



LIVING WAGE CERTIFICATE

The Fair Wage Network guarantees that all employees of the company **Clariant** are paid at or above the Living Wage threshold as defined by Fair Wage Network.

Therefore, **Clariant** can be qualified as a 'Living Wage Employer' and it is confirmed that:

Clariant

has obtained the

LIVING WAGE CERTIFICATION

for a period of two years, from 25th November 2025 to 25th November 2027 (certificate No 2025- 85).

A new Living Wage Gap analysis will have to be done after two years.

Done in Geneva, on 25th November 2025,

Signature of the Chair
Fair Wage Network