

Implementing the Ten Principles into Strategies & Operations

For the following criterion, please check the best practices you have implemented and discussed in your COP.

+ About this section...

Criterion 1: The COP describes mainstreaming into corporate functions and business units

☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ

☒ Other established or emerging best practices ⓘ

We created 10 work groups: seven of them are dedicated to the Macro Objectives and three are structuring groups focused respectively on Governance, Concepts & Tools and Communication.

☒ Ensure that different corporate functions coordinate closely to maximize performance and avoid unintended negative impacts

☒ Design corporate sustainability strategy to leverage synergies between and among issue areas and to deal adequately with trade-offs

☒ Assign responsibility for corporate sustainability implementation to an individual or group within each business unit and subsidiary

☒ Align strategies, goals and incentive structures of all business units and subsidiaries with corporate sustainability strategy

☒ Place responsibility for execution of sustainability strategy in relevant corporate functions (procurement, government affairs, human resources, legal, etc) ensuring that no function is conflicting with company sustainability commitments and objectives

Criterion 2: The COP describes value chain implementation

☒ Analyze each segment of the value chain carefully, both upstream and downstream, when mapping risks, opportunities and impacts

☐ Other established or emerging best practices ⓘ

☒ Undertake awareness-raising, training and other types of capacity building with suppliers and other business partners

☒ Implement monitoring and assurance mechanisms (e.g. audits/screenings) for compliance within the company's sphere of influence

☒ Communicate policies and expectations to suppliers and other relevant business partners

☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ

Robust Labour Management Policies & Procedures

For the following criterion, please check the best practices you have implemented and discussed in your COP.

Criterion 6: The COP describes robust commitments, strategies or policies in the area of labour

- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ
- ☒ Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners
- ☒ Specific commitments and Human Resources policies, in line with national development priorities or decent work priorities in the country of operation ⓘ
- ☐ Participation and leadership by employers' organizations (international and national) to jointly address challenges related to labour standards in the countries of operation, possibly in a tripartite approach (business – trade union – government).
- ☐ Other established or emerging best practices ⓘ
- ☐ Structural engagement with a global union, possibly via a Global Framework Agreement
- ☒ Written company policy to obey national labour law, respect principles of relevant international labour standards in worldwide company operations and engage in dialogue with representative organization of the workers (international, sectoral, national).
- ☒ Reflection on the relevance of the labour principles for the company ⓘ
- ☒ Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments in company policies ⓘ

Criterion 7: The COP describes effective management systems to integrate the labour principles

- ☒ Risk and impact assessments in the area of labour
- ☒ Dialogue mechanism with trade unions to regularly discuss and review company progress in addressing labour standards
- ☒ Allocation of responsibilities and accountability within the organization
- ☒ Internal awareness-raising and training on the labour principles for management and employees
- ☒ Active engagement with suppliers to address labour-related challenges
- ☒ Grievance mechanisms, communication channels and other procedures (e.g., whistleblower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in line with the representative organization of workers
- ☐ Other established or emerging best practices ⓘ
- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ

Criterion 8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration

- ☒ System to track and measure performance based on standardized performance metrics
- ☒ Dialogues with the representative organization of workers to regularly review progress made and jointly identify priorities for the future
- ☒ Audits or other steps to monitor and improve the working conditions of companies in the supply chain, in line with principles of international labour standards
- ☒ Process to positively engage with the suppliers to address the challenges (i.e., partnership approach instead of corrective approach) through schemes to improve workplace practices
- ☒ Outcomes of integration of the Labour principles ⓘ
- ☐ Other established or emerging best practices ⓘ
- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ

Robust Environmental Management Policies & Procedures

For the following criterion, please check the best practices you have implemented and discussed in your COP.

Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship

- ☒ Reference to relevant international conventions and other international instruments (e.g. Rio Declaration on Environment and Development) ⓘ
- ☒ Reflection on the relevance of environmental stewardship for the company ⓘ
- ☒ Written company policy on environmental stewardship
- ☒ Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners
- ☒ Specific commitments and goals for specified years
- ☐ Other established or emerging best practices ⓘ
- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ

Criterion 10: The COP describes effective management systems to integrate the environmental principles

- ☒ Environmental risk and impact assessments
- ☒ Assessments of lifecycle impact of products, ensuring environmentally sound management policies
- ☒ Allocation of responsibilities and accountability within the organisation
- ☒ Internal awareness-raising and training on environmental stewardship for management and employees
- ☒ Grievance mechanisms, communication channels and other procedures (e.g. whistleblower mechanisms) for reporting concerns or seeking advice regarding environmental impacts
- ☐ Other established or emerging best practices ⓘ
- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ

Criterion 11: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship

- ☒ System to track and measure performance based on standardized performance metrics
- ☒ Leadership review of monitoring and improvement results
- ☒ Process to deal with incidents
- ☒ Audits or other steps to monitor and improve the environmental performance of companies in the supply chain
- ☒ Outcomes of integration of the environmental principles ⓘ
- ☐ Other established or emerging best practices ⓘ
- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ

Robust Anti-Corruption Management Policies & Procedures

For the following criterion, please check the best practices you have implemented and discussed in your COP.

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Criterion 12: The COP describes robust commitments, strategies or policies in the area of anti-corruption

- ☒ Publicly stated formal policy of zero-tolerance of corruption (D1)
- ☒ Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procedures to know the law and monitor changes (B2)
- ☒ Statement of support for international and regional legal frameworks, such as the UN Convention against Corruption (D2)
- ☒ Detailed policies for high-risk areas of corruption (D4)
- ☒ Policy on anti-corruption regarding business partners (D5)
- ☐ Other established or emerging best practices ⓘ
- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ

Criterion 13: The COP describes effective management systems to integrate the anti-corruption principle

- ☒ Support by the organization's leadership for anti-corruption (B4)
- ☒ Carrying out risk assessment of potential areas of corruption (D3)
- ☒ Human Resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees (B5 + D8)
- ☒ Internal checks and balances to ensure consistency with the anti-corruption commitment (B6)
- ☒ Actions taken to encourage business partners to implement anti-corruption commitments (D6)
- ☒ Management responsibility and accountability for implementation of the anti-corruption commitment or policy (D7)
- ☒ Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice (D9)
- ☒ Internal accounting and auditing procedures related to anticorruption (D10)
- ☐ Other established or emerging best practices ⓘ
- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ

Criterion 14: The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption

- ☒ Leadership review of monitoring and improvement results (D12)
- ☒ Process to deal with incidents (D13)
- ☒ Public legal cases regarding corruption (D14)
- ☒ Use of independent external assurance of anti-corruption programmes (D15)
- ☐ Other established or emerging best practices ⓘ
- ☐ Outcomes of integration of the anti-corruption principle ⓘ
- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ

Taking Action in Support of Broader UN Goals and Issues

For the following criterion, please check the best practices you have implemented and discussed in your COP.

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Criterion 16: The COP describes core business contributions to UN goals and issues

- ☒ Align core business strategy with one or more relevant UN goals/issues
- ☒ Develop relevant products and services or design business models that contribute to UN goals/issues
- ☒ Adopt and modify operating procedures to maximize contribution to UN goals/issues
- ☒ Other established or emerging best practices @

We also assess our impacts on each of the United Nations' 2030 Sustainable Development Goals. In total, we understand that our business impacts 13 SDGs. Full analysis at <https://www.braskem.com.br/sustainabledevelopmentstrategy>

- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff @

Criterion 16: The COP describes strategic social investments and philanthropy

- ☒ Pursue social investments and philanthropic contributions that tie in with the core competencies or operating context of the company as an integrated part of its sustainability strategy
- ☒ Coordinate efforts with other organizations and initiatives to amplify—and not negate or unnecessarily duplicate—the efforts of other contributors
- ☒ Take responsibility for the intentional and unintentional effects of funding and have due regard for local customs, traditions, religions, and priorities of pertinent individuals and groups
- ☒ Other established or emerging best practices @

Please consult Braskem's website to find details on other initiatives.

- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff @

Criterion 17: The COP describes advocacy and public policy engagement

- ☒ Publicly advocate the importance of action in relation to one or more UN goals/issues
- ☒ Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues
- ☐ Other established or emerging best practices @
- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff @

Criterion 18: The COP describes partnerships and collective action

- ☒ Develop and implement partnership projects with public or private organizations (UN entities, government, NGOs, or other groups) on core business, social investments and/or advocacy
- ☒ Join industry peers, UN entities and/or other stakeholders in initiatives contributing to solving common challenges and dilemmas at the global and/or local levels with an emphasis on initiatives extending the company's positive impact on its value chain
- ☐ Other established or emerging best practices @
- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff @

Corporate Sustainability Governance and Leadership

For the following criterion, please check the best practices you have implemented and discussed in your COP.

Criterion 19: The COP describes CEO commitment and leadership

- ☒ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ
- ☒ CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact
- ☒ CEO promotes initiatives to enhance sustainability of the company's sector and leads development of industry standards
- ☒ Make sustainability criteria and UN Global Compact principles part of goals and incentive schemes for CEO and executive management team
- ☒ Other established or emerging best practices ⓘ

Braskem's CEO is responsible for leading the deployment of Braskem's Sustainable Development Policy and Strategy, ensuring the availability of resources for the concrete evolution of performance in the sustainability dimensions

- ☐ CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation

Criterion 20: The COP describes Board adoption and oversight

- ☒ Board of Directors (or equivalent) assumes responsibility and oversight for long-term corporate sustainability strategy and performance
- ☒ Board (or committee), where permissible, approves formal reporting on corporate sustainability (Communication on Progress)
- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ
- ☐ Other established or emerging best practices ⓘ
- ☐ Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability.

Criterion 21: The COP describes stakeholder engagement

- ☒ Publicly recognize responsibility for the company's impacts on internal and external stakeholders
- ☒ Define sustainability strategies, goals and policies in consultation with key stakeholders ⓘ
- ☒ Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance
- ☒ Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns
- ☒ Other established or emerging best practices ⓘ

Braskem periodically assesses the materiality, that is, the relevance, of sustainability issues in order to structure its strategy for the company's contribution to sustainable development. <https://www.braskem.com.br/material-issues-asseessment>

- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ

Women's Empowerment

As of 1 October 2014, all UN Global Compact participants that have signed the CEO Statement of Support for the Women's Empowerment Principles will have the opportunity to answer 4 new gender specific questions, aligned with the WEPs, as part of their self-assessment when submitting their Communication on Progress (COP). For questions or concerns, please contact womens-empowerment-principles@unglobalcompact.org.

The following gender related COP Self-Assessment questions encourage and support companies to report on their progress towards implementing the Women's Empowerment Principles.

Women's Empowerment Principle 7 highlights the importance of using sex-disaggregated data to measure and report on progress. The final question on sex-disaggregated data refers to data that is collected and presented separately on women and men. It is quantitative statistical information on the differences and inequalities between men and women.

The COP describes policies and practices related to supporting women's empowerment and advancing gender equality in the workplace

- ☒ Achieving and maintaining gender equality in middle management positions
- ☒ Equal pay for work of equal value
- ☒ Flexible work options
- ☒ Access to child and dependent care
- ☒ Support for pregnant women and those returning from maternity leave
- ☒ Recruitment and retention, including training and development, of female employees
- ☒ Gender-specific health and safety issues
- ☒ Gender-based violence and harassment
- ☒ Education and training opportunities for women workers
- ☒ Creating and maintaining workplace awareness of gender equality and, inclusion and non-discrimination for all workers
- ☒ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to address this area, including goals, timelines, metrics, and responsible staff ⓘ
- ☐ Other established or emerging best practices ⓘ
- ☐ No practice for this criterion has been reported
- ☐ Mentoring and sponsorship opportunities for women workers
- ☐ Achieving and maintaining gender equality in senior management and board positions

The COP describes policies and practices related to supporting women's empowerment and advancing gender equality in the marketplace

- ☒ Gender-sensitive marketing
- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to address this area, including goals, timelines, metrics, and responsible staff ⓘ
- ☐ Other established or emerging best practices ⓘ
- ☐ No practice for this criterion has been reported
- ☐ Gender-sensitive product and service development
- ☐ Supplier monitoring and engagement on women's empowerment and gender equality including promotion of the Women's Empowerment Principles to suppliers
- ☐ Support for women business owners and women entrepreneurs
- ☐ Composition of supplier base by sex
- ☐ Supplier diversity programme

The COP describes policies and practices related to supporting women's empowerment and advancing gender equality in the community

- ☒ Designing community stakeholder engagements that are free of gender discrimination/stereotyping and sensitive to gender issues
- ☒ Gender impact assessments or consideration of gender-related impacts as part of its social and/or human rights impact assessments
- ☒ Ensuring female beneficiaries of community programmes
- ☒ Community initiatives specifically targeted at the empowerment of women and girls
- ☒ Strategies to ensure that community investment projects and programmes (including economic, social and environmental) positively impact women and girls
- ☒ Strategies to ensure that community investment projects and programmes (including economic, social and environmental) include the full participation of women and girls
- ☒ Other established or emerging best practices ⓘ

Social project called "Emprendedoras Braskem" aiming to qualify women in SME and help them to advance in their own businesses

- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to address this area, including goals, timelines, metrics, and responsible staff ⓘ
- ☐ No practice for this criterion has been reported

The COP contains or refers to sex-disaggregated data

- ☒ Achieving and maintaining gender equality in middle management positions
- ☒ Equal pay for work of equal value
- ☒ Flexible work options
- ☒ Access to child and dependent care
- ☒ Support for pregnant women and those returning from maternity leave
- ☒ Recruitment and retention, including training and development, of female employees
- ☒ Gender-specific health and safety issues
- ☒ Gender-based violence and harassment
- ☒ Education and training opportunities for women workers
- ☒ Creating and maintaining workplace awareness of gender equality and, inclusion and non-discrimination for all workers
- ☒ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to address this area, including goals, timelines, metrics, and responsible staff ⓘ
- ☐ Other established or emerging best practices ⓘ
- ☐ No practice for this criterion has been reported
- ☐ Mentoring and sponsorship opportunities for women workers
- ☐ Achieving and maintaining gender equality in senior management and board positions

