

Community and Stakeholder Policy

At the core of our business philosophy is ensuring social well-being, adding value to communities, and respecting human dignity. We are committed to respecting the rights, cultures, customs, and values of employees and communities affected by our activities and will manage our businesses in a fair and equitable manner to meet our social responsibilities.

We will:

- proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner;
- comply with the regulatory requirements in the jurisdictions in which we operate;
- develop systems to identify, manage, and mitigate risks and adverse impacts on communities and stakeholders;
- foster leadership, learning and growth to deliver value to the organization and to society in a responsible manner, including training people and providing resources to meet social responsibility objectives and targets;
- respect the social, economic, and cultural rights of communities and seek broad-based support for our operations by consulting and informing stakeholders in matters that affect them;
- ensure that effective grievance management systems are in place;
- avoid involuntary resettlement and consider displacement only when business requirements make it unavoidable. When unavoidable, work with regulators to improve or restore quality of lives and standards of living of displaced persons;
- adopt sustainable development as an integral part of the business plan and put in place appropriate structures to plan and implement community development initiatives, prioritizing local needs and long-term sustainable benefits to communities.

Each Indorama business will implement this policy. We will share good practices throughout the organization and will measure and report progress and performance on a periodic basis.

This policy will be reviewed every 2 years.