

## Thomas Swan Responsible Care and Quality Policies

### Our Purpose

To inspire and deliver creative and sustainable chemistry.

### Our Vision

To become a medium-sized, pioneering, globally recognised, sustainable manufacturer of speciality chemicals.

### Our Mission

We will invest in sustainable, innovative technologies and practices, our people and operational excellence to deliver growth in strategically targeted markets together with exceptional customer service.

#### **Responsible Care Policy (incorporating Safety, Health and the Environment)**

**Thomas Swan & Co. Ltd. is committed to the following:**

- Ensuring the safety of our employees, visitors and contractors is our top priority.
- Maintaining a safe and healthy working environment to prevent work-related injury and ill-health, including mental health and wellbeing. This will be achieved by consultation with and participation of our employees.
- Where possible, eliminating hazards and reducing occupational health and safety risk using the hierarchy of controls.
- Maintaining a Major Accident Prevention Policy in line with COMAH Regulations.
- Improving our sustainability on a continuous basis in line with our corporate strategy, and in accordance with the Company's Purpose, Vision & Mission statements.
- Complying with relevant legislative / regulatory requirements and the requirements of the Chemical Industries Association's 'Responsible Care' programme.
- Protecting and conserving the environment, with particular regard to prevention of pollution, harm and degradation.
- Ensuring that continual improvements are made to the Management System by effectiveness reviews and setting objectives and targets.
- Communicating openly with all relevant interested parties.
- Satisfying applicable requirements of interested parties.
- Maintaining and operating the following management systems ISO 14001 and ISO 45001.
- Ensuring that the Company, its employees, visitors and contractors comply with this policy and other relevant social, moral and ethical requirements.
- Maintaining high health and safety standards and protecting the environment are the responsibility of all employees.



## Our Values

### Integrity

We always strive to do the right thing

### Teamwork

We are more successful by working together

### Respect

We treat everyone with respect

### Innovation

We have the courage to pursue new ideas

### Excellence

We strive for excellence in everything we do

### Ownership

We take the initiative

## Strategic Priorities

### Business Development

### Sustainability

### Excellence Through Continuous Development

### People Development

### Quality Policy

Thomas Swan & Co. Ltd. is committed to the following:

- Ensuring quality is embedded in our strategy, as outlined in the Company's Purpose, Vision and Mission statements.
- The quality of our raw materials and products is of utmost importance with respect to current and future business.
- As a minimum meeting our customer requirements of quality, price and on-time deliveries, in line with the context of the Company.
- Quality is the responsibility of specified management. However, great emphasis is placed on individual employees recognising that everyone is to some extent responsible for contributing to the quality of our products.
- Ensuring that continual improvements are made to the Quality Management System by effectiveness reviews and the setting of objectives and targets.
- Maintaining and operating a management system complying with ISO 9001.
- Developing our people through personal development reviews / plans and relevant training programmes.
- APIs are to be manufactured in accordance with GMP guidelines (ICH Q7).
- Satisfying applicable requirements of interested parties.
- Ensuring that all employees are aware of this policy.

**H.M. Swan,  
CEO**

Performance Chemicals

Custom Manufacture

Advanced Materials

UK • USA • China

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Committed to Responsible Care

