

# Policy on Human Rights



Corbion

**Corbion recognizes the importance of upholding human rights and is dedicated to supporting and respecting these rights globally. Our commitment is based on the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Rights and Principles at Work. We have implemented procedures to ensure alignment with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. Additionally, we are signatories and active participants in the United Nations Global Compact. Where local legal context contradicts international human rights standards, we will follow best practices that seek ways to honor internationally recognized human rights principles.**

Recognizing the United Nations Guiding Principles of Business and Human Rights, Corbion will take appropriate actions to identify, prevent, or mitigate human rights impacts across our operations and value chain. If we find that we have caused or directly contributed to adverse human rights impacts, we will engage in appropriate remediation processes. For more information on implementation, see Corbion's annual report.

## **Expectations of employees, contractors and JV partners**

Corbion expects its employees, contractors and joint venture partners to act in accordance with internationally recognized human rights and labor standards and the letter and the spirit of our [Business Code of 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 has zero tolerance for human trafficking, forced labor, compulsory labor, and child labor and has implemented processes to prevent, mitigate and remediate any instances thereof.

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.

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## Expectations of suppliers and business partners

Our expectations of suppliers and business partners are defined in our Supplier Code. Topics covered in our [Supplier Code](#) include Child Labour, Forced Labour; Discrimination; Freedom of Association; Human Trafficking; Health and Safety; Working Hours and Wages; and Community rights.

We require our suppliers to sign our Supplier Code for confirmation, or to demonstrate commitment to our code through compliance with company policies that embrace these standards. Possible non-compliances with the Supplier Code are investigated and discussed with the supplier.

Human rights risks within our agricultural value chain are managed through our [Responsible Sourcing strategy](#).

## Stakeholder engagement

Corbion's human rights due diligence process includes engagement with potentially affected stakeholders, including employees, suppliers, workers in the supply chain and local communities. Our [Stakeholder Engagement Policy](#) provides definitions, types of engagement and the underlying principles to our approach.

## Governance

Human rights topics are overseen by the Executive Committee, with day-to-day management led by the Human Resources and Sustainability organization in close collaboration with site management and business leadership.

## Grievance mechanism

A grievance mechanism is in place for both employees as well as external stakeholders.

Employees are encouraged to report human rights concerns or violations immediately through the normal reporting procedures. Either by contacting their manager, HR contact person or Business Conduct Coordinator or through local channels that will depend on location.

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In case this is not an option our toll-free Speak Up Telephone or Speak Up Webservice, operated by a third-party is available to file complaints anonymously.

The external Speak Up platform can be used by internal and external stakeholders to raise concerns about suspected violations of Corbion's Human Rights Policy, Corbion's Code of Business Conduct, Corbion's Supplier Code, Corbion's Cane Sugar Code, or any applicable laws.

Under the Corbion Speak Up Policy, (potential) violations of the above policies, codes or law are reported and dealt with by management or a Business Conduct Coordinator.

Details are available on Corbion's [SpeakUp Site](#).