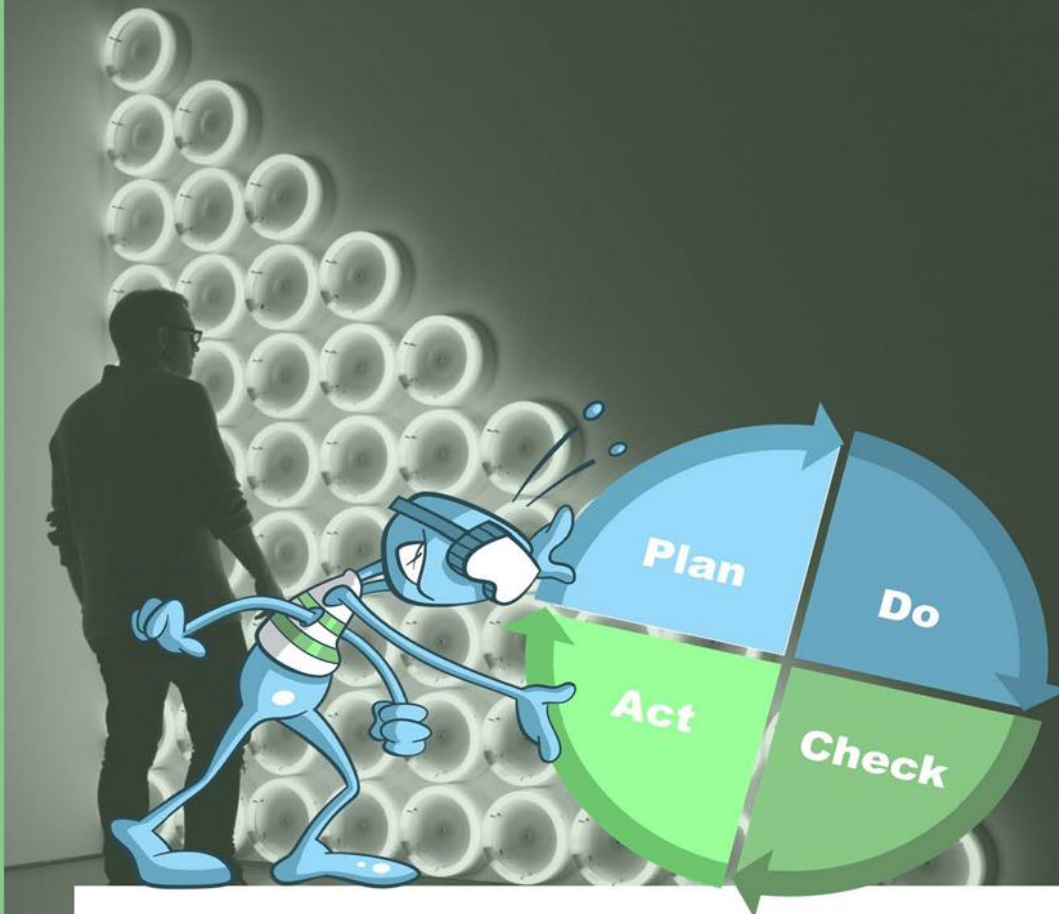


MANAGEMENT COMMITMENT CODE



The Responsible Care[®] signatory shall demonstrate commitment to, and accountability for, Responsible Care[®] practices at every level of the business from the executive to the workforce.

1.0 INTRODUCTION

This Code has been developed in support of the Responsible Care[®] Declaration, in alignment with the Global Charter as a commitment to actively strengthen Responsible Care[®] wherever signatories manufacture and sell products and/or services.

This Code is intended to provide guidance to the leadership of signatories on how to demonstrate leadership and commitment and enable the implementation of Responsible Care[®]. The management system applied in this document is founded on the concept of Plan-Do-Check-Act (PDCA).

2.0 SCOPE

This Code is applicable to the Leadership of the signatory as defined on their respective Declarations.

3.0 TERMS AND DEFINITIONS

3.1 Leadership

Leadership refers to all people responsible for the management associated with the implementation of elements of Responsible Care[®].

3.2 Responsible Care[®] Guiding Principles

The Responsible Care[®] Declaration lists a set of values that underpins sustainability through continual improvement.

4.0 RELATIONSHIP TO RESPONSIBLE CARE[®] GUIDING PRINCIPLES

Implementation of this Code promotes achievement of the Responsible Care[®] Guiding Principles.

5.0 RELATIONSHIP TO OTHER CODES OF MANAGEMENT PRACTICE

This Code should be implemented in conjunction with other relevant Codes of Management Practice (CMP).

This Code currently interacts with nine other Responsible Care[®] CMP in many respects. It is not intended to duplicate requirements of the other codes and has therefore been written to cover only aspects not covered by the other Responsible Care[®] CMP.

The other nine CMP are:

1. Process Safety
2. Product Stewardship
3. Stakeholder Engagement
4. Storage and Transportation
5. Pollution Prevention
6. Resource Efficiency
7. Occupational Health and Safety
8. Emergency Response
9. Security

6.0 RELATIONSHIP TO AUDIT GUIDANCE DOCUMENT

This Code is supported by an Audit Guidance Document (AGD) which provides more detail on the implementation of this standard.

7.0 MANAGEMENT COMMITMENT

7.1 Leadership and Commitment

Leadership shall:

- 7.1.1 Give effect to the Responsible Care[®] Declaration through the implementation and/or integration of Responsible Care[®] guiding principles and practices into the business.
- 7.1.2 Incorporate Responsible Care[®]-related elements into employee performance evaluations.
- 7.1.3 Participate with employees in developing, implementing and reviewing Responsible Care[®] within the company.
- 7.1.4 Introduce mechanisms to ensure appropriate stakeholder engagement.
- 7.1.5 Participate in third-party audit opening and closing meetings.

7.2 Policy

Leadership shall:

- 7.2.1 Ensure the provision of policy to give effect to Responsible Care[®].
- 7.2.2 Enable the implementation of Responsible Care[®] through plans, programmes and procedures.
- 7.2.3 Ensure that policies applicable to Responsible Care[®] are communicated, understood and applied to the relevant area of the organisation.

7.3 Compliance Obligations

Leadership shall:

- 7.3.1 Ensure the identification and appropriate communication of all applicable compliance obligations.
- 7.3.2 Ensure compliance with the identified obligations.
- 7.3.3 Strive for performance beyond compliance.

7.4 Organisational Responsibility

- 7.4.1 Leadership shall establish clear management accountabilities for relevant elements of Responsible Care[®], e.g. an organisational chart, clearly defined roles and responsibilities, appointment of a Responsible Care[®] Management Representative (RCMR), etc.

7.5 Resources

- 7.5.1 Leadership shall provide resources to effectively implement and/or integrate and maintain Responsible Care[®], including but not limited to:
 - 7.5.1.1 Personnel.
 - 7.5.1.2 Training and development.

7.5.1.3 System and technology.

7.5.1.4 Finances.

7.6 Communication

Leadership shall:

7.6.1 Ensure continual awareness of the principles of the Responsible Care[®] Initiative at all levels of the organisation.

7.6.2 Include Responsible Care[®] performance in relevant reporting mechanisms.

7.7 Management Review

Leadership shall:

7.7.1 Ensure that relevant management review process/es include(s) Responsible Care[®].

7.7.2 Ensure that improvements identified during the management review process are implemented.

7.8 Documentation and Records

Leadership shall:

7.8.1 Ensure that all documentation and records referring to the principles of Responsible Care[®] are developed and maintained.

DOCUMENT AMENDMENT HISTORY

Rev	Date	Page	Description
01	June 2020	All	New format and content