

SOCIAL RESPONSIBILITY POLICY

This Policy shall be read in conjunction with the following Advanced Materials Business policies, which are applicable to CTP Advanced Materials GmbH:

- [Human Rights Policy](#)
- [Responsible Supply Chain Policy](#)

This Policy supplements the above policies by establishing additional commitments, objectives and requirements relevant to CTP Advanced Materials GmbH.

Aditya Birla Group is a Global Conglomerate, a highly Purpose led and value driven organisation with Integrity, Commitment, Passion, Seamlessness, and Speed. Our Group Purpose is to "Enrich lives, by building dynamic and responsible businesses and institutions, that inspire trust. Our Group Purpose and values form the foundation for all actions and decisions within our business.

This policy covers all employees, contractors, and visitors at CTP Advanced Materials GmbH. We strive to foster a socially responsible workplace and encourage our suppliers and partners to adopt comparable practices, especially in areas where our operations and values align.

CTP Advanced Materials GmbH as part of Advanced Materials Business of Aditya Birla Group, a global epoxy and coatings manufacturer, recognizes the valuable role that business can play in the longer-term protection of human rights and that effective Supply Chain is key to minimizing the health, safety and environmental impacts of our operations.

Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

We will achieve this by:

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements and conforming to relevant standards.
- Undertaking an iterative, due diligence process, the focus of which is identifying, assessing and

managing potential risks and impacts.

- Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with indigenous peoples, land acquisition, supply chain, and security management.
- Influencing our value chain partners to adopt the Advanced Materials business human rights policies, principles and practices and encourage appropriate human rights management across the supply and value chain.
- Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities.
- Establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks.
- Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.

We recognize that respecting human rights also means fostering a fair, safe, and inclusive work environment. We are committed to upholding labor rights and supporting the well-being of our employees and communities.

We will achieve this by:

- Valuing diversity, equal opportunity and the need to consider the rights of people who may be particularly vulnerable to impacts and/or marginalised such as indigenous people, women or migrant workers.
- Supporting employee well-being by promoting a safe and healthy work environment, and by developing initiatives that foster mental health, work-life balance, and overall well-being.
- Prohibiting all forms of child labour, forced / trafficked labour, discrimination and harassment.
- Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas.
- Prohibiting interference in any way with the establishment, functioning or administration of

workers' organisations or collective bargaining.

- Respecting the right of all workers to form and join a trade union and work council of their choice without fear of intimidation or reprisal, in accordance with national law.
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner.
- Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities.

CTP Advanced Materials is committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business including our contractors and suppliers.

Therefore, we aim to:

- Create a supply chain that is resilient and viable amidst the risks and opportunities that may arise from the geo-political, external legal, technical, environmental, and societal megatrends, as part of our business future-proofing program.
- Build capabilities within the supply chain and strive to create best-in-class supply chain solutions.
- Ensure transparency regarding the origin of goods and their environmental impact.
- Select suppliers through a competitive and transparent process including requests for proposals (RFPs), requests for quotations (RFQs), or other appropriate methods.

Stakeholder Engagement through communication and transparency!

To achieve this, we:

- Regularly monitor supplier performance to ensure compliance with sustainable practices, contractual terms, quality standards, and delivery schedules.
- Undertake internal and third-party audits at regular intervals to assess human rights and supply chain performance and conduct due diligence during mergers and acquisitions, new projects.

Measurable Commitments and Targets

To support the implementation of this policy, CTP Advanced Materials GmbH sets the following measurable targets:

- Ensure 100% of laboratory and production equipment meets state-of-the-art standards by 2030.
- Ensure 100% compliance with the German Working Hours Act (Arbeitszeitgesetz) as well as with all German laws.
- Conduct regular employee satisfaction surveys with a target response rate of 80% and a satisfaction score of $\geq 75\%$.
- Ensure 100% of employees receive annual safety training.
- Ensure that all new hires complete training on human rights, code of conduct and anti-harassment topics within first quarter of joining.
- Maintain zero/0 confirmed cases of discrimination, harassment, child labour, forced labour and human trafficking each year and ensure that all reported complaints are investigated and appropriately addressed.
- Train 100% of procurement employees on environmental and social issues in the supply chain by FY 2030.
- Ensure that 100% of new suppliers are evaluated on their environmental and social practices by FY 2030.
- Require 100% of suppliers to comply with our Code of Conduct prohibiting child and forced labor and human trafficking.

We communicate this policy within the organization through a structured internal communication framework. This includes:

- Making the policy available on the company intranet and external homepage

- Providing policy training to all employees as part of onboarding and regular awareness sessions
- Engaging internal stakeholders through updates and discussions
- Collaborating with external partners and aligning communication efforts with global sustainability standards

This policy will be reviewed periodically for its suitability and updated as necessary. Material topics are identified through internal stakeholder engagement and regular assessments of social impact and relevance. External perspectives are considered when they align with the company's broader social responsibility objectives.

Responsibility for implementing this policy is shared across all levels of the organization. Senior leadership sets the tone and provides strategic oversight, while department heads are accountable for embedding socially responsible practices into their operations. All employees are expected to uphold the policy through their daily actions, fostering a culture of respect, inclusion, and ethical conduct.



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