



ESG Report

Changing Perceptions on Chemicals



2023

fischem.co.uk



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A Message From Our CEO



I am pleased to introduce the FIS Environment, Social and Governance (ESG) report for the year ending 2023.

2023 was an interesting, turbulent and busy year. Adopting new technologies, embracing flexible work culture — the office has certainly transformed and evolved. A big thank you goes to all of our staff and stakeholders for their hard work and support that enabled FIS Chemicals' continued growth and ensured we had a safe and successful year.

FIS Chemicals is at the forefront of developing high-performing, greener chemistry and this strategy has seen both our international and domestic business continue to expand. Our 'growth by innovation' mantra has allowed us to enter new markets/sectors and territories.

Innovate, adapt, evolve.

Our vision goes beyond the products we manufacture. It's sometimes known as 'karma', but FIS sees real business value in doing good for our people, local communities and environment. We have continued to focus on and have successfully improved in areas of energy efficiency, ethics and compliance — caring for our people, the region and the air we breathe. FIS' commitment to sustainability in business is threefold — enhance value, minimise risk and promote sustainable returns.

When it comes to governance, we believe in building a culture of fairness, integrity, transparency, hard work and respect. As a business, we strive to evolve and improve our governance principles and regularly monitor, update and adopt best practices and industry standards. A healthy, open and inclusive workplace is a happy and productive one — and, above all, it's a fun one.

Kenny Woods
CEO

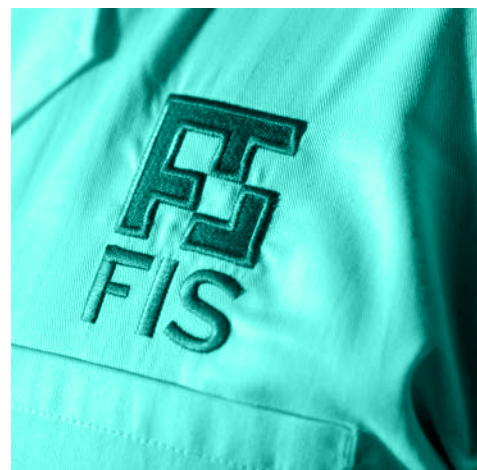
Expert, Dedicated, Forward-Thinking.

About Us

Established in 1980 and based in Aberdeenshire, United Kingdom, FIS specialise in the formulation, manufacture, and distribution of chemical products for customers across a range of industrial sectors which include oil & gas, renewables, marine, hospitality and logistics. Our experienced team focus on our customers and their needs within each sector this way, our customers trust us to help them deliver their goals.

There's no 'one size fits all' when it comes to smarter chemistry.

Each customer is supported on an individual basis.



400+
Customers



1000+
Products



7
Sectors

Our Approach

Experience, R&D and responsibility are the cornerstones of our service for every customer.

Solutions-led, product development, manufacture, and supply – smart chemistry for improved performance and greater profitability for your operations

Simply put, our commitment to Smarter Chemistry is forward-thinking product development, manufacture, and supply. Before anything else takes place, we take time to truly understand the sectors we work in, our customers' exact needs and any key considerations that affect the solutions we provide.

Underpinned by this clear understanding, a wealth of experience, research & development expertise and a tailored approach to managing each relationship, for FIS customers our support means improved performance, better results and greater profitability for their operations.



Global

**Manufacturing
& Distribution**



Expertise

**In-House R&D
Laboratory**



Green Energy

**On-Site
Solar & Wind**

Highest Standards for Safety & the Environment.

Our Commitment

From the wind turbine and solar panel array we utilise on site, to working with local charities, we take a positive approach to environment, safety and governance.

Whether it's our staff, our customers, visitors to our HQ, or simply anyone who utilises a product manufactured or supplied by FIS, our top priority is always safety and welfare. This responsibility extends to our approach to 'green chemistry' — and our industry-leading environmental credentials are underpinned by careful decision-making, close adherence to protocols and a genuine commitment to going the extra mile to achieve cleaner, greener results.

We uphold rigorous standards in every aspect of our operation and have achieved ISO certification across a range of key areas — ensuring that each department, process and action is governed and delivered responsibly and with the attention to quality that our customers have come to expect.

Objectives

Our objectives define the direction of our business for the year based on the previous year's performance and our long-term strategy. These objectives are developed with the board and are grouped under the following focus areas – Health & Safety, Environmental & Sustainability, Quality, Business Systems, Costs / Finance, Sales & Development, Operations and People, Training & Competency.

As the world changes and new opportunities open up across the globe for renewable energy supply, reducing environmental impact and pursuing 'Net Zero' goals, FIS is engaged and equipped to support our customers with forward-thinking chemicals and bespoke solutions.

Frameworks & Standards

40 Years of Experience, Expertise and Environmental Credentials

FIS's 44 years in business and the quality and effectiveness of our products are underpinned by an abiding commitment to environmental responsibility and pursuing Net Zero, for both ourselves and our customers.

Our standards of quality and performance are rigorous and diligently upheld — we are accredited with 4 ISO standards. Our ongoing commitment to QHSEE has enabled FIS to submit to a rigorous inspection of its operations by NQA under the requirements of BS EN ISO 9001:2015 (Quality Management), BS EN ISO 45001:2018 (Health & Safety Management), BS EN ISO 14001:2004 (Environmental Management) and ISO 50001:2011 (Energy Management) to secure certificates of registration for its management systems covering the design, manufacture and supply of maintenance and cleaning chemicals and associated sundries.

FIS work with and adhere to CEFAS (Centre for Environment, Fisheries and Aquaculture Science) regulations and comply with The Offshore Chemical Notification Scheme (OCNS) in UK and Dutch waters plus register products with NEMS (Norwegian environmental management software) for use offshore Norway.



We believe that we can generate value that also benefits the local communities in which we operate.

We can ensure this through compliance with our Integrated Management Systems (IMS) and having sustainability at the forefront of our activities.

Our Stakeholders

Our key stakeholders have strong sustainability ambitions and FIS is well placed to support these — whether it's FIS customers looking to more actively pursue sustainability targets or employees looking for a great place to work. The latter enables FIS to attract and retain talented individuals across all areas of our team.

Shareholders and investors are increasingly looking for their organisations to manage and record ESG commitments, ensuring sustainable growth and supporting funding for future growth. FIS wants to work closely with suppliers from a reliable, ethical supply chain and provide support to communities who deserve fair and ethical businesses that they can trust.

Employees

FIS ACTIONS

- Team Meetings
- Training
- Leadership Communication
- Company Intranet
- Noticeboards
- Toolbox Talks

OUTCOMES

Sustainability and Business Performance; Strategies; Compensation; Community Engagement; Safety Lessons Learned; Highlights and Statistics

Potential Employees

- Apprenticeships
- Social Media
- Interviews
- Recruitment Sites
- Company Website

Sustainability and Business Performance; Strategies; Goals and Vision; Policy and Structure; Benefits and Compensation; Community Engagement

Communities

- Sponsorships
- Community Engagement Programs
- Social Media
- Company Website
- Volunteering

Safety and Environmental; Initiatives and Commitments; Local Sponsorships; Community Sponsorships



Customers

- Sales Calls
- Surveys
- Technical Information Exchanges
- Customer Satisfaction Communication
- Industry Events
- Social Media
- Website

Sustainability and Business Performance; Customer Satisfaction Surveys; Technical Solutions; Product Quality and Performance; Cost; Service Opportunities; Product and Service Safety and Regulatory Information

Suppliers

- Presentations
- Supplier Agreements
- Audits And Performance Assessments
- Industry Events
- Social Media
- Website

Performance Criteria and Expectations; Sustainability and Compliance Expectations

Investors

- Annual Business Report
- Quarterly Reporting
- Annual Sustainability Report
- Annual Meeting
- Individual Meetings
- Social Media
- Website

Business and Sustainability Performance; Strategies; Goals; Vision; Material Topics

Regulators

- Site Tours
- Audits
- Training
- Communications
- Inspections

Compliance Reporting; Root Cause Information; Technical Information; Sustainability and Statistical Information

Our Net Zero Journey

FIS is committed to Net Zero emissions by 2030

Building on emissions reduction success in 2022, in 2023 FIS Chemicals has further reduced its total CO₂ emissions by 6.7 MT — a total reduction of 50.1MT CO₂e against our baseline year 2017-2018. We continually strive to improve our energy usage practices to ensure we reduce our environmental impact, year on year.

Our EnPi (Energy performance indicator) has reduced significantly in the year 2022-23 (see energy usage graph Page 15) to 0.031 kWh/L in comparison to the previous year's 0.034 kWh/L and the baseline year's 0.055kWh/L. These achievements reflect FIS Chemicals' commitment to improving energy usage practices and reducing environmental impact consistently. Our focus on renewable energy sources, efficient management and reduced fuel consumption exemplifies a proactive approach towards sustainability.

Climate Changes

Energy, Emissions



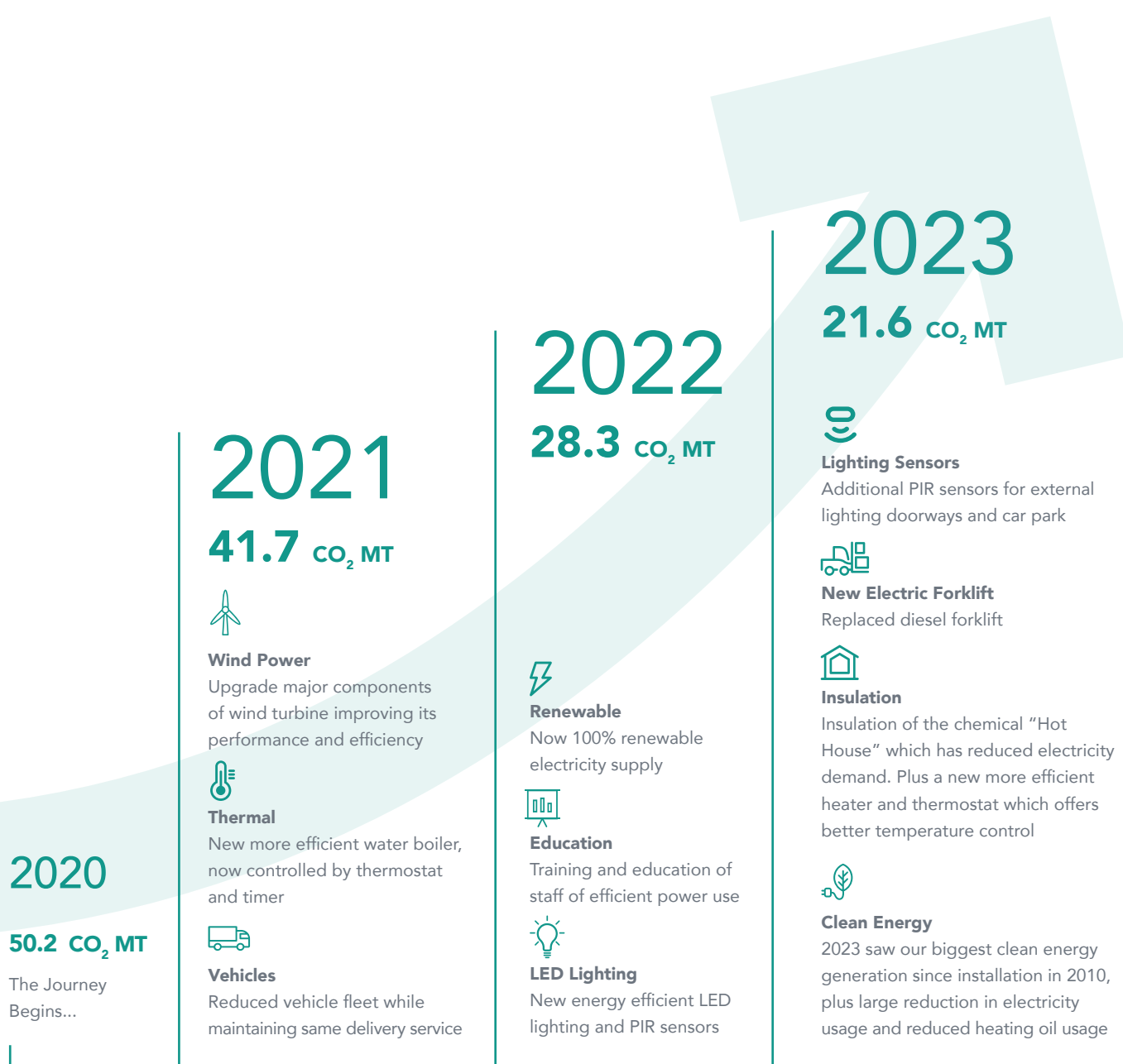
Environment Accountability

Water & Effluent, Waste, Compliance



Energy Improvements

Working Towards Net Zero



Planet

Environmental protection is a key priority for FIS and we are committed to minimising any adverse impact on the environments in which we work, and the communities that depend upon them.

We work alongside our customers to expand and transform their service offerings while providing solutions to environmental and sustainability challenges.

Our environmental management system is certified to ISO 14001:2015 requirements. This allows us to monitor and control our regulatory requirements and applicable standards for operation, whilst setting annual objectives for continuously improving our performance.

Our environmental management system (EMS) is built around the environmental aspects and impacts register which is annually reviewed by our in-house specialists and performance communicated at our annual management review meeting which is attended by our senior leadership teams. We have various procedures and controls which make up the environmental management system, these include:

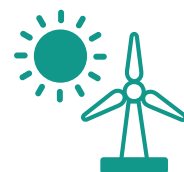
- Chemical and Materials Management
- Internal and External Communications
- Aspect and Impact Management
- Waste Management
- Environmental Risk Management
- Spill & Emergency Preparedness



168K
kWh of clean energy
to the grid



78%
Decrease in CO₂e
emissions since 2011



13
Years of on-site
solar & wind

Energy

FIS understands that improved energy efficiency delivers both direct and indirect emission reduction and economic benefits. Our processes rely on energy, and we are committed to continuously look for ways to advance toward our goal of reducing our overall energy intensity by reducing our consumption. Our work focuses on innovations in equipment and technologies to help us achieve efficiency improvements while also considering alternative energy sources to reduce our reliance on fossil fuels.

Our energy uses include lighting, heating, process (pumps / motors), forklifts and vehicles. Our energy sources include electricity, kerosene, solar panels, wind, and diesel.

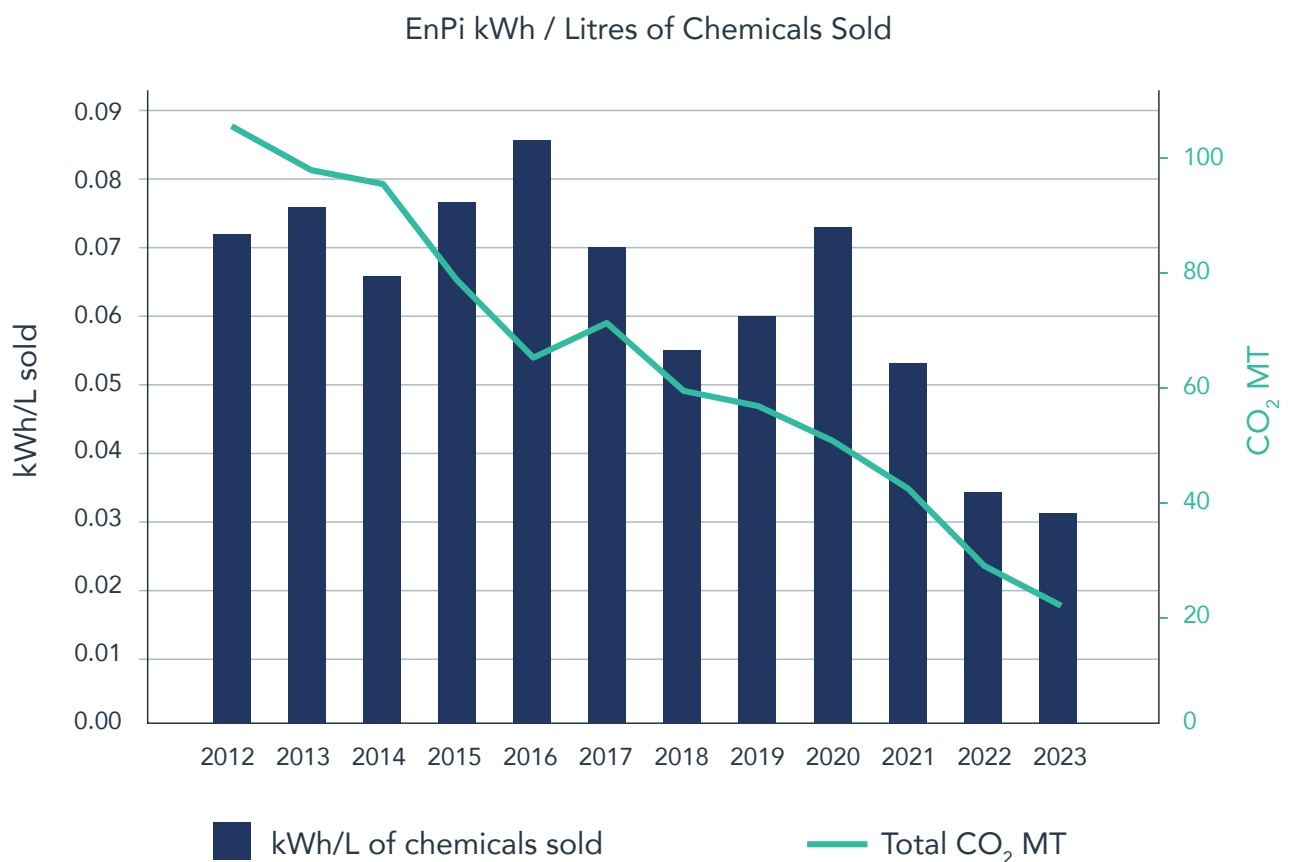
Since first opening in 1980 the FIS site has expanded and evolved with several extensions and refurbishments including the installation of a ground mounted solar photovoltaic PV array and a 11kw estimated wind turbine. These are used to offset against the existing electric usage and demand – lowering energy costs, reducing reliance on the national grid and making use of clean, green energy on site. In August 2021, we engaged with Zero Waste Scotland to investigate renewable options for replacing an aging kerosene-fired boiler with a view to reducing operating costs and improving the company's green credentials. This assessment identified the potential to reduce site energy costs by more than 32% cutting 13.6MT CO₂ from the site's annual emissions. Scotland has committed to becoming a net-zero society by 2045 which is in line with the advice from the UK Government's independent expert advisors, the UK Committee on Climate Change. FIS has identified that our site has the following carbon emissions and we have identified how we can reduce them to support Scotland's net-zero goals.





We continually strive to improve our energy usage practices ensuring we reduce our environmental impact year on year. Our energy performance indicator (EnPi) has reduced significantly in the year 2022-23 (see graph below) to 0.031 kWh/L in comparison to baseline year 0.055kWh/L and previous year 0.034 kWh/L.

Energy Usage Comparison

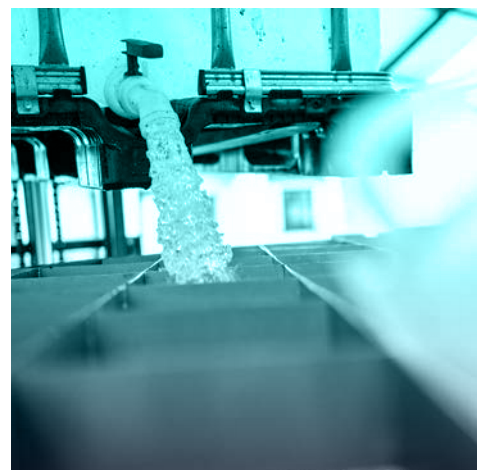


Water & Effluent

FIS specialises in supporting clients with the treatment and disposal of wastewater as well as supplying high purity water products for specific uses — for example, in vehicle radiators, industrial machinery and distilleries.

The FIS team are acutely aware of how important these processes are and how managing water resource ensures safety and negates any potential environmental harm. We are currently engaged by Scottish Water to support the ongoing treatment of water supply — a role we are very proud to fulfil.

FIS understands and appreciates that water is vital for human life and to provide healthy ecosystems throughout the world. Water use for FIS includes domestic purposes, equipment washing, formulation mixing and testing within our facilities. As a vital resource, we acknowledge that efficient resource management is key to ensure that we are being responsible for our consumption and use. We also acknowledge that access to clean, safe water is a fundamental human right, and of importance to local communities and the environment. Therefore, we seek to conserve water across our operations and to discharge wastewater in line with regulatory requirements, which in some cases require local permits.



We continually strive to reduce our environmental impact year-on-year.

Emissions

FIS understand the broad impacts associated with greenhouse gas (GHG) emissions and air pollutants, including implications for climate, concerns regarding the impact on public health and threats to ecosystems that drive the need to reduce our emissions.

FIS produces an 'Environment and Energy Analysis Report' that is written and discussed at the Management Review which is held on an annual basis. The analysis report includes diesel, electricity and kerosene usage in the financial year, and is compared to the previous and baseline years. The report is communicated internally by displaying it on the QHSEE notice board and is discussed with staff in QHSEE committee meetings.

Staff are also given a presentation on CO₂ impact and the importance of reducing CO₂ emissions. The analysis report now includes diesel and business travel data as per the previous audit's recommendations from The Carbon Trust.

In an attempt to further reduce our emissions and carbon footprint, FIS began manufacturing in Houston, Texas in 2023. This is a momentous achievement for FIS and has obvious supply chain, logistical and environmental benefits for our USA and LATAM customers. Manufacturing in Houston has reduced an estimated 12,000kg CO₂e in vessel fuel emissions plus supplying our products in bulk tankers rather than IBC's/Drum containers has eliminated packaging – waste packaging.



CO₂e Emissions

50.1MT

CO₂e reduction from
baseline year 2017/18

6.7MT

CO₂e further
reduction in 2023

3%

3% reduction energy usage
2022 – FIS target achieved



Zero Waste

Bulk manufacturing - supply, USA.
Zero packaging used



12,000kg CO₂e

Eliminated, USA manufacturing, no
requirement for UK – USA shipping



314 recycled IBCs

990 recycled PE Drums

Purchased in the specification
MX 1000 Green Layer / F1 220 Green Layer.



Resulting in

6.11MT

Reduction of CO₂e emissions

3,890kg

Plastic saved

Waste & Chemical Management

FIS understands the potential impacts on the environmental and local community from poor waste management practices or spills of hazardous materials.

Across all facilities we have implemented handling of waste and chemical management practices to ensure that we are measuring data around our disposal methods and seek to use the waste management hierarchy, avoiding complete disposal to landfill wherever possible.

We also take accountability for the waste which we produce and therefore include review and approval of waste carriers and management facilities licences and procedures before use. Only approved vendors are authorised for shipping and disposing of waste from FIS facilities.

Within each facility we conduct waste stream assessments to understand where our operation generates waste. This allows us to identify and explore other waste streams and reduce waste generation.

We aim to avoid all spills through careful management and design of processes at our facilities, and we conduct training on spill management and emergency response so that we are prepared in the event of an incident.

As a chemical manufacturing facility, our top priority is to ensure that we protect our people, our communities, and the environment. To better understand our impact on the environment, we recently engaged a specialist environmental services company to carry out a ground investigation to provide information on soil, water and ground contamination conditions at the site, specifically in regard to the site waste-water discharge to ground that takes place at our facility in Aberdeen. The results of this assessment concluded that there was no significant evidence of contamination of the soils in the area of the soakaway discharge.

We will continue to work with SEPA to ensure that we are meeting the Freshwater Environmental Water Quality Standards whilst conducting periodic water sampling and maintaining a statistically robust dataset.

2023 Waste to landfill Reduction

1,400kg
to landfill in 2023

59%
reduction in waste to
landfill Vs 2022

People

Our people make FIS Chemicals.

We rely on their contribution, skills and competencies so together we can celebrate success. Our values and leading behaviours underpin our people management processes to ensure that our culture is entwined within our high performing teams.

Employees

Our team represents a wide variety of backgrounds and make conducting our business possible. We are committed to ensuring a diverse workforce and support each staff member to have successful careers. In 2021, we became an accredited Living Wage Scotland employer and continue to strive for the best for our employees.

Our leadership team drive employee performance and encourage development through our training and competency management systems. Our ethical policies set expectations and strict adherence to labour practices and laws to create a healthy, safe workplace.

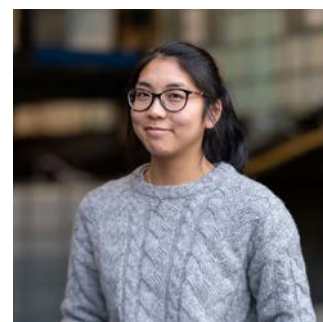
The FIS team has grown in 2023, with new appointments Kelly, Kieran and Jorja all joining us. We have participated in the Net Zero Academy, and CEO Kenny Woods has undergone IOSH training. FIS regularly hold town hall meetings and team-wide social events.

Training & Education

We believe managing our people well is vital to our organisation's success and set high expectations for our leaders to be able to support and motivate their teams. To support this, we provide our people managers with the appropriate leadership skills and training.

Learning and development takes place in various forms, ranging from traditional classroom training, to workshops, conferences, on-the-job training and e-learning, in an effort to accommodate all learning styles.

This is also the second year we have been supporting Aberdeenshire Council with offering Foundation Apprenticeships in Scientific Technologies to pupils in S5/S6.





Diversity & Equal Opportunity

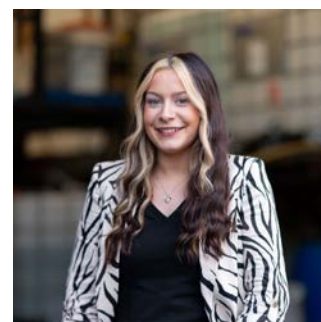
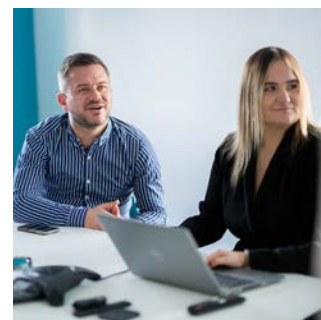
FIS Chemicals' approach to diversity and equal opportunities aligns with our business ethics and conduct policies in which we recognise and promote a culturally diverse workforce where every employee feels belonging and that they can positively contribute to our business.

The structure of our equality and diversity expectations is included within our recruitment policy which includes: recruitment and selection, training and development and remuneration and benefits. It is also supported by our policies on disability and part-time contracts.



Employee Engagement

How an employee feels about their workplace, and their contribution to it, can greatly affect their performance. Therefore, FIS needs to understand how our people feel about our organisation and their contribution to our goals. We seek to understand and capture this information by conducting employee surveys and obtain feedback on how they feel about their place of work. We have an employee committee who meet at least annually to express opinions and questions relating to our management systems, including objectives and targets, as well as an open-door policy for any day-to-day feedback. QHSEE Meetings are attended by senior management, and a cross section of employees which evidences the consultation of non-managerial workers.



Health, Safety & Well-being

Occupational H&S



Diversity & Inclusion

Ethics, Diversity, Employment



Community Engagement

Localisation of workforce





Health and Well-being

FIS Chemicals is committed to delivering on our fundamental responsibilities to ensure that we provide a healthy and safe working environment for our employees and to anyone working under our care. We always strive to protect our employees and promote healthy lifestyles and working arrangements. We have the support of QHSEE professionals within our organisation and work with external partners to maintain occupational health assessments and wellbeing campaigns.



Limiting Exposure to Hazardous Materials

FIS places a strong emphasis on protecting human health and the environment and maintaining operational safety. We have a chemical management process in place to manage the risks associated with chemicals used in our activities, products, and services, and to protect our employees, customers, contractors, suppliers, property, and the environment. Our chemical management process also serves to promote compliance with regulatory and contractual requirements and avoid significant business losses resulting from chemical-related incidents.

We have long been committed to transparency in our chemical disclosure. We also require our suppliers to provide us with full disclosure regarding any chemicals that we purchase from them before we can include such in our portfolio.

We ensure that our products comply with applicable laws in the jurisdictions where they may be distributed. We also develop and implement compliance processes in accordance with applicable regulatory regimes, such as the European Union's Registration, Evaluation, Authorization and Restriction of Chemicals regulation (REACH).





Occupational Safety

Working in a safe environment is a fundamental responsibility at FIS.

Our ongoing commitment to Health & Safety has enabled FIS to submit to a rigorous inspection of its operations by NQA under the requirements of BS EN ISO 45001:2018 (Health & Safety Management) to secure certificates of registration for its management system covering the design, manufacture and supply of maintenance and cleaning chemicals and associated sundries. Our ISO 45001 accreditation covers direct activities occurring in our facilities and within our operational control, including impacts to employees, contractors, and visitors. Additionally, we have safety meetings represented by a cross-functional team.

Accident Prevention and Safety

Our risk management programmes allow us to manage our business risks to as low as reasonably practicable (ALARP). Risk mitigation is included in every stage of our project delivery and our day-to-day operations, from project planning, task risk assessments to dynamic, on-the-job risk assessments. Our employees and contractors are encouraged to "speak up" and raise any unsafe acts or occurrences. Opportunities for improvement are also welcomed, encouraged and discussed.



The Way Ahead

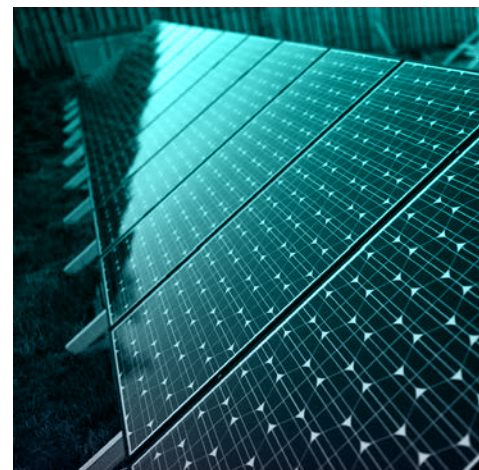
With help and guidance from Scottish Enterprise, FIS Chemicals undertook a feasibility study to assess our current consumption and greenhouse gas emissions through changes to the raw material Hotbox, electric motors and pumps, diesel run vehicles, space heating, lighting, and explored additional onsite renewable energy generation.

During 2023, annual energy consumption at FIS Chemicals resulted in GHG emissions of 28.3 tonnes CO₂e per year.

At FIS Chemical, imported electricity comprises the greatest proportion of energy consumption and costs, accounting for 37% of total energy consumption. Kerosene and diesel represent 29% and 22% of annual energy consumption, respectively.

Imported electricity, kerosene, and diesel play significant roles in both costs and CO₂e emissions, suggesting potential areas for optimisation and efficiency improvements. On-site renewables contribute positively to environmental sustainability with no associated costs, accounting for up to 40% of the total electricity usage.

FIS generated 17,000+ kWh of clean electricity in 2023, incurring zero costs and emissions.



Opportunities were identified at FIS Chemicals to:

- Reduce the quantity, carbon emissions, and costs associated with electricity consumption.
- This includes improvements in lighting, electric motors and pumps, and the hotbox (a steel made container used to maintain low viscosity properties of certain raw material products).
- Reduce the quantity, carbon emissions, and costs associated with kerosene and diesel consumption by exploring alternative renewable heat sources, using electric vehicles and optimizing diesel-run vehicles.
- Explore opportunities for additional onsite renewable generation to reduce dependence on imported grid electricity. Based on the analysis in this report, considering economic attractiveness and compatibility with existing infrastructure, feasible opportunities identified include:
 - Installing LED lighting to reduce electricity consumption.
 - Installing PIR sensors in sporadically occupied areas to decrease electricity consumption.
 - Replacing the existing blending pumps with a more efficient alternative.
 - Insulating the hotbox to reduce electricity consumption.
 - Adding an additional 25 kWp solar panel array with battery storage system.

Ongoing analysis has identified the potential reduction of a further 51,000 kWh energy which equates to 7MT CO₂e, this will be prioritised the coming year

23% reduction

in greenhouse gas emissions by 7MT CO₂e compared to baseline

59% reduction

in operating costs by per year at the current tariffs (compared to present)

34% reduction

in energy consumption by 51,180kWh per year

| | | Total energy saving (kWh) | Total GHG saving (tonnes CO ₂ e) | Imported energy saving (kWh) | Renewable saving (kWh) |
|-------------------------------------|--|---------------------------|---|------------------------------|------------------------|
| Electricity | Additional LED lighting | 1,345 | 0.15 | 1,009 | 323 |
| | Additional PIR sensors | 849 | 0.09 | 645 | 204 |
| | Replacing existing Roto blending pumps with a higher efficient alternative | 493 | 0.06 | 375 | 118 |
| | Hotbox insulation, more efficient heaters, updated thermostat | 21,748 | 2.43 | 16,528 | 5,219 |
| On-site renewable generation | Additional Solar PV with battery system - 25 kWp | 26,745 | 3.93 | 26,745 | 0 |
| Total | | 51,180 | 6.66 | 45,302 | 5,864 |

Community Case Studies

From supporting youth football in Aberdeen/Aberdeenshire to charitable donations, FIS are keen to always be engaging with the local communities and playing our part in giving back and developing a sustainable future for our generations to come.



Donation to Breast Cancer Now by supporting their Wear It Pink day



Continuation of support to Abernecessities - 3 years



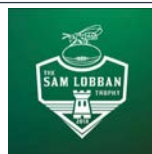
Participation in Russell Anderson Trust golf day



Donation to Team Jak



Participation in Sports Challenge event which raised money for local charities



Continuation of support for The Sam Lobban Trophy



Donation to MacMillan cancer charity



Support of Maggie's Cancer Centre



Hall Russell United FC youth development programme

Governance

FIS Chemicals is committed to excellence in everything we do, and we strive to maintain the trust and confidence of our customers, investors and stakeholders affected by our operations.

Strong financial performance is key to the sustainable growth of our business and our future success. Through our operations, we create value for a wide variety of stakeholders, including our local communities, investors, suppliers, contractors and employees.

With the support of our Executive Management Team, the Board of Directors oversees financial performance and strategy, capital structure and market exposure as well as our business risk profile.

Foresight

FOR A SMARTER FUTURE

For close to four decades, Foresight has supported smaller companies through various economic cycles. Each year, Foresight reviews business plans and its current portfolio, covering all sectors and stages. Foresight provides insight, expertise and guidance and uses its vast network to help companies maximise their potential, expand into new products and markets, adopt good governance and understand their impact.

MAVEN

Maven is a leading private equity manager and one of the UK's most active investors in high growth businesses. Maven partners with ambitious, entrepreneurial management teams to accelerate growth, and serve thousands of investors with the goal of delivering exceptional returns

Economic Performance & Market Presence

Market Presence, Indirect Economic Impacts, Procurement, Training



Corporate Governance

Procurement, Anti-Corruption, Business Conduct





Ethics, Anti-Bribery and Corruption

It is FIS' goal to maintain the highest standards of ethics, professionalism and business conduct as well as ensure that we act in strict compliance with the law at all times, in particular the Bribery Act 2010. We are committed to acting professionally and fairly in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter any behaviour or practice that compromises FIS' integrity or honesty. FIS has a strict anti-bribery and corruption policy to comply with the Bribery Act 2010.

Our business has been built using an honest approach and we place a high value on ensuring integrity and transparency in our operations therefore, we ensure that we comply with the Modern Slavery Act 2015 and have zero tolerance to slavery and human trafficking and expect all those in our supply chain and contractors to comply with these values.

Financial Risk Management

The Board and management recognise that climate risk is a key area of focus among our stakeholders, and the Company has, in line with this risk, committed to reducing our carbon emissions. We are also in the process of implementing efficiency measures focused on fuel consumption and energy consumption across our operations as defined earlier in this report.

As investors look to renewable sources over fossil fuels, there are some financial risks for the industry should they not adapt accordingly.

We work alongside our customers to expand and transform their service offerings while providing solutions to environmental and sustainability challenges.

Monitoring Change and Transparency

To stay aligned in our approach and in control of our impacts, we must monitor changes and developments and be aware of any country-specific statutory or regulatory reporting requirements. Such assessments are included in our legal compliance reviews which are conducted regularly.



Changing
Perceptions
on Chemicals.

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