

Tosoh Europe – Social Value Statement

At Tosoh Europe, we believe that creating long-term value goes with business performance. We are committed to generating positive social impact across our operations by embedding sustainability, inclusion, ethical partnerships and employee wellbeing into the way we work. Our commitments are aligned with the UK Government's Social Value Model (PPN 002/2025) and contribute directly to selected UN Sustainable Development Goals (UNSDG).

Responsible Supply Chains

Tosoh fosters supply chain integrity and transparency through long-term, traceable and responsible partnerships. We promote compliance with international labour standards and avoid reliance on unstable or non-transparent suppliers. Tosoh requests written commitments on working conditions from medium and high-risk suppliers. Finally, we work with small and medium-sized local suppliers for non-business-specific products and services

Environmental Efficiency

We integrate environmental responsibility across our sites by reducing waste and promoting sustainable mobility. Our closed-loop recycling programme is adopted by 70% of our clients, and our car-sharing initiative reduces commuting impact. We work on the certification “My Green Lab” of our laboratory site, reflecting energy-efficient procedures and cost-effective operations.

Health and Wellbeing

We have committed to the Mental Health at Work standards and propose a self-assessment to all our employees. We are progressively implementing recommended practices to support psychological safety and wellbeing in the workplace.

Inclusive and Flexible Employment

We promote flexible working through role assessments, remote work options and inclusive work practices for positions allowing this flexibility. Our goal is to attract and retain a diverse workforce by removing access barriers and improving job satisfaction.

Fair Work Practices










Our employees benefit from job security and transparent remuneration. Salaries are reviewed annually to ensure alignment with market levels and legal requirements.

This structured and measurable approach to social value ensures that Tosoh UK, and more broadly, Tosoh Europe, not only meets its regulatory obligations but actively contributes to a more responsible and sustainable future.

Improvement

With a view to continuous improvement, several new initiatives are planned for 2026 and the following years. They will be included in our social value programme in the coming months.

Tosoh Social Value Programme - 09/2025

Tosoh Commitment	UNSDG	Social Value Outcome	Key Actions	Metrics
Tosoh fosters supply chain integrity and transparency through long-term, traceable and responsible partnerships, and promotes compliance with recognised international labour standards.	 	Outcome 3	Monitored and secure relationship (e.g. no frequent changes, no “ghost” suppliers)	Key Supplier turnover rate
			Work with small and medium-sized local companies for non-business-specific products and services (supplies, food, etc.)	Increased spending at local small and medium-sized businesses
			Request to medium and high risk suppliers a written commitment regarding working conditions	% of medium and high risk suppliers with written commitment
Tosoh actively integrates environmental efficiency in its operations through waste reduction and smart mobility.	 	Outcome 4	We are reducing our waste to landfill through our closed loop recycling system, which 70% of our clients have now adopted	95% compliance
			We have an active car sharing programme for employees	2% per year in miles traveled
			Our laboratory will be certified “my Green Lab” with energy Internal optimization of lab procedures, higher efficiency and reliability Cost reduction through improved energy efficiency	Certification obtained and maintained
Tosoh is committed to supporting health and wellbeing in our workforce	  	Outcome 8	We have made the Mental Health at Work commitment and are implementing recommendations.	Annual mental health health evaluation completed
		Outcome 6 and 8	We enable flexible working, including home working assessments, flexible hours and telecommuting to ensure our roles are inclusive and accessible and we retain employees.	annual employee rate < 10%
Tosoh promotes fair employment practices, including job security and regular salary reviews.	 	Outcome 1	Salaries for all roles are reviewed annually to make sure all salaries are according to market and above the minimum salary level.	100% salary reviewed annually