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## **SOLENIS POLICY**

### **Human Rights**

#### **1.0 Policy**

Solenis is committed to achieving the highest standards of professionalism and ethical conduct in its operations, and expects all employees and third parties across our value chain to carry out their business according to these standards, in line with Solenis' [Global Standards of Business Conduct](#) and in compliance with all applicable laws.

The purpose of this policy is to articulate our commitment to respect the internationally recognized human rights of our own workforce, workers in our value chain, affected communities, consumers and end-users.

#### **2.0 Human rights**

Solenis respects internationally recognized human rights set out in the [Universal Declaration of Human Rights](#) ("UDHR"), the [International Covenant on Civil and Political Rights](#), the [International Covenant on Economic, Social and Cultural Rights](#), and the International Labor Organization's ("ILO") [Declaration on Fundamental Principles and Rights at Work](#).

We are committed to implementing the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, and the UN Global Compact's Ten Principles, and to support relevant United Nations Sustainable Development Goals which are material to our business and where we can make a meaningful impact.

Solenis' operations are subject to double materiality assessments (DMA), where both financial and non-financial risks, including potential impacts of our business on stakeholders and rightsholders, are considered to identify the material topics and inform our human rights initiatives. As a result, we have identified the following salient human rights topics:

#### **2.1 Non-discrimination**

Solenis respects each individual's human rights and does not discriminate on the basis of race, color, religion, creed, political opinions, sex, age, social status, veteran status, marital or partnership status, family origin, physical or mental disability, sexual orientation, gender identity or expression, or any other status protected by applicable law. Any exclusions or preferences in the work environment made on these bases and resulting in any form of inequality, are prohibited. No form of discrimination will be tolerated.

## **2.2 Workplace environment and equal opportunity**

Solenis provides a workplace environment that is safe, respectful to and inclusive of all individuals and that is free from harassment, bullying and offensive and disrespectful conduct. Solenis requires that individuals are treated fairly and equally in all employment-related decisions. Our commitment to diversity, equity and inclusion is incorporated into Solenis' Cultural Beliefs, which provide the foundation for our business.

## **2.3 Health and safety**

Solenis operates globally in a safe and responsible manner, respecting the health of its employees, customers, suppliers, contractors and the communities in which the company operates. Solenis provides a safe and healthy workplace, and complies with applicable safety and health laws, regulations and internal requirements, as reflected in the company's [Responsible Care](#)<sup>\*</sup> policy. Solenis believes that all injuries and occupational hazards are preventable, and the company's goal for all of them is zero.

## **2.4 Forced labor, human trafficking and working time**

Solenis prohibits the use of all forms of forced labor, including indentured labor, bonded labor, military labor, slave labor and any form of human trafficking. Solenis' working time practices comply with all relevant national and local laws and applicable collective bargaining agreements.

## **2.5 Children and young workers**

Solenis maintains a zero tolerance approach to violence, exploitation, or abuse of children, prohibits the use of all forms of child labor, and conforms with the ILO conventions for minimum age and worst forms of child labor. Solenis does not employ any person under the age of 15, and complies with all local laws and regulations related to hiring children and young persons. Solenis does not employ young persons (under the age of 18) at night or for hazardous work. The company also supports educational, training, internship and apprenticeship programs for young people.

## **2.6 Vulnerable Groups**

Solenis will pay particular attention to vulnerable or marginalized groups in the contexts in which we operate, such as children, women, Indigenous Peoples, and migrant workers, and seek to prevent or mitigate any disproportionate impacts that our activities may have on them.

## **2.7 Compensation**

Solenis compensates employees equitably and competitively relative to the industry and local labor market. Solenis' compensation philosophy is communicated to employees and the company operates in compliance with applicable wage, work hours, overtime and benefits laws, and applicable collective bargaining agreements.

## **2.7 Freedom of association**

Solenis respects employees' right to join or to form a labor union without fear of reprisal or harassment. Where employees are represented by a legally recognized union, the company is committed to respecting the right to collective bargaining, establishing a constructive dialogue with their freely chosen representatives, and negotiate in good faith.

## **2.8 Data privacy**

We are committed to protecting the personal information of all individuals, to leveraging data as an enterprise asset and mitigating risk of data breach, data losses or misuse. It is the policy of Solenis to comply with all applicable data privacy laws to which the company is subject in the countries where it does business, and is committed to collect, process and transfer personal data responsibly and in accordance with the principles and obligations set forth in Solenis' [Data Protection](#) policies, unless such policies conflict with stricter requirements of local laws.

## **2.9 Clean Environment**

Solenis commits to compliance with all applicable environmental regulations where we manufacture, sell, or distribute products. Our facilities are operated to reduce our impacts and improve our overall environmental performance. A key focus is the reduction of environmental incidents that may arise from chemical releases, including climate change and energy management, water management, protection of biodiversity and ecosystems, and waste management. We respect the right to a clean, healthy and sustainable environment, and the right to safe and clean drinking water and sanitation.

## **2.10 Communities**

Solenis respects the human rights of the communities in which we operate and seeks to make a positive impact through responsible business practices. We engage with local communities in a manner that promotes social, economic, and environmental well-being, while respecting cultural norms and human rights. Solenis encourages initiatives that support education, health, safety, and sustainable development, and seeks to prevent or mitigate any negative impacts of our operations on vulnerable or marginalized groups.

## **2.11 Access to Grievance and Remedy**

Solenis is committed to providing access to effective grievance mechanisms for our own workforce, suppliers and workers in our value chain, affected communities, consumers and end-users, partners and other stakeholders and rightsholders, in line with the UNGPs. Where we have caused or contributed to adverse human rights impacts, we will provide for or cooperate in remediation.

## **3.0 Implementation**

Solenis undertakes due diligence to proactively identify, prevent, mitigate and account for potential and actual adverse human rights impacts we may cause or contribute to through our

own activities or through our business relationships. We will also use our leverage to prevent or mitigate adverse human rights impacts we may be directly linked to across our value chain, in line with the UNGPs and OECD Due Diligence Guidance for Responsible Business Conduct.

We embed human rights into our management systems, including our risk and impact assessments, grievance mechanisms and incident responses, stakeholder engagement and workforce capacity building, supplier and business partner engagement, and governance and reporting arrangements.

Solenis, as a global company, recognizes that respecting and supporting human rights presents unique challenges in different parts of the world. We comply with all applicable laws wherever we operate.

In addition to our employees and contractors, we expect our suppliers and business partners across our value chain to adopt the principles of this policy and share these commitments and conduct human rights due diligence, as outlined in our [Supplier Code of Conduct](#), Procurement Sourcing Policy and Supplier Risk Assessment Protocol.

#### **4.0 Other relevant policies**

- [Anti-harassment](#)
- [Community Relations](#)
- [Conflict Minerals](#)
- [Internal Operations Human Rights Risk Assessment](#)
- [Hiring Due Diligence Protocol](#)
- [Labor Practices Commitment](#)
- [Procurement Sourcing Policy](#)
- [Supplier Code of Conduct](#)
- [Supplier Risk Assessment Protocol](#)

#### **5.0 Reporting**

Any instances of non-compliance with this policy should be reported in accordance with Solenis' [Reporting](#) policy. Any concerns should be reported to management, the Human Resources Department, the Legal Department, the Office of Ethics and Compliance, or through the Share Your Concern Portal, available on Solenis' intranet page and website. Concerns can be raised confidentially and anonymously if desired.

#### **6.0 No retaliation**

Pursuant to the [Reporting](#) policy and the [Investigations](#) policy, Solenis prohibits any form of discipline, reprisal, intimidation or retaliation for reporting an actual, potential or perceived violation, or for cooperating in a compliance-related inquiry.

## **7.0 Scope**

This applies to all Solenis employees and contractors across all company-managed businesses, subsidiaries, and joint ventures, across all jurisdictions where we operate.

Solenis extends this commitment to our partners, which include suppliers, agents, other intermediaries, consortia partners, customers, clients, and local communities. We expect our partners to uphold principles consistent with this Human Rights policy.

## **8.0 Owner**

Chief Sustainability Officer

## **9.0 Exceptions**

There are no exceptions to this policy.