

## Indorama Corporation Pte. Ltd.

### Human Rights Policy

Version: 2

Effective: 05 May 2020

#### Scope:

This Human Rights Policy is applicable to all employees, Board of Commissioners (wherever applicable), and Board of Directors of Indorama Corporation Pte. Ltd. and its direct and indirect subsidiaries (“**IRC Group**”). References in this document to “**Indorama**” or “**Company**” or “**We**” mean the entities of the IRC Group.

In the event that any provision contained in this policy is in conflict with the local laws, rules and regulations of any entity, and makes such provision invalid or unenforceable, then such local laws, rules and regulations will prevail. If any entity has adopted stronger practices than this policy or prevailing customs, the stronger practice shall apply.

#### Guidelines:

Indorama strongly believes in respecting all human rights. We are committed to respecting human rights as embodied in the Universal Declaration of Human Rights and its corresponding covenants, the International Covenant on Civil & Political Rights as well as The International Covenant on Economic, Social & Cultural Rights. We will avoid infringing on human rights and comply with the laws of the countries in which we do business.

#### Respect for Human Rights:

We respect the rights of our employees and all other stakeholders and shall not discriminate against anyone based on their ideological views, race, color, religion, gender, sexual orientation, national origin, age, disability, or any status regarded as a human right. We will adopt reasonable and inclusive practices throughout our operations and will seek to eradicate prejudice, discrimination, bullying, and harassment.

#### Fair Treatment of Employees:

We will treat all employees with utmost fairness and honesty. We value a workplace where all employees are considerate of others and where each person shows fairness and respect for each other in daily interactions. Fair treatment and cordial interactions



give colleagues the comfort to introduce new ideas, constructively challenge current thinking, and work knowing that others will appreciate their contributions.

**Recruitment:**

All recruitment will be carried out with total fairness, equality, and consistency for all candidates at all times. Recruitment practices will be inclusive and we will endeavor to ensure there are no barriers to employment of suitable candidates.

**Child Labor:**

We will not employ child labor, forced or bonded labor, or allow forced overtime. No person shall be employed unless such employment is in compliance with all applicable laws and regulations concerning age, hours, compensation, health and safety.

**Disciplinary Issues:**

We will not use corporal punishment, mental or physical coercion, or verbal abuse. Disciplinary procedures will be enforced for any member of staff whose conduct falls below the required standard.

**Responsibility of Employees:**

All employees have a personal responsibility for the practical application of this policy in their day-to-day activities and must comply with the policy at all times. Non-compliance with this policy will be treated seriously and will not be tolerated.

**Grievance Procedures:**

We have grievance procedures through which employees can raise personal and work-related issues. Any employee who feels that he or she has grounds for complaint in relation to bullying, discrimination, harassment, or victimization has the right to pursue the complaint through our grievance procedures.

*[end]*