

MANAGEMENT POLICY

UBE Corporation Europe S.A.u., embraces the UBE Group founding principles of “coexistence and mutual prosperity” and “from finite mining to infinite industry” and shares the vision of using today’s actions to create a better tomorrow. We contribute so by leveraging the group strengths on researching, developing, manufacturing and marketing environmentally friendly chemicals, polymers and specialty products.

It is our commitment:

- ⌘ To enhance our values: responsibility, integrity, sustainability, equity and diversity.
- ⌘ To create shareholder value.
- ⌘ To anticipate and meet internal and external customer requirements.
- ⌘ To ensure the compliance of the legal, ethical and Group requirements, and other programmes subscribed by the Company, such as Responsible Care, Operation Clean Sweep (OCS) and ISSC PLUS.
- ⌘ To protect the environment, prevent environmental contamination and other impacts arising from our activities.
- ⌘ To preserve the health and safety of our employees and contractors, promoting their consultation and participation.
- ⌘ To identify the hazards and eliminate them to the extent possible. Evaluate and mitigate risks regarding Business, Safety, Environment, Energy, Quality and Product Safety; establishing contingency plans to ensure the business continuity.
- ⌘ To manage the assets with an integrated vision of risks and capital and operational expenses along their life cycle, optimizing their performance to support the Company’s strategy.
- ⌘ To support the acquisition and design of safe, sustainable and energy efficient products and services.
- ⌘ To promote mutually beneficial relationship with stakeholders.
- ⌘ To foster human resources management towards an agile and learning organization with properly trained and informed personnel and teams.

To achieve these commitments we continually develop, maintain and improve an Integrated Management System.

The Management Board assumes the responsibility to establish and monitor targets and start up all the necessary actions to communicate, impel, control and guarantee the development of this Policy.



Bruno De Bièvre
President of the UCE Group
31st October, 2023