

## Policy Statement on Human Rights

### Our Commitment

Leadership and management processes of Evonik are rooted in its belief that behaving responsibly is essential for the long-term success of any company. Connecting value-orientation and values-based decision-making is of growing importance to our employees, customers, business partners, shareholders, the communities and neighborhoods where we operate worldwide. Respecting human rights is a core element of corporate responsibility. Evonik commits to respecting human rights in line with the “*Guiding Principles on Business and Human Rights*” of the United Nations across its complete value chain.

Our policy statement on human rights is based on the *International Bill of Human Rights*, the *International Labor Organization’s Declaration on Fundamental Principles and Rights at Work* and the ten principles of the *United Nations Global Compact*. We also respect the *OECD Guidelines for Multinational Enterprises*.

Evonik complies with applicable laws and regulations wherever it operates. In countries where local laws and regulations conflict with internationally recognized human rights, we seek ways to honor the above mentioned international standards while not violating local law.

Further applicable Evonik codes and policies are:

- Evonik Code of Conduct
- Global Social Policy
- Our values for ESHQ
- Evonik Supplier Code of Conduct

### Human rights in our operations and business relationships

More than acknowledging all internationally codified human rights, we have made further assessments to identify substantial human rights risk potentials for Evonik:

#### *Health & Safety*

Health & safety are at the very top of our agenda. Including not only our own and our business partners’ employees but also local residents in our neighborhoods worldwide.

#### *Working environment*

All employees and workers have to be treated with dignity and respect, free from any kind of harassment or other types of abuse.

We believe that our company is enriched by the diversity of our employees. We value diversity and do not tolerate discrimination.

#### *Compensation*

We pay fair performance-related wages which meet or exceed the legal or industry minimum standards.

#### *Security*

We accept responsibility for the safety of our employees, our sites and transportation, and for information requiring special protection.

### *Product Impacts*

Our product stewardship activities aim to identify and evaluate possible associated risks of our products. By doing so we continuously minimize the risk of harming people and the environment around them. We strive to provide product solutions that contribute to sustainability and the realization of the Global Goals for Sustainable Development.

### *Anti-Corruption*

We share the common understanding that corruption hinders the realization of human rights. That's why we have zero tolerance for any kind of corruption and commit to fair business practices.

### *Child and Forced Labor & Human Trafficking*

We do not tolerate the use of child and forced labor, slavery or human trafficking.

### *Freedom of Association & Collective Bargaining*

We acknowledge the basic right to form and join trade unions or to consider such steps and to bargain collectively. We are committed to collaboration based on trust with our employees and their representatives.

### *Business Partners*

We identify human rights related risks in our business relationships. Wherever we become aware of breaching human rights, we will urge to end that immediately. Having no success our ultimate resort is to end a business relationship.

### *Communities and Indigenous Peoples*

At our sites we see ourselves as a partner and good neighbor, respecting the rights of local residents and contributing to a positive local development.

We respect the specific rights of indigenous peoples according to the United Nations Declaration on the Rights of Indigenous Peoples.

## **Implementation and Monitoring**

We see the following action fields for safeguarding our human rights due diligence:

- Commitment to respect human rights
- Establishment of awareness raising measures
- Assessing human rights impacts of our operations
- Embedding and integrating our obligations in our daily operations
- Tracking and transparent public communication on an annual basis
- Remedy and grievance mechanisms

Wherever we identify potential or actual adverse human rights impacts in our own operations or business relationships we will take appropriate mitigation measures and provide effective remedy where necessary.

For reporting potential negative human rights impacts stakeholders can anonymously use the Compliance Hotline within our intranet, the whistleblower system, operated by an independent third party (accessible via the Evonik webpage under compliance), or directly report to the corporate division Corporate Responsibility.

We will continuously develop our human rights due diligence processes in a cooperative manner.

Effective: 22-06-2016

Endorsed by the Executive Board

Updated: September 2019