

Responsible Business Statement

Beaulieu
International
Group



Our Purpose and Mission

Our purpose at Beaulieu International Group (B.I.G.) of **‘Shaping value that lasts’** is to create long-term, meaningful value. By uniting family heritage and ambition, we strengthen industries, empower people, and help shape a future that endures across generations.

Building on heritage, growing for tomorrow

We manage a diversified portfolio of selected leading businesses in chemicals, flooring, industry, distribution, and real estate. Each business is empowered to grow through focus and entrepreneurship, while collaboration, trust, and accountability connect them as one group. Through excellence in execution, we strengthen competitiveness and support long-term growth across industries, while working to reduce the environmental impact of our activities through targeted, measurable improvements.

Sustainability

Sustainability has been part of who Beaulieu is for years. We want to lead by example: reducing our environmental footprint, caring for the people and communities we touch, and doing business with transparency and integrity.

We are determined to play our part in shaping the world in which we all live and in supporting the implementation and achievement of the UN’s Sustainable Development Goals.

Our targets are ambitious, and we know we can’t achieve them alone. Close collaboration across our businesses and with partners, suppliers, and customers is essential to scale progress. Clear governance keeps us accountable and helps us make measurable progress across everything we do.

Our sustainability strategy is built around three key pillars:

We take responsibility for the environmental impact of our operations – and that of our partners

Beaulieu recognizes its environmental impact and takes responsibility by embedding sustainability across daily operations and its value chain. To reduce our impact on the climate, we continuously strive to reduce the environmental footprint of our operations, preserving precious resources like energy and water, reducing waste, and cutting greenhouse gas emissions. At the same time, we redesign products and processes to use fewer virgin raw materials and increasingly shift towards low-carbon solutions and circular models.

Through responsible sourcing and smarter use of resources, we aim to create more value with less impact - value that lasts. Clear metrics help us to follow up on our impact and set high standards for ourselves and the partners we work with

We value our employees and the people around us

As a family business, Beaulieu has always put people first – and cherishes a strong culture of teams across sites, sectors, and geographies. We strengthen that culture by creating a safe, healthy and inclusive working environment where people can truly make their mark. We encourage employees to take ownership, learn, grow, and take on new challenges. This people-centric mindset extends beyond our workforce to the communities around our facilities.

We act with integrity and value open communication

Beaulieu operates across multiple countries and in diverse cultural, legal, and regulatory environments. Clear and transparent communication with colleagues, suppliers and other stakeholders, and strong governance help us build trust and stay accountable for how we do business. Responsible and ethical business conduct across our value chain is a clear priority. From human rights to legal compliance, we see due diligence as essential to avoid adverse impacts on people, the environment, society, and our own business.

Human rights

We affirm our commitment to respect human rights as defined in [the International Bill of Human Rights](#), [the International Labor Organization's Declaration on Fundamental Principles and Rights at Work](#) and the other relevant international Treaties and Standards. We adhere to the UN Guiding Principles on Business and Human Rights and [the ten principles of the United Nations Global Compact](#).

Where national law and these international human rights differ, we follow and encourage the higher standard; where they are in conflict, we encourage respect for internationally recognized human rights to the greatest extent possible.

We conduct our business in a manner that respects the rights and dignity of all people, in compliance with all legal requirements.

We support the elimination of all forms of forced labor, the effective abolition of child labor and the elimination of discrimination based on race, national origin, religion, gender, age, sexual orientation, disability, or any other characteristic protected by the relevant laws.

We do not tolerate any form of harassment. We combat any abuse, including sexual and psychological harassment, mental and physical coercion, and any verbally inappropriate behavior.

We are committed to providing a safe and healthy working environment, fair remuneration, adequate healthcare assistance, working hours that comply with the relevant laws and ensuring workers' welfare in line with international standards.

Beyond compliance with local labor laws, we have the same respect for the basic values and principles of freedom of association in all the countries in which we operate. We also respect our employees' freedom to negotiate and to bargain collectively.

We expect our employees and all our business partners to respect human rights, fully adhering to the content of this statement as well as to our other policies and complying with our Code of Conduct.

Within the fields of our business activity, risks to the integrity of human rights occurs particularly in upstream supply chains. We have therefore developed a Third-party Risk Management program, which means that we can perform a comprehensive assessment and risk analysis within our supply chain and take measures to reduce any risk.

We are particularly vigilant in detecting any abuse that could violate human rights.

Our employees are encouraged to contact our [Human Rights Officer](#) or follow our [Whistle-blower Procedure](#) to alert us to any potential concerns or violations that they may encounter. We will take any steps required to assess and rectify the situation as necessary.

Safety, Health and Environment (SHE)

We aim to drive a transformation across our group, fostering a safer, healthier and more environmentally responsible working environment while significantly reducing our ecological footprint. Our **ultimate goal is** to eliminate all workplace injuries, occupational illnesses, and environmental incidents, and we work to move towards a **zero harm** culture every year.

We will achieve this by focusing on:

- **Strengthening leadership and accountability**, ensuring that Safety, Health and Environment (SHE) are embedded in our culture and that every employee understands their personal responsibility and acts accordingly;
- **Implementing robust SHE systems, tools and governance frameworks** that ensure legal compliance, enhance transparency of performance, support data-driven decision-making, and enable continuous improvement;
- **Establishing and enforcing clear SHE standards**, defining minimum requirements for tools, equipment, processes and organizational practices that apply consistently across all sites.

We believe that all injuries and occupational illnesses are preventable. Protecting the health and safety of our people is a shared daily responsibility. We are committed to maintaining safe infrastructure and equipment, complying with established procedures, proactively identifying and mitigating risks, and continuously improving our practices to eliminate hazards and prevent harm.

Energy

Energy is essential to us: we want to reduce our activity-based consumption to manage costs and structurally lower our ecological impact. By using energy consciously and efficiently, we strengthen both our sustainability and our business performance.

To achieve this, we:

- Continuously improve our energy performance;
- Ensure compliance with applicable legal and other energy-related requirements;
- Support energy-efficient design and procurement of products, equipment, and services;
- Provide the necessary resources and information for effective energy management;
- Provide a framework for establishing and evaluating energy objectives and targets.

Quality

We are committed to delivering products and services that consistently meet or exceed customer, stakeholder, and regulatory requirements. Quality is embedded in our culture, decision-making, and daily operations.

To achieve this, we:

- Actively listen to customers, employees, and stakeholders to understand expectations and enhance satisfaction;
- Ensure compliance with all applicable statutory and regulatory requirements;
- Maintain, monitor, and continually improve the effectiveness of our Quality Management System (QMS) and business processes;
- Ensure adequate resources, training and support to manage quality effectively;
- Set and review measurable quality objectives aligned with our strategic direction;
- Promote a culture of prevention, continuous improvement, operational and supply chain excellence;
- Strive toward zero defects, minimal waste, and increasing right-first-time performance.

Legal and client compliance

We consider all sustainability, safety, health, quality and energy-related matters to be an integral part of our daily management and strategic business plan. We strive to align our procedures and processes with all statutory and regulatory requirements, taking all stakeholders into account. We continuously work to identify potential risks and to meet or exceed all legal requirements.

Assessment and continuous improvement

We embrace continuous improvement, taking the context of the organization and the objectives into account and involving the entire B.I.G. community and any third party.

We foster collaboration through our internal Leading Expert communities, enabling the sharing of knowledge, experience, and best practices. This approach allows us to leverage collective expertise, accelerate learning, and continuously improve our performance in a consistent and constructive way.

We self-evaluate our performance through periodic internal audits, assessments, and management reviews. By continuously measuring and analyzing our practices, processes and products, we are able to identify opportunities for improvement.

To achieve our objectives, we implement continuous improvement plans supported by clearly defined key performance indicators (KPIs), enabling us to measure, evaluate, and quantify our performance.

Our performance is reported to the Executive Committee, the Divisional Management teams, the Site Management teams, and to all the employees. We also communicate our progress transparently to external stakeholders through our annual report and sustainability statement.

Our commitment

We affirm to all our stakeholders that we will implement those strategies that allow us to build a successful business, with respect for the environment, society and all the people with whom we work.

We strive for consultation, participation and commitment of every employee and their representatives across our entire value chain. Management is responsible for ensuring that employees are appropriately informed, trained, and motivated to understand and comply with

this Policy Statement. We urge our employees to adopt safe, lean, and efficient working practices, with a strong focus on risk awareness, prevention, and continuous improvement. To support this, we provide regular training and development opportunities to enhance awareness and capability. We are committed to fully implementing this policy by allocating the necessary resources and continuously monitoring our performance.

We ensure our commitments are implemented in full by providing adequate resources.


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