



Sustainable Procurement Program

A photograph of a worker wearing a hard hat and safety glasses, operating a forklift in a warehouse setting. The forklift is carrying a large stack of white boxes. The background shows more stacks of boxes and a green structure.

Sustainable Procurement Program

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Introduction

Business ethics and governance is a key pillar of the Envu environmental, social and governance (ESG) roadmap, reflecting our commitment to integrity and accountability. We prioritize ethical conduct across all interactions with customers, employees, partners and stakeholders.

Sustainable procurement is central to this pillar, enabling us to proactively identify and mitigate supply chain risks. By integrating responsible sourcing practices, we enhance business resilience, foster trust and drive long-term value while promoting ethical and sustainable operations.

Envu Strategic Pillars:

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|  NATURE-POSITIVE INNOVATION | Impact on nature We are enhancing biodiversity and helping our ecosystem flourish by controlling invasive species and pests, restoring native forests and rangelands, and using advanced solutions and digital technologies to optimize product usage. |
|  HEALTHIER SPACES AND PEOPLE | Impact on society We are preventing the spread of disease, protecting essential infrastructure, safeguarding our food supply and maintaining healthy green spaces. |
|  DECARBONIZING THE VALUE CHAIN | Impact on the way we operate We are committed to reducing emissions across our value chain, offering products that lower our carbon footprint, and working with partners who meet our environmental and social standards. |
|  SAFE AND INCLUSIVE WORKPLACE | Impact on our team We are creating a work environment where diverse and talented people from all over the world feel safe and empowered to positively change the world through their work. |
|  BUSINESS ETHICS AND GOVERNANCE | Acting with integrity to reduce risk We exercise good judgment and act with integrity each and every day to create a foundation of trust with our customers, employees, business partners and shareholders to prevent and mitigate risks as they arise. |

Material ESG Topics (From Double Materiality Study):

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| 5. Biodiversity and Ecosystem |
| 9. Community and Societal Impacts 11. Portfolio Stewardship |
| 1. Climate Change Impacts: Own Operations 2. Climate Change Impacts: Value Chain |
| 6. Human Capital Development 8. Human Rights and Labor Management |
| 3. Water Resources 4. Waste and Resource Circularity 12. Sustainable Procurement Practices 13. Responsible Business and Governance Practices |

Key ESG Risks in the Envu Supply Chain



BUSINESS ETHICS AND GOVERNANCE

- + Corruption and Bribery
- + International Trade Controls and Sanctions
- + Data Privacy and Intellectual Property Violations



LABOR AND HUMAN RIGHTS

- + Forced Labor, Child Labor and Human Trafficking
- + Diversity, Equity and Inclusion
- + Occupational Health and Safety
- + Product Safety



ENVIRONMENT

- + Environmental Spills and Releases
- + Waste and Emissions
- + Natural Resource Protection

At Envu, we are committed to operating as a responsible and ethical business. We recognize that our supply chain is a critical extension of our values and that the ESG risks associated with suppliers can have significant impacts on our business, stakeholders and the communities in which we operate.

To uphold our commitment to sustainability and ethical practices, we are dedicated to identifying, assessing and mitigating ESG risks across our supply chain. This includes working closely with our suppliers to ensure they align with our standards on environmental stewardship, human rights, labor conditions and ethical governance.



Our Commitment to Responsible Partnerships

WE ACHIEVE THIS THROUGH

- + Supplier Code of Conduct: Clear guidelines and expectations that reflect our commitment to ethical sourcing and sustainable practices.
- + ESG Risk Assessments: Regular evaluations of our suppliers to identify potential environmental, social and governance risks. This is done through external partners like EcoVadis or by our internal teams.
- + Continuous Improvement: Engaging suppliers in performance improvement plans for them to continuously improve their ESG performance and adopt best practices.
- + Transparency and Accountability: Monitoring and reporting mechanisms to ensure compliance, track progress and foster trust with all stakeholders.

SUSTAINABLE PERFORMANCE UNLOCKING OPPORTUNITIES

At Envu, we strongly believe in partnership, and 360° performance assessment is embodied in our processes. On top of the key components of our sustainable performance program listed above, ESG performance assessment is part of our Request for Quotation process for many projects, among other criteria, making sure our most sustainable suppliers get rewarded for their efforts.

Sustainable Procurement at Envu

1 SUPPLIER CODE OF CONDUCT



We all thrive to produce the best possible product while providing good working conditions for our employees and preserving the environment from adverse events. To ensure alignment with these values, our Supplier Code of Conduct establishes clear expectations for ethical, environmental and social responsibility throughout our supply chain. Envu also conducts regular audits and assessments to ensure adherence to our [Supplier Code of Conduct](#).

- + All existing suppliers are required to sign our Supplier Code of Conduct or demonstrate equivalence to the principles established in our code of conduct.
- + All new suppliers must sign the Supplier Code of Conduct as part of the onboarding process.
- + Based on identified risks in certain procurement categories, additional ESG clauses will be added to supplier contracts.

2 ECOVADIS ASSESSMENT



Envu has integrated supplier ESG assessments into procurement decision-making and performance reviews. For this, we use EcoVadis evaluation, which assesses companies on their ESG performance based on their size and industry. With four key components — Environment, Labor and Human Rights, Ethics, and Sustainable Procurement — EcoVadis gives an assessment at a glance with clear actionable items for improving further.

- + Register: Sign up on EcoVadis to participate in the sustainability assessment.
- + Submit Assessment: Complete and submit your sustainability information on EcoVadis.
- + Share Results: Provide your EcoVadis assessment results to showcase compliance.
- + Improve: Use EcoVadis feedback to enhance sustainability practices.

3 GHG EMISSIONS REPORTING



Envu is committed to a decarbonization journey. Greenhouse gas emissions reporting and decarbonization are vital to reducing the environmental impact of our activities. Emissions from purchase of goods and services form a significant part of our total footprint, hence why collaboration from our suppliers is essential to achieve our emissions reduction ambitions.

Have any questions? Contact sustainable.procurement@envu.com.

- + Suppliers to report emissions data as a product carbon footprint or provide Scope 1, 2 and 3 data.

Haven't calculated your emissions yet?:

- + Use Persefoni's free tool for Scope 1 and 2 : [Sign Up Free | Persefoni](#).
- + The tool simplifies carbon accounting using accessible data like energy consumption.
- + Results are shareable with multiple customers to save time and demonstrate progress.

Supplier Code of Conduct

The Supplier Code of Conduct is a formal document outlining the ESG standards suppliers are expected to uphold when conducting business with Envu. It ensures alignment of values across the supply chain, fostering transparency, accountability and responsible practices.

THE PURPOSE OF THE SUPPLIER CODE OF CONDUCT IS TO:

- + Define Ethical Expectations: Establish clear guidelines for responsible business conduct, covering areas such as labor rights, environmental protection and governance.
- + Promote Responsible Sourcing: Ensure that materials, products and services are sourced in a manner that respects human rights and environmental sustainability.
- + Protect Reputation and Risk Management: Safeguard the company's brand by mitigating ESG risks associated with supply chain activities.
- + Enhance Partnerships: Foster long-term, value-driven relationships with suppliers that share a commitment to ethical practices.

COMMUNICATION AND IMPLEMENTATION:

- + The Envu Supplier Code of Conduct can be found on our external website [here](#).
- + All new suppliers are required to formally acknowledge and commit to the Supplier Code of Conduct during the onboarding process.
- + Already existing suppliers need to sign our Supplier Code of Conduct or demonstrate equivalence to the principles established in our Supplier Code of Conduct.
- + Regular supplier audits will be conducted to ensure compliance with the principles in the Supplier Code of Conduct.

ESG Risk Assessments

Understand the risks and improvement areas to act upon them.

To ensure that suppliers meet the high standards of ESG performance, we conduct thorough assessments and audits. These processes help identify risks, drive improvements, and ensure compliance with both regulatory requirements and ethical business practices. We share openly the conclusions of those assessments with our partners, seeking to build mutually beneficial action plans to drive performance forward and foster long-term partnerships.

ECOVADIS ASSESSMENT:

- + EcoVadis evaluates suppliers across 21 ESG criteria grouped into four main categories: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement.
- + Suppliers receive a scorecard with a rating between 0 and 100, along with a medal level (e.g., bronze, silver, gold or platinum) based on their ESG performance.

IMPLEMENTATION PROCESS:

- + Supplier Invitation: Suppliers are invited to complete an online questionnaire.
- + Document Verification: EcoVadis reviews supporting documents to verify claims.
- + Scorecard Generation: The supplier receives a detailed scorecard with strengths, weaknesses and improvement recommendations. This scorecard can be shared externally.
- + Corrective Action Planning: Suppliers can work on improving their score through corrective actions and periodic reassessments. Scorecards are property of the suppliers, and they can share with all their customers the value they create in improving their performance with us and can therefore serve them to attract or retain other customers too.



EMISSIONS REPORTING AND CARBON FOOTPRINT MANAGEMENT

Decarbonizing the value chain is one of the strategic pillars in the Envu ESG roadmap. With more than 90% of Envu emissions coming from the purchase of goods and services, supplier collaboration on emissions reporting and reduction is critical to our decarbonization ambition. We are also committed to setting emissions reduction targets with the Science Based Targets initiative, making it imperative to involve our suppliers in decarbonization plans, particularly for our suppliers in the following categories: active ingredients, co-formulant, finished products, packaging and tolling/manufacturing.

Emissions Data Collection and Reporting Requirements

- + All raw material suppliers and third-party manufacturers (tollers) are requested to report their Scope 1, 2 and 3 emissions (and product carbon footprint wherever possible).
- + We encourage and support our suppliers to establish emissions reporting processes in line with international standards like the GHG Protocol.

All our suppliers are encouraged to set ambitious emissions reduction targets and implement measurable strategies to achieve them, aligning with global climate initiatives. We provide support through training, resources and regular progress reviews to foster a collaborative effort in reducing our collective carbon footprint.



Supplier Development and Capacity Building

CORRECTIVE ACTION PLANS (CAPS):

- + Following an audit, suppliers are engaged in corrective action plans, which provide suggestions and concrete action for them to improve their ESG performance.
- + Regular follow-ups and knowledge-sharing sessions help build supplier expertise in sustainable practices.

EMISSIONS REPORTING SUPPORT:

- + Provide suppliers with training on standardized emissions reporting frameworks (e.g., GHG Protocol, CDP, SBTi) to ensure accuracy and consistency in reporting.
- + Help with implementing digital tools or platforms to streamline data collection and reporting processes, making it easier for suppliers to track and share their emissions data.
- + Offer technical support and guidance on calculating Scope 1, 2 and 3 emissions to ensure comprehensive reporting across the value chain.

Additional Actions

In addition to these, a few more actions are essential to our sustainable procurement program.

SUPPLIER ONBOARDING PROCESS:

All new suppliers undergo an ESG assessment and automatic check for reputational risks and sanction lists. The process ensures that Envu works with trusted partners, ensuring compliance with ethical, environmental, and quality standards while fostering long-term, sustainable relationships.

ESG CLAUSES IN SUPPLIER CONTRACTS:

ESG clauses in supplier contracts establish clear expectations for environmental responsibility, social ethics, and governance practices. These clauses ensure compliance with sustainability standards, promote fair labor practices, reduce environmental impact, and hold suppliers accountable through audits, reporting, and continuous improvement measures.

SUSTAINABLE PROCUREMENT REPORTING:

Sustainable procurement reporting monitors supplier adherence to established sustainability requirements, ensuring accountability, compliance, and transparency in the supply chain.

