

# Human Rights and Labour Policy

We are committed to protecting and respecting human dignity. We will conduct our business in a fair and equitable manner to meeting our social responsibilities, and we will respect the human rights of all our stakeholders in alignment with the United Nations Declaration on Human Rights.

We will:

- uphold human and labour rights aligned with national and international regulations as applicable;
- be compliant with labour laws of the countries in which we operate and promote fair working conditions as guided by international conventions;
- ensure employees are fairly and reasonably paid and remuneration structures are compliant with regulatory obligations of the jurisdictions in which we operate;
- have zero tolerance for any form of forced, compulsory, or child labour either directly or through contracted labour;
- recognise and respect employee rights to associate freely in accordance with applicable laws and regulations, and to collective bargaining;
- be an equal opportunity employer and treat all employees with respect and dignity, judging solely on their performance irrespective of race, religion, caste, gender, age or disability;
- implement policies and practices to respect the rights and interests of women and support diversity and inclusion in the workplace;
- eliminate harassment and discrimination and provide a mechanism to address worker grievances;
- respect and preserve the culture and heritage of local communities and socially vulnerable groups that may be impacted by our operations and work towards developing constructive relationships that seek broad-based support for our operations, including free, prior and informed consent of Indigenous Peoples if applicable;
- where appropriate, implement a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights;

- work with government agencies to develop a common understanding and agreement to protect human rights in the event of any unforeseen situations and to protect our people and assets;
- regularly communicate social performance in an accurate, transparent, and timely manner.

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.