



CORPORATE SOCIAL RESPONSIBILITY POLICY

January 2021

Data controller “the Company”: 2M Group of Companies (2M)

Introduction

CSR refers to the way in which businesses regulate themselves in order to ensure that all of their activities positively affect society as a whole. The 2M Group of Companies have developed a CSR policy in its commitment to build a sustainable business with strong social relevance and ethical standards as well as being dedicated to help make career opportunities within Science, Technology, Engineering and Math (STEM) accessible to the next generation of business and industry.

What we do

Charitable Giving/Match Funding

2M support a variety of local and national charities every year. Money is raised through various events such as 'The 2M bake off', raffles, festive games and competitions. Any money raised is then matched by 2M. Charities we have worked with previously include Martin's House, British Heart Foundation and Cancer Research UK. We also contribute to any individual charities that employees may be raising for a personal cause outside of the workplace such as 10K runs, equipment for local schools, etc.

Sponsorship

Over the years 2M have supported employees and their families by sponsoring numerous sporting activities such as family swim sessions and school football clubs as part of our commitment to wellbeing and work-life balance.

Promoting & Supporting STEM Education

2M has made significant investments in launching the 2M STEM Programme in 2016, which grows year on year and has supported up to 500 young people a year in accessing a career in STEM. The programme includes training STEM Ambassadors who use their enthusiasm and commitment to encourage young people to enjoy STEM subjects. They open the doors to a world of opportunities and possibilities which come from pursuing STEM subjects and careers. STEM Ambassadors not only inspire young people, they also support teachers in the classroom by explaining current applications of STEM in industry or research. STEM Ambassadors contribute to their local community and at the same time boost their own professional skills, experience and confidence. 2M employees have used their knowledge and expertise to teach at inner-city schools within the Leeds and Liverpool regions as well as reading to school children to help with improving literacy. Laptops are regularly donated to schools by 2M and in 2021 2M will provide Science kits and lessons to 20 schools.

Employability & Graduate Employment

2M work with local and national universities providing not only science-based internships within the Technical Teams and Labs but also internships within the Sales and Operational Teams. 2M has also provided full time employment to STEM graduates in our IT, HR, Finance, Compliance, Operations and



Sales Departments across both the UK and internationally.

2M have worked with Leeds Beckett University, helping to mentor Management and HR undergraduates, by taking part in short information sessions to enhance their employability skills, giving them tips and advice to help their future careers.

Volunteering/Philanthropy

We have previously collaborated with the National Forest Tree Planting Initiative, helping to plant trees with Reabrook Ltd. We have also donated t-shirts and caps to school children in Africa, firefighters in the UK and over 20,000 bottles of hand sanitiser to front line staff including nursers, teachers, ambulance drivers and food bank volunteers.

2M give all staff 2 volunteering days per year, fully paid, to support their local communities.

Accreditation - Responsible Care Programme and Awards

2M is a fully participating member of the Chemical Business Association's (CBA) Responsible Care scheme, which commits us to continually improve all aspects of our health, safety and environmental performance, with respect to our operations, products and employees, and our interaction with our customers and the public.

2M has twice won the CBA's Responsible Care Awards for Community Interaction, for its 2M STEM programme, in 2017 and 2019.

2M has undergone the 3rd party European Single Assessment Document, ESADII, which provides external parties with independent verification of our commitment to Responsible Care.

Accreditation - RSPO

We are proud to be certified against the RSPO Supply Chain Certification System for "Purchasing, Storage, Distribution and Processing of Certified Palm Oil and Palm Oil derived Oleochemicals".

The cosmetics and personal care industry players are increasingly recognising the importance of using and promoting sustainable palm oil. Palm oil is widely used in the personal care industry but cultivating palm oil can have severe effects on rainforests, climate change, livelihood of the local people and the habitat of orang-utans and other wildlife.

Public interest to see improvement and change in this area has grown significantly over the years.

Fakhara Jones, Technical Director at Surfachem, said: "The RSPO Certification is a significant achievement for 2M. We are working closely with our principal suppliers and customers' technical and innovation teams to offer sustainable and ethical products as alternative sources of supply wherever possible".

Accreditation - ISO

2M is committed to customer satisfaction by providing the highest possible levels of customer service.

As an ISO9001:2015 accredited company we work hard to ensure that our internal operations support our objectives to achieve high levels of customer service. We understand that customer needs and

expectations change and only by continually reviewing our processes for improvement can we always remain ahead of our competition.

Fair Trade

2M provides many different types of chemical ingredients that are Fair Trade Certified - such as Aldivia, Cocoa Butter, Deodorized Organic Fair Trade.

Employee Wellbeing

2M have developed an employee wellbeing policy to manage its obligations to maintain the mental health and physical wellbeing of all staff. It covers the organisation's commitment to employee health, the responsibilities of managers and others for maintaining psychological health, health promotion initiatives, communicating and training on health issues, the range of support available for the maintenance of mental health, and organisational commitment to handling individual issues.

Some employee benefits include; free standard eye tests, family healthcare/private medical scheme, free fruit, free counselling service for all employees, regular training and support on mental health awareness, sports programmes, two volunteering days per year as well as trained mental health first aiders across our UK sites.

Family Friendly Policies

2M prides itself on its family-friendly approach. We have a flexible working policy in place which follows government guidelines in that all employees have a statutory right to request to work flexibly if they have worked for the Company for a continuous period of 26 weeks at the date of application.

In addition, we offer qualifying employees enhanced maternity and paternity packages, which go above and beyond statutory requirements.

The 2M Academy/ Future Leaders Programme

The 2M Academy is the training umbrella for all learning and development across the 2M Group of Companies. The academy provides learning and development opportunities to all staff across the 2M Group, using best-in-class, in-house expertise and external resources. The aim of the academy is to set the standard for chemical distribution and related industries, through 2M's commitment to the transformative power of education, upskilling and collaboration.

The academy includes a Future Leaders Cohort which is an 18-month accelerated learning & development programme for employees to build upon their strengths and skills base to advance their careers within 2M.

There is also a strong commitment to promoting STEM education and development by having a dedicated 2M STEM Centre at 2M House in Runcorn, as well as an in-house mentoring programme for upskilling staff.

Employee Recognition

2M hold an annual Colleague Recognition Awards Ceremony to celebrate staff members who have embraced our Company Values and made a difference to the organisation.



Employee Voice/Wellbeing Surveys

2M has its very own quarterly wellbeing and employee satisfaction survey where staff are encouraged to share their ideas, suggestions or improvements using the online survey.

Health and Safety Strategy

2M have in place a thorough health and safety policy. 2M products are supplied with a material Safety Data Sheet (SDS) which outlines the health and safety precautions and storage recommendations.

REACH Programme

2M is fully committed to REACH. We continue to oversee the registration activities of our principals to ensure full compliance.

Ensuring Environmental Sustainability

2M have formed a sustainability council and framework for improving sustainability across the group. 2M is the fundamental link between suppliers and customers, and we can help each other to communicate improvements within the chemical industry. From packaging and ingredient sourcing, to production, together we can help raise awareness of changes that need to occur for sustainable measures.

2M actively encourage and promote sustainable practices within the workplace by having recycle bins in our offices for paper, cardboard and plastic. 2M have a range of green cleaning solutions including four key ingredients that are designed to replace the hazardous components commonly used in many traditional cleaning products.

Working with Sustainable Suppliers

We use the services of Shred-it to make sure all our private and confidential information is disposed of in a secure way but also because of their sustainable business ethos. All the paper that they collect for secure shredding is recycled into a wide assortment of paper products. And, at the end of the year, each and every client receives an Environmental Certificate outlining their contribution and showing how their paper shredding is helping reduce their environmental footprint. Every ton of recycled paper saves 18 new trees from being harvested for pulp and paper production, uses 64% less energy, 50% less water and causes 74% less air pollution than the same quantity of paper from virgin wood pulp.

2M also helps to contribute to the planting of trees in Africa, Asia and South America, reducing carbon dioxide levels, through using a supplier of branded cups who are partnered with the Green Earth Appeal. Everytime we purchase cups they off-set the carbon emissions by planting a tree on our behalf through their partnered charity, Green Earth Appeal.

Ethical Trading

2M is committed to Ethical Codes of Practices both internally and with our supply chain. We are dedicated to developing partnerships with suppliers who share our common principles of Ethical Trading and Social Responsibility and Accountability by focusing on best practice in the following key areas - Supply Chain Transparency, Anti-Bribery, Slavery and Human Trafficking. 2M have a zero tolerance policy against slavery and human trafficking and publish the policy on their website in accordance with the UK Governments Modern Slavery Act 2015.