

ARKEMA



**HUMAN RIGHTS
POLICY**

HUMAN RIGHTS POLICY

Arkema is committed to the respect of Human Rights and fundamental freedoms as set out in the United Nations Universal Declaration of Human Rights, and places them at the heart of its business activity.

The Group thus strives, within the framework of its business activities, to prevent and, if necessary, to remedy Human Rights violations that could be experienced by its employees, those of its suppliers, subcontractors or other stakeholders.

In 2006, Arkema signed the Responsible Care® Global Charter, a voluntary commitment by the chemical industry to improve the protection of people in terms of safety, health and environment across the entire value chain. Similarly, in 2014, Arkema undertook to respect the ten principles of the UN Global Compact, a commitment that it renews every year through its Communication on Progress.

Arkema's commitment is reflected in:

- Its compliance with relevant international regulations, national laws and standards in force in the countries in which it operates.
- The regular assessment of the risks in this area that may be generated by its business activity.
- The access to a whistleblowing system for both internal and external stakeholders.
- The implementation of corrective actions when necessary.
- A policy for continuous improvement of the company's practices through training initiatives and processes.
- An assessment and dialogue program with its suppliers and subcontractors aimed at promoting the respect of Human Rights.
- A transparent communication on its efforts in this area.



A handwritten signature in black ink, appearing to read "Thierry Parmentier".

Thierry Parmentier
Executive Vice President,
Human Resources and Communication

CONTEXT AND SCOPE

As part of its social commitments, Arkema clearly expresses its determination to pursue a policy in favor of Human Rights.

This policy is based on the following documents:

- the Universal Declaration of Human Rights;
- the UN Guiding Principles on Business and Human Rights;
- the ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work;
- the OECD Guidelines for Multinational Enterprises;
- the United Nations Global Compact;
- the Sustainable Development Goals of the United Nations;
- the Responsible Care® Global Charter of the International Council of Chemical Associations (ICCA).

To implement this policy, the Group establishes operating procedures aimed at creating an environment conducive to respecting Human Rights and at preventing, detecting and solving any Human Rights violations.

The Human Rights policy is based on a set of policies and charters, notably Arkema's Social Commitment Charter, its Code of Conduct and Business Ethics and its Code of Conduct for Suppliers.

This policy is intended to govern the Group's relations with its stakeholders, and in particular its employees, suppliers and subcontractors, customers, other business partners, as well as its private and public contacts in the territories where it operates.



COMMITMENTS

The health and safety of its employees and those of external companies working on its sites are at the heart of Arkema's commitments, as it considers that all work accidents can be prevented.

Arkema is opposed to human trafficking, forced or compulsory labor and child labor regardless of the country in which the Group operates. In this regard, the Group works with its suppliers and subcontractors to avoid being indirectly exposed to these practices.

Arkema fosters diversity and applies a zero-tolerance policy towards discrimination.

Arkema opposes all forms of exploitation, abuse, violence and sexual and non-sexual harassment, as provided for in the legislation of the countries in which it operates.

Arkema commits to paying salaries offering decent living conditions with respect to local living standards and the local labor market.

Arkema respects the fundamental freedoms of employees, such as the rights of association and expression, the right to collective bargaining and ensures compliance with the laws on working conditions, notably those on working hours. Arkema also commits to upholding the agreements signed with employee representatives.

Arkema protects the personal data of its employees and respects their private lives.

Around its facilities, Arkema develops relationships of trust with neighboring and local communities through its Common Ground® initiative. The Group refers to the best practices that respect the environment and local balances in terms of land and water use, the use of local natural resources and the protection of biodiversity.



THE MANAGEMENT OF HUMAN RIGHTS RISKS

As part of its activities, Arkema has implemented processes to identify the risks of Human Rights violations, prevent them, and remedy them if they occur. To this end, the Group notably relies on the following:

- the consideration of Human Rights aspects in the internal control processes, internal audit assignments, and external growth operations;
- an annual survey of risks amongst Arkema's main entities carried out by the Internal Audit and Internal Control department;
- a continuous dialogue with local communities through the Common Ground® initiative;
- a whistleblowing system open to internal and external stakeholders.

Arkema has also implemented additional processes to prevent certain specific risks:

HEALTH, SAFETY AND SECURITY

Operational health and safety are managed using long-established tools and processes that are regularly enhanced and that take into consideration the feedbacks from:

- the analysis of health and safety risks at workstations,
- the preventive actions taken against these risks, addressing arduous working conditions, stress and more broadly well being at work,
- the implementation of a safety culture,
- field actions, including peer observations and audits,
- performance indicators, including the TRIR (Total Recordable Injury Rate), associated with a strategic objective.

Security of our sites is carefully managed, with prevention measures that are consistent with recommendations from public authorities and targeted audits.



THE HEALTH AND SAFETY OF CUSTOMERS AND END USERS

Arkema is committed to the Responsible Care® initiative and takes into consideration health, safety and environmental protection from the design stage of its products throughout their life cycle.

The Group provides transparent and accessible information, including readily available safety data sheets, aiming at an appropriate use of our products by our customers and users.

SUPPLIERS AND SUBCONTRACTORS

The Group's purchasing policy addresses social issues. To that end, Arkema has implemented:

- a Code of Conduct for suppliers specifying Arkema's expectations, particularly with regards to Human Rights;
- trainings on corporate social responsibility issues for procurement teams, so that they can incorporate them into their relationships with suppliers and subcontractors;
- an assessment process for suppliers and subcontractors based on the Together for Sustainability (TfS) program, an initiative involving chemical producers aimed at developing corporate social responsibility throughout the value chain.

DISCRIMINATION

To combat discrimination, Arkema has implemented:

- a recruitment charter, based on the principles of fairness and non-discrimination in the selection of job applicants;
- a program to periodically review job descriptions and compensation, in order to safeguard occupational equality and consistency within the organization;
- a Diversity and Inclusion charter reaffirming Arkema's policy in terms of diversity, equal opportunities and equal treatment based on measures in favor of international diversity and gender equality, backed by strategic objectives;
- measures in favor of the employment of people with disabilities and seniors.

GOVERNANCE AND RESPONSIBILITIES

This policy is supported by Arkema's Executive Committee, which ensures its dissemination, the Group's various entities being responsible for its application in compliance with applicable laws.

A regular review is made by the CSR Steering Committee.

In addition, risks relating to Human Rights fall within the scope of the Group's Risk Assessment Committee.

These two committees are composed of Executive Committee members as well as certain functional Vice Presidents, involved in the CSR policy and in the Group's risk management.

The Sustainable Development Vice President participates in the two committees and reports on CSR activities to the Executive Committee and the Board of Directors at least annually.

COMMUNICATION

Arkema's Human Rights policy is made available to all employees.

Employees, particularly those in management positions, are made aware of the need to respect and defend Human Rights in the performance of their duties.

This awareness enables employees to better understand what the concept of Human Rights covers and to respect its principles both internally and in their relations with third parties.

The Group publicly reports on the main achievements in this area in its Universal Registration Document.





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