Arkema adheres to Human Rights and fundamental freedoms as set out in the United Nations declaration and places them at the heart of its business activity.

Thus, the Group endeavors to prevent and resolve potential Human Rights breaches regarding its employees, partners or stakeholders.

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

Arkema’s commitment is reflected in:

-> Respect for international laws and standards in the countries in which we operate,
-> Regular assessment of the risks that may be generated by our business,
-> Access to a whistleblowing process for both internal and external stakeholders,
-> Implementation of corrective actions when necessary,
-> Policy for continuous improvement of the company’s practices through on-going process improvements and training initiatives,
-> Assessment and dialogue program with our suppliers and subcontractors aimed at promoting the respect of Human Rights,
-> Transparent communication on our efforts in this area.

Michel Delaborde
Executive Vice President,
Human Resources and
Corporate Communication.

May 2018
Context and scope

As a part of its social commitments, Arkema clearly expresses its determination to lead 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 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 identifying, preventing, reducing and resolving any Human Rights violations.

The Human Rights policy is based on Arkema’s Social Commitment Charter, its policies and charters, notably in HSE, and its codes of conduct (Code of Conduct and Business Ethics and Code of Conduct for Arkema’s Suppliers).

This policy governs the Group’s relations with its stakeholders, and in particular its employees, suppliers and subcontractors, customers, and partners.

Commitments

The health and safety of its employees and those of external companies working on its sites are central to the commitments of Arkema which considers that all work accidents are avoidable.

Arkema is opposed to the use of forced or compulsory labor and child labor in all of its operating countries. The Group is also working with its suppliers and subcontractors to prevent from being indirectly exposed to these practices.

Arkema fosters diversity and rejects discrimination in all its forms, as set out in the Code of Conduct and Business Ethics.

Arkema strives for a work environment free of all forms of harassment, exploitation, abuse or violence, as provided for in the legislation in each of its operating countries.

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 and enforces laws on work conditions, notably those on working hours. Arkema also commits to upholding the agreements signed with employee representatives.

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

In the vicinity of its sites, Arkema develops relationships of trust with neighboring and local communities through its Common Ground® initiative. The Group refers to the best practices respecting the environment and local balances in terms of land and water use and the use of local natural resources.

The management of Human Rights risks

As part of its business activities, Arkema has introduced processes to prevent the risk of violations of the Human Rights of its stakeholders and to resolve them in case of occurrence.

Health, safety and security

Operational health and safety are managed using long-established tools and processes that are regularly enhanced and that consider feedback:
- Analysis of health and safety risks at workstations,
- Preventive actions against these risks, addressing arduous working conditions, stress and more broadly wellness in the workplace,
- The implementation of a safety culture,
- Local initiatives, including peer observations and audits,
- Performance indicators, including the TRIR (Total Recordable Injury Rate), associated with a strategic objective.

Security of our sites is subject to careful management, based on prevention measures consistent with recommendations from public authorities and on targeted audits.

The health and safety of customers and end users

Arkema is committed to the Responsible Care® initiative and considers health, safety and environmental protection during product’s design.

The Group provides transparent and accessible information, including readily available safety data sheets, aiming a proper use of our products by our customers and users.
 Suppliers and subcontractors
The Group’s purchasing policy considers social issues. To that end, it has implemented:
- A Code of Conduct for suppliers specifying Arkema’s expectations, especially in terms of Human Rights,
- Training on social responsibility issues for procurement teams, helping them to integrate these issues into their relations with suppliers and subcontractors,
- An assessment process for suppliers and subcontractors based on Together for Sustainability (TFS), an initiative involving 20 chemical producers aimed at developing social responsibility throughout the value chain.

 Discrimination
To foster non-discrimination, Arkema has implemented:
- A recruitment charter, based on the principles of fairness and non-discrimination in the selection of job applicants,
- A program on the regular review of job descriptions aimed at safeguarding occupational equality and consistency within the organization,
- 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 carried 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 the CSR activity to the Executive Committee and the Board of Directors at least annually.

 Implementation and communication
Arkema’s Human Rights policy is fully disclosed and accessible to all personnel.
Employees, particularly those with a supervisory position, are informed of the respect and defense of Human Rights in the performance of their tasks. This awareness raising enables all employees to gain a firmer grasp of the concept of Human Rights and to respect the related principles in their business, both internally and in their relations with third-parties.

To consider the expectations of stakeholders, to update risk analysis and to resolve potential Human Rights breaches, the Group draws on several procedures:

- Consideration of Human Rights aspects for internal control and internal audit assignments,
- Annual survey of risks amongst Arkema’s main entities carried out by the Internal Audit and Internal Control department,
- Permanent dialogue with local communities through the Common Ground® initiative,
- Whistleblowing process open to internal and external stakeholders.

The Group makes public disclosures on its main achievements in the Reference Document.