

# Human rights policy



Corbion

**Corbion is committed to doing business in a responsible and sustainable manner. We acknowledge our responsibility to respect and support human rights. We act in accordance with internationally declared human rights and adhere to applicable laws within the framework of our business activities. Corbion is committed to respecting and upholding human rights and labor standards. We act in accordance with internationally declared human rights and adhere to applicable laws within the framework of our business activities. We have implemented procedures to ensure the alignment with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the key conventions of the International Labour Organisation and the International Bill of Human Rights, and we are a signatory to the United Nations Global Compact.**

In cases where these international standards conflict with national law, we will comply with the national law and look for opportunities to respect the principles of these standards.

Corbion engages with stakeholders to identify and address human rights concerns. Our efforts focus on specific stakeholder groups such as our employees, our suppliers (including their suppliers if relevant) and the local communities in which we operate.

Our [Code of Business Conduct](#) (the “Code”) states the values and principles that guide our work at Corbion and serves as an umbrella for several other policies. Human rights topics covered in the Code include Health and Safety; Inclusion, Diversity and Equal Employment Opportunity; Harassment; Child and Forced Labour; Working Hours and Compensation; and Freedom of Association. Corbion expects its employees to act in accordance with the letter and the spirit of our Code and the underlying Corbion policies, and to respect and abide by the laws and regulations of the countries and industries in which we operate. The Corbion Executive Committee is responsible for ensuring that all Corbion employees are aware of the Code and underlying Corbion policies and that these are observed. Under the Corbion Speak Up Policy, (potential) violations of the Code are reported and dealt with by management or a Business Conduct Coordinator.

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Our [Supplier Code](#) define the standards Corbion expects from its suppliers. Human rights topics covered in our Supplier Code include Child and Forced Labour; Discrimination; Freedom of Association; Health and Safety; Working Hours and Wages; and Communities. We require our suppliers to sign our Supplier Code for confirmation, or to demonstrate commitment to our code by compliance with company policies that embrace these standards. Possible non-compliances with the Supplier Code are investigated and discussed with the supplier.

Corbion uses the Supplier Ethical Data Exchange (SEDEX) platform to monitor social performance of its manufacturing sites. The Sedex Self-Assessment Questionnaire (SAQ) collects data across four key pillars: Labour standards, Health & Safety, Environment, and Business Ethics and is based on the following codes: ETI Base Code: 2014 (Ethical Trading Initiative), SA8000:2014 – Social Accountability (SAI – Social Accountability International), ISO 14001:2015 – Environment Management System (International Organization for Standardization), OHSAS 18001 occupational health and safety management system (Occupational Health & Safety Advisory Services). Every three years, our sites are audited by a third party using the SEDEX Members Ethical Trade Audit (SMETA). Findings are monitored by global and site coordinators and corrective actions are implemented in case of non-compliances with our standards.

Our annual responsible sourcing risk assessment includes an evaluation of our raw material suppliers on sustainability. The risk assessment results in a high, medium, or low score for each raw material. For high-risk raw materials, mitigation plans are developed and implemented. Mitigation actions include the recruitment of new suppliers, certification, and supplier engagement to better understand the situation.