
Promotion and compliance with the provisions of the fundamental conventions of the International Labour Organization

The Arkema Group endeavors to scrupulously comply with the constitutional texts, treaties, conventions, laws and regulations in force in its host countries and regions.

Accordingly, the Group confirms its adherence to:

- the principles of the Universal Declaration and of the European Convention on Human Rights;
- the fundamental conventions of the International Labour Organization;
- the OECD Guidelines for Multinational Enterprises.

Through its official participation in the United Nations Global Compact, the Group supports the ten principles and particularly those related to human rights and international labor standards.

To confirm this support, the Group introduced a Group Code of Conduct and Business Ethics, which sets out the requirements imposed on the Group wherever it operates, vis-à-vis its shareholders, customers, employees and any other stakeholders. The Code also lays down the individual behavior principles and rules which employees are required to observe within the Group.

As indicated in section 2.7.3 of the 2016 reference document, the Group has implemented a number of different training and awareness-raising initiatives directed at employees. The aim is to ensure that they comply with the rules and principles of the Code and, in particular, that they respect the right to freedom of association and expression and human rights, that they oppose all forms of forced labor and child labor and that they reject all forms of discrimination.

1 - FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

The Arkema Group is committed to respecting the fundamental freedoms of its employees, such as the freedom of association and expression, to protecting the personal data of its employees and to respecting their privacy, as defined in the Code of Conduct and Business Ethics.

Among the fundamental principles and rights at work, the right to freedom of association and to collective bargaining is a vector of social progress that the Group encourages wherever it operates.

Accordingly, over and above compliance with statutory and regulatory provisions in its host countries, the Group facilitates and promotes employee representation in order to allow suitable collective bargaining processes to be developed.

The organization of social dialogue and a review of the collective bargaining agreements signed within the Group are provided in section 2.6.4 of the 2016 reference document.

2 - ELIMINATION OF EMPLOYMENT AND OCCUPATION DISCRIMINATION

The Arkema Group is committed to promoting the elimination of discrimination of all kinds as part of its policy of non-discrimination and promotion of gender equality and diversity.

The Group undertakes to promote diversity, which is an asset for its global business, and to hire employees based solely on its needs and their abilities, as defined in the Code of Conduct and Business Ethics.

The Group's diversity, equal opportunity and equal treatment policy is detailed in section 2.6.5 of the 2016 reference document.

3 - ELIMINATION OF FORCED OR COMPULSORY LABOR AND ABOLITION OF CHILD LABOR

The Arkema Group fully supports the elimination of forced labor and opposes any type of labor which involves forcing people to work against their will or in violation of their personal freedom, as defined in the Code of Conduct and Business Ethics.

The Group commits to never using child labor under any circumstances, regardless of the country in which the Group operates, as defined in its Code of Conduct and Business Ethics.