

CSR Declaration from Brenntag Nordic A/S

With this document Brenntag Nordic A/Ss declares we comply with the following standards:

General health promotion

Brenntag Nordic A/S ensures that:

Brenntag Nordic A/S helps to promote the health of employees by combining efforts to improve the working environment with initiatives aimed at a healthier lifestyle and greater well-being.

Brenntag Nordic A/S works with health promotion in a manner that is determined by the wishes of the company and the employees, as well as by what is possible for the company. On this basis the company has developed a policy on health promotion.

Brenntag Nordic A/S's efforts in health promotion exceed Danish legal requirements on the working environment.

Working conditions incl. accidents

Brenntag Nordic A/S ensures that:

All steps in production are planned and organized with full consideration for health and safety concerns.

Work in Brenntag Nordic takes place in consideration of a.o. the following principles of prevention:

- Risks are eliminated at the source.
- As far as possible, work is adapted to the individual employee in relation to a.o. the construction of the workplace and choice of work equipment as well as work and production methods.
- Monotonous and repetitive work is limited in order to minimize the health effects of this work.
- Brenntag Nordic does not use installations and work methods which may pose a significant danger for employees in the course of their work.

Brenntag Nordic A/S regularly performs written assessments of health and safety conditions in the workplace. All working environment conditions are included in the workplace assessment, and company employees are involved in the process.

Brenntag Nordic is aware of and respects the regulations concerning safe and healthy working conditions as expressed in the different Danish Working Environment Act, Consolidated Acts No. 1072 of 7 September 2010, Executive Order

No. 559 of June 2004, and Executive Order No. 516 of 14 June 1996 on the work of young people.

The Danish legislation is in accordance with EU Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work, EU Directive 89/654/EEC of 30 November 1989 concerning the minimum safety and health requirements for the workplace, EU Directive 94/33/EC of 22 June 1994 on the protection of young people at work, ILO Convention No. 155 of 22 June 1981 on Occupational Safety and Health, ILO Convention No. 182 of 17 June 1999 on the Worst Forms of Child Labour, and ILO Convention No. 138 of 26 June 1973 on Minimum Age.

The Danish authorities inspect whether the company complies with Danish regulations concerning the working environment. Employees who consider that their rights are being violated may bring legal proceedings. If the company violates the regulations on the working environment, those responsible may be punished, in the form of a fine or imprisonment.

Working time and rest

Brenntag Nordic A/S ensures that:

- The maximum weekly working time is 48 hours on average incl. overtime.
- The employee gets at least 11 consecutive hours of rest within every period of 24 hours.
- There is at least one day of rest per week.
- The employee has the right to a break in which he/she can leave the place of work, if the working day is longer than 6 hours.
- Night workers do not work more than 8 hours on average within every period of 24 hours.
- Night workers are offered regular medical examinations, and that night workers are offered other work as soon as possible if their health is compromised by the night work.
- The employee has the right to at least 4 weeks of holiday with pay.

Brenntag Nordic A/S is aware of and respects the employees' rights regarding working time, rest and holiday as expressed in the Danish Working Environment Acts, Consolidated Act No. 268 of March 2005, and in the law on implementation of parts of the working time directives, Executive Order No. 896 of 24 October 2004.

The Danish legislation is in accordance with the EU working time directive 93/104/EC of 23 November 1993, the EU working time directive 03/88/EC of 4 November 2003, the UN Convention on Economic, Social and Cultural Rights of 16 December 1966, ILO Convention No. 14 of 17 November 1921 on Weekly Rest and ILO Convention No. 106 of 26 June 1957 on Weekly Rest in Commerce and Offices.

The Danish authorities monitor whether the company complies with Danish regulations in this area. Employees who consider that their rights are being violated may bring legal proceedings. If the company breaches the regulations, those

responsible may be punished, in the form of a fine or imprisonment.

Child labour

Brenntag Nordic A/S ensures that:

- All employees are over 13 years of age.
- Employees between the ages of 13 and 15 only perform light work.
- Employees between the ages of 13 and 15 work a maximum of two hours per day.
- Parents of employees between the ages of 13 and 15 are informed of the work and the conditions under which the work is performed.
- Employees under the age of 18 do not perform dangerous work or work at night.
- All apprentices in Brenntag Nordic are above the age of 15 and work as part of their education.

Brenntag Nordic A/S is aware of and respects the ban against child labour as expressed in the Danish Working Environment Acts, Consolidated Act No. 268 of 18 March 2005 and in the Executive Order on the work of young people No. 239 of 6 April 2005.

The Danish legislation is in accordance with EU Directive 94/33/EC of 22 June 1994 on the protection of young people in the workplace, the UN Convention on Economic, Social and Cultural Rights of 16 December 1966, ILO Convention No. 138 of 26 June 1973 on Minimum Age, ILO Convention No. 182 of 17 June 1999 on the Worst Forms of Child Labour as well as the UN Convention on the Rights of the Child of 20 November 1989.

The Danish authorities monitor whether company complies with Danish regulations in this area. Employees who consider that their rights are being violated may bring legal proceedings. If Brenntag Nordic breaches the regulations, those responsible may be punished, in the form of a fine or imprisonment.

Discrimination

Brenntag Nordic A/S ensures that:

- Within the company, no person is subject to discrimination based on gender, race, colour, religion, political opinion, sexual orientation, national extraction, social origin, ethnic origin, age or handicap.
- Within the company, no person is subject to discrimination in hiring, dismissal, transfer, promotion, wage setting, setting of working conditions or competency development. All decisions regarding employment, promotion, dismissal, wages and other working conditions are based on relevant and

objective criteria.

Brenntag Nordic A/S is aware of and respects the ban against discrimination as expressed in Danish legislation in the law prohibiting discriminatory treatment, Act no. 756 of 30 June 2004 and law on equal treatment of men and women in regard to employment and maternity leave, Act no. 711 of 20 August 2002.

The Danish legislation is in accordance with EU Directive 00/43/EC of 29 June 2000 on equal treatment between persons irrespective of racial and ethnic origin, EU Directive 00/78/EC of 27 November 2000 on a general framework on equal treatment in employment and occupation, the European Convention on Human Rights of 4 November 1950, the UN Convention on the Elimination of All Forms of Racial Discrimination of 21 December 1965, the UN Convention on the Elimination of All Forms of Discrimination Against Women of 18 December 1979, ILO Convention No. 100 of 29 June 1951 on Equal Remuneration, ILO Convention No. 111 of 25 June 1958 on Discrimination, and ILO Convention No. 169 of 27 June 1989 on Indigenous Peoples.

The Danish authorities monitor whether the company complies with Danish regulations in this area. Employees who consider that their rights are being violated may bring legal proceedings. If the company breaches the regulations, those responsible may be punished, in the form of a fine or imprisonment.

Freedom of association

Brenntag Nordic A/S ensures that:

- Brenntag Nordic does not discriminate or in any other way make decisions that are affected by the employee's affiliation with a trade union or other association.
- Brenntag Nordic does not attempt to influence the employees to be members of a particular trade union.
- Union representatives are given special protection in carrying out their duties.
- Brenntag Nordic does not interfere in which trade unions or other associations are formed in the workplace.
- Employees are not dismissed because of their affiliation with a trade union.
- A particular trade union is not favoured.
- The right to collective bargaining is respected.
- Elected representatives for the employees are given special protection against dismissal.

Brenntag Nordic A/S is aware of and respects the employees' right to organize and enter into collective bargaining as expressed in Danish legislation in the law on protection against dismissal for union-related reasons, Act no. 424 of 8 May 2006 as well as in the General Agreement between The Danish Confederation of Trade Unions and the Danish Employers' Confederation of 1973.

The Danish legislation and the General Agreement are in accordance with the European Convention on Human Rights of 4 November 1950, the UN Convention on Civil and Political Rights of 16 December 1966, the UN Convention on Economic, Social and Cultural Rights of 16 December 1966, ILO Convention No. 87 of 9 July 1948 on Freedom of Association, ILO Convention No. 98 of 1 July 1949 on the Right to Organize and Collective Bargaining, ILO Convention No. 111 of 25 June 1958 on Discrimination, ILO Convention No. 135 of 23 June 1971 on Workers' Representatives.

The Danish authorities monitor whether the company complies with Danish regulations in this area. Employees who consider that their rights are being violated may bring legal proceedings. If the company breaches the regulations, those responsible may be punished, in the form of remuneration to the employee.

Dangerous Substances

Brenntag Nordic A/S ensures that:

Employees' work with dangerous substances in the workplace - including manufacturing, storage, use and handling - takes place in a safe manner with minimized health risks. This means a.o. that a comprehensible guide to workplace use has been produced for each dangerous substance or material, containing all necessary information (precautions, first aid etc.).

In addition:

- The guides are up-to-date and handed out to employees, and employees have been effectively trained in using the guides.
- All relevant employees have been trained in using the substance or material.
- The necessary first aid equipment is available and ready for use.
- No children under 18 work with dangerous substances.

Brenntag Nordic A/S is aware of and respects the regulations on handling dangerous substances as expressed in the Danish Working Environment Act, Consolidated Act No. 268 of 18 March 2005.

The Danish legislation includes provisions in accordance with EU Directive 2004/37/EC of 29 April 2004 on the protection of the health and safety of workers from the risks related to exposure to carcinogens at work, EU Directive 98/24/EC on the protection of the health and safety of workers from the risks related to chemical agents at work, EU Directive 94/33/EC of 22 June 1994 on the protection of young people at work, ILO Convention No. 138 of 26 June 1973 on Minimum Age, ILO Convention no. 155 of 22 June 1981 on Safety and Health in the Workplace, and ILO Convention No. 182 of 17 June 1999 on the Worst Forms of Child Labour.

The Danish authorities inspect whether the company complies with Danish regulations concerning the working environment. Employees who consider that their rights are being violated may bring legal proceedings. If the company violates the

regulations on the working environment, those responsible may be punished, in the form of a fine or imprisonment.

Wages and working conditions

Brenntag Nordic A/S ensures that:

- All employees receive a minimum wage in accordance with international standards.
- Before entering employment, all employees are given written information about wages, place of work, job content, rights concerning holidays with pay, terms of notice, wage-related conditions, working time and collective agreements, if any.
- All employees at the company receive at least local no. of holidays with pay per year according to the Danish legislation.
- All employees who work over a shorter period of time receive holiday, and the holiday is adjusted to the length of employment.

Brenntag Nordic A/S is aware of and respects the Danish requirements on wage conditions, benefits and terms of employment as expressed in Nordic legislation in the law on certificates of employment, Act No. 1011 of 15 August 2007, the Holidays Act, Act No. 407 of May 2004, the law on equal treatment of men and women in regard to employment and maternity leave, Act. No. 734 of 28 June 2006, the law amending the law on equal treatment of men and women in regard to employment and maternity leave, the law on benefits for sickness or birth and the law on parental leave, Act. No. 566 of 9 June 2006.

The Danish legislation is in accordance with EU Directive 91/533/EEC of 14 October 1991 on confirmation of employment, the UN Convention on Economic, Social and Cultural Rights of 16 December 1966, the UN Convention on the Abolition of All Forms of Discrimination Against Women of 18 December 1979, and ILO Convention No. 132 of 24 June 1970 on Holidays with Pay.

Employees who consider that their rights are being violated may bring legal proceedings. If the company infringes the rules, the company may be ordered to pay compensation to the employee, and to retroactively pay any salary due.

Psychological working environment

Brenntag Nordic A/S ensures that:

- The work in Brenntag Nordic poses minimal risks to the deterioration of physical or psychological health.
- An assessment has been made of the physical, ergonomic and psycho-social conditions in the working environment which in the short or long term may affect physical or psychological health. The assessment has been made for all work elements and helps to ensure that the work takes place in full consideration of safety and health concerns.

- Monotonous, repetitive work, which may be hazardous to physical or psychological health in the short or long term, is avoided or limited.
- The work pace does not constitute a danger of deterioration of physical or psychological health in the short or long term.
- Isolated work, which may be hazardous to physical or psychological health, is avoided or limited.
- The work does not constitute a risk of deterioration of physical or psychological health as a result of bullying, including sexual harassment.

Brenntag Nordic A/S is aware of and respects the regulations regarding the psychological working environment as expressed in the Danish Working Environment Act, Consolidated Act No. 268 of 18 March 2005.

The Danish legislation is in accordance with EU Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work.

The Danish authorities inspect whether the company complies with Danish regulations concerning the working environment. Employees who consider that their rights are being violated may bring legal proceedings. If the company violates the regulations on the working environment, those responsible may be punished, in the form of a fine or imprisonment.

Forced labour

Brenntag Nordic A/S ensures that:

- Force, threats or disciplinary means are not used with the aim of forcing people to work.
- Brenntag Nordic does not engage in debt slavery or the trafficking of human beings with the aim of forcing people to work.
- Brenntag Nordic does not cooperate with other companies which use forced labour or withhold identification papers or wages from employees with the aim of forcing the employees to work.
- Brenntag Nordic's employees are free to leave the workplace without being restrained.

Brenntag Nordic A/S is aware of and respects the ban against forced labour as expressed in Danish legislation in the penal code, Act No. 960 of 21 September 2004, §§ 260, 261 and 262a.

The Danish legislation is in accordance with the European Convention on Human Rights of 4 November 1950, the UN Convention on Civil and Political Rights of 16 December 1966, ILO Convention No. 29 of 28 June 1930 on Forced Labour, ILO Convention No. 105 of 25 June 1957 on Abolition of Forced Labour.

The Danish authorities monitor whether the company complies with Danish regulations in this area. Employees who consider that their rights are being violated

may bring legal proceedings. If the company breaches the regulations, those responsible may be punished, in the form of a fine or imprisonment.

Employee training

Brenntag Nordic A/S ensures that:

Brenntag Nordic A/S's employees are trained in general health and safety. This means a.o. that:

- Each of Brenntag Nordic's employees, regardless of the nature and length of the employment relation, receives adequate and suitable training and instruction in how to perform the work free of risks.
- The employees receive information on the risks of accident and disease that may be related to their work.
- Brenntag Nordic pays the costs of training and instruction in how to perform the work free of risks.
- The training and instruction take place during work hours.
- Companies with more than 9 employees have a special training program for both employees and management.

Brenntag Nordic A/S is aware of and respects the regulations on training of employees in health and safety as expressed in the Danish Working Environment Act, Consolidated Act No. 268 of 18. March 2005.

The Danish legislation is in accordance with EU Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work, EU Directive 94/33/EC of 22 June 1994 on the protection of young people at work, ILO Convention No. 155 of 22 June 1981 on Occupational Safety and Health, ILO Convention No. 182 of 17 June 1999 on the Worst Forms of Child Labour, and ILO Convention No. 138 of 26 June 1973 on Minimum Age.

The Danish authorities inspect whether the company complies with Danish regulations concerning the working environment. Employees who consider that their rights are being violated may bring legal proceedings. If the company violates the regulations on the working environment, those responsible may be punished, in the form of a fine or imprisonment.

Date: August 2023