

# Sustainability Governance

*“We are committed to conducting business with integrity, fairness, and transparency.”*

**Filtrona has a comprehensive strategy in place focusing on 3 major areas - environment, society and governance - where the company aims to make progress in line with a comprehensive action plan.**

Our sustainability governance structure has been established to review progress, environmental impacts, social interactions, governance practices and manage risks.

All activities are conducted in accordance with applicable legal and regulatory requirements and to the highest standards of ethical business conduct. We are committed to equal opportunities at work that encourage everyone to feel comfortable and to be themselves at work.

The Executive Leadership Team (ELT) oversees the Group’s governance by regularly reviewing policies and practices to align with stakeholder needs and improve governance standards.

The establishment of a formal ESG programme, along with a clear responsibility assignment matrix (RACI), emphasises our commitment to ESG initiatives.

## Sustainability Governance Structure

CORPORATE GOVERNANCE FRAMEWORK	RISK FRAMEWORK	ESG COMMITTEE	RISK AND COMPLIANCE COMMITTEE
A Corporate Governance Framework guides best practices, promoting compliance with laws and encouraging transparent governance. This framework is managed by the Legal, Compliance, Risk & Governance Function (LCRG), supported by the Global Strategy & Business Development Director, to ensure the Group’s compliance and sustainable growth.	We employ a Risk Framework to identify, evaluate, and manage significant risks, focusing on mitigation rather than elimination. There are specific programmes in place for commercial and contract review, health and safety, environmental, sanctions and export control compliance.	The ELT established an ESG Committee in 2023. The ESG Committee assists the ELT in overseeing the management of all relevant ESG matters while driving continuous improvement and ensuring alignment with international standards such as the Global Reporting Initiative (GRI) and Corporate Social Responsibility Directive (CSRD). It has access to resources, training, and conducts annual performance reviews, recommending changes when necessary.	The ELT delegates certain compliance and risk responsibilities to its Compliance & Risk Committee. The Committee has responsibility to oversee the management of Regulatory Compliance and Risks. In order to do this, the Committee directs and oversee the Group’s implementation of compliance programmes, policies and procedures required to meet all applicable legal, compliance and regulatory requirements. The ELT and its committees regularly review terms of reference to ensure they remain fit for purpose.

### Three Lines of Defence

