

Clariant Group Policy Statement on Human Rights

November 2018

PUBLISHER
CLARIANT INTERNATIONAL LTD
CORPORATE HUMAN RESOURCES

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Clariant:

- Has a broad and dynamic heritage of various cultures.
- Operates with a continuous strive for excellence and high performance in a highly dynamic and challenging business environment.
- Aims to become the globally leading specialty chemicals company and a preferred employer in the chemical industry.

In this context, the company fosters sustainability across all of its operations and focuses on achieving a social and sustainable profile as a company, global employer and corporate citizen.

Throughout all of our operations and activities we strive to comply with laws, regulations, and ethical standards at all times.

While we seek building trust with our stakeholders and employees by addressing their concerns, we also intend to live up to our responsibility to demonstrate good business practice at all levels.

As a member of the United Nations (UN) Global Compact, we are fully committed to respecting and supporting in our engagement with employees, customers, suppliers and communities:

- The principles within the UN Universal Declaration of Human Rights,

- The ILO 1998 Declaration on Fundamental Principles and Rights at Work.

Hence, we do not tolerate any violation of these principles and rights by our employees, managers or suppliers.

We deploy our best efforts to embed this commitment in our organization, by incorporating and reflecting these principles in the relevant Clariant policies and governance management framework, exemplified but not limited to the Code of Conduct, Code of Conduct for Suppliers and Clariant Employment policy.

On the basis of our corporate values, all business and service units are mandated to strictly adhere to these principles while interacting with their partners, customers, stakeholders and employees.

We expect all of our employees and contractors to respect and support these principles at all times. We closely audit and monitor this commitment within our own operations as well as with our suppliers using reasonable and adequate efforts and processes.

Pratteln, November 2018

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