

Policy Statement on Human Rights at RENOLIT

As a globally active company, respect for human rights and the early recognition and avoidance of risks and possible negative effects of our entrepreneurial activities is one of our top priorities.

RENOLIT is aware of its corporate diligence in respecting human rights and faces this obligation with a group-wide code of conduct. It is the standard that **RENOLIT** applies to the behaviour of employees and business partners. In the event of non-compliance, our employees must expect consequences under labour law which, in extreme cases, may lead to the termination of employment or, for our suppliers, may result in the termination or non-resumption of the business relationship.

Each employee confirms his or her commitment to adhere and respect the Code of Conduct by signing a corresponding declaration following appropriate training and education. Compliance is checked in regular internal audits. In addition, **RENOLIT** employees can report suspected cases of violations of the Code of Conduct via internal and external ombudspersons. Every report is followed up consistently.

In order to be able to react quickly and effectively to human rights violations, **RENOLIT** has defined internal standards (Administrative Internal Control Procedures). In addition to operational financial cycles, standards are defined in the areas of human resources and compliance. These include:

- objective and non-discriminatory recruitment and employment guidelines
- working time and remuneration regulations that at least respect the respective national regulations
- procedures for personal objectives and performance appraisals
- guidelines for ensuring compliance with the respective national duty to pay health and social security contributions
- minimum standards with regard to occupational health and safety and environmental protection

Compliance with the standards is regularly checked and monitored in the course of internal audits. In addition, **RENOLIT** is clearly committed to complying with the labour standards of the International Labour Organization (ILO), which includes the following principles:

- freedom of association and right to collective bargaining
- elimination of forced labour
- Abolition of child labour
- prohibition of discrimination in employment and occupation

In addition, we particularly respect the ten principles of the UN Global Compact and the OECD Guidelines for Multinational Enterprises.

At the end of 2019, potential human rights risks were identified and prioritized in an interdisciplinary workshop. On this basis, various measures were derived for the early identification, assessment and handling of risks. In addition to expanding the scope of the internal company audits to include human rights aspects, **RENOLIT** is initially interviewing its suppliers of tin stabiliser compounds. In addition, all pigment suppliers who manufacture in a country classified as a risk country according to the BSCI are examined in detail. Depending on the results, follow-up measures will be derived by the end of 2020.

We will continue our commitment to respect and observe human rights in the future and report on progress in our annual Sustainability Report.

RENOLIT Executive Board