain restrictive policies in relation to offers and gifts involving our employees and representatives with regards to clients, and overall block any unethical practice to gain competitive advantage. In parallel, we are strict with regards to any act or attempt of bribery, extortion, corruption or fraud shall towards our employees and representatives, which may result in the immediate termination of a supplier's contract. We support ethics in all business transactions in conformity with anticorruption laws and regulations.


- Anti-trust or competition: We fully support and comply with national and international legislation aimed at creating free and fair global trade. We compete in the market in a fair manner and prohibits employees in engaging in any unfair or fraudulent conduct or other that may jeopardise free competition between the companies of the sector. All our business practices fully comply with applicable competition laws wherever business is conducted.
 - Anti-money laundering (AML): Rovensa does not accept any practices related to money laundering. We are committed to preventing financial crime safeguarding best practices and respect by the Law in regards to financial transactions, through appropriate policies, procedures and monitoring.
4. Sustainable procurement: We are committed to having commercial business relationships with only those that are performing their business activities in full compliance with the laws, rules, and regulations of the countries in which they operate and that they conduct their business in an ethical and socially responsible manner, including the management of human rights risks.
 5. Whistleblowing procedures: Rovensa encourages all employees and external stakeholders who have serious concerns about any aspect of our operations to come forward and voice those concerns via our formal reporting system. We use an independent external third party, to which our employees, partners, and suppliers can raise any concerns or report any behaviour that breaches our Code of Conduct. Anonymity can be requested. All whistleblowing reports are submitted to the Ethics Committee, an internal Board, in a timely and sensitive manner. Information on how to access this can be found on our Intranet. Please refer to our Code of Conduct for further information.
 6. Data security and protection: We strive for high security and protection standards through our own and our third-party servers. Our dedicated Information Technology department keeps up to date with the latest trends and looks for ways to improve data and cyber security on an ongoing basis to protect our data.


This overarching ESG policy is supported by underlying policies relating to Governance, including:


- **Code of Conduct**
- **Supplier Code of Conduct**
- **IT Cyber Security Policy**


POLICY GOVERNANCE

ROLES & RESPONSIBILITIES

 The Executive Management Team and the Board are ultimately responsible for overseeing the implementation of the ESG Policy, and ensuring the necessary resources are allocated.

 Sustainability Department is responsible for setting and communicating the ESG Policy and coordinating the Group's monitoring and reporting processes.

 Senior Management is responsible for implementing the Policy and associated action plan for their area. They will also be responsible for reporting on progress as required.

 All employees are responsible for conducting themselves in accordance with the principles of this Policy, contributing to its effective implementation and to achieving the objectives set by the Group. Individual ownership will be assigned to each initiative in line with the business area that it corresponds to.

IMPLEMENTATIONS

To support the implementation of our Policy, group level objectives will be set with relevant stakeholders' involvement. Specific action plans and KPI's will be developed throughout the company where appropriate, in order to define and monitor the work to be done towards achieving those objectives.

We recognise the importance of gaining commitment to our ESG policy from all levels within our organisation: from senior management, internal functions, our employees, our partners, and our suppliers, all of which are responsible for adhering to the principles of this policy.

MONITORING AND REPORTING

Rovensa's Board oversees material ESG topics, with the Sustainability Committee providing expert guidance on Environmental, Social, and Governance (ESG) matters, steers the strategic direction of sustainability policies, and supports the Group's commitment to long-term sustainable growth. Sustainability Department is responsible for monitoring and reporting progress on material ESG issues.

We have agreed to a set of initiatives and Key Performance Indicators (KPIs) to reflect our key ESG issues as a business. Meeting quarterly, the Sustainability Committee ensures that all resolutions and recommendations are communicated to the Board of Directors, promoting alignment and transparency across the Group's sustainability governance. The Committee works in close collaboration with the Corporate Sustainability Department to ensure cohesive implementation and monitoring of ESG initiatives.

On an annual basis, a Rovensa Sustainability Annual Report will be published.

EXCEPTIONS

The Executive Management Team must approve all exceptions to this Policy.

EFFECTIVE DATE

This policy takes effect on October 1st 2024.

CONTACT

All questions regarding this Policy should be addressed to sustainability@rovensa.com.

REVIEW AND VERSION CONTROL

This ESG policy and underlying ESG-related policies will be reviewed on an annual basis and updated, if required, to ensure that they continue to reflect our vision and commitments.

Version	Date	Description of the update
1.0	December 2018	Developed the Policy
2.0	December 2022	Updated whole Policy in accordance with Bridgepoint's guidance template – namely Introduction, Our Commitments and Policy Governance sections.
3.0	October 2024	This update includes the formal assignment of C-level ownership for the sustainability function, reinforcing executive leadership and strategic alignment across the organization.