

Labor Practices and Human Rights Policy

Sovereign Chemical Company plays a critical role as an international distributor and sales agent to our valued customers and trusted suppliers. Sovereign is committed to executing sustainable and ethical business practices that benefit its employees, communities, customers, and suppliers.

To our valued Employees:

Sovereign's success is based upon the long-term health and satisfaction of our employees. Sovereign is committed to providing a safe workplace for all employees. Our core principals and commitments include the following:

- We are committed to providing a safe workplace environment, protected from hazards of the job. Where necessary, workers will be provided safety equipment as appropriate to the work being performed.
 - **Sovereign is proud to report zero workplace injuries in 2024 and TYD 2025.**
- Sovereign has zero tolerance for workplace harassment. Any issues should be immediately reported to our Chief Executive Office or President. This can be done anonymously through sending an email to our CEO at sd3@sovchem.net or using the website <https://anonymousemail.me/>
- Sovereign provides a non-discriminatory work environment. We are an equal opportunity employer. Employment will not be determined based upon race, color, religion, sex, or nationality. Sovereign complies with all federal and state employment laws.
- Sovereign surpasses the Living Wage standard with above average wages and benefits. Sovereign is proud to offer access to healthcare and medical reimbursement for its employees. Our health benefits package and pension and profit program both exceed the industry average, and we are proud to provide this to our employees and their dependents.

To our valued Suppliers:

In order to maintain a long-term ethical supply, our suppliers are required to strictly adhere to the following requirements. Labor Rights will be reviewed with suppliers periodically as needed.

- Our suppliers shall operate with primary attention to the health, safety and well-being of its employees. Safety accidents should be tracked and recorded with an emphasis on constant process improvement.
- Our suppliers must ensure a safe working environment. Employees must be protected from hazards involved when handling materials and equipment used in production. This includes personal protective equipment (PPE) for skin, hearing, eye, and breathing protection.
- Our suppliers shall adhere to their country's legal requirements and must promote a discrimination-free and harassment-free working environment. They must also support equal employment opportunities.
- The supplier shall not permit child labor, human trafficking, slavery, illegal or forced labor.



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Public access to this document can be found at www.sovchem.net/corporatesocialresponsibility/

For questions or to report any problems, concerns, or issues, please contact our Chief Executive Officer, Sam DiPaola III at sd3@sovchem.net. This can be sent anonymously at <https://anonymousemail.me/>

Sincerely,

Samuel J. DiPaola III

A handwritten signature in black ink that reads "Samuel J. DiPaola III". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Chief Executive Officer

Reviewed and Revised: December 1, 2025