



# Covestro Corporate Commitment

## Human Rights



## Corporate Commitment on Human Rights

Covestro supports the [United Nations' Universal Declaration of Human Rights](#) and a number of other globally recognized declarations for multinational enterprises, such as the "[Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy](#)" from the International Labour Organization (ILO) and "[Guidelines for Multinational Enterprises](#)" from the Organization for Economic Cooperation and Development (OECD). We also fully endorse the [principles of the United Nations Global Compact initiative](#).

Promoting human rights standards internally and throughout all Covestro's business operations is in line with our company's values. Covestro's **commitment to foster the implementation of human rights** is supported through our Compliance, People, HSEQ and Sustainability Policies. They are effective across all Covestro locations and apply to Covestro's business operations worldwide. In our [Supplier Code of Conduct](#) we express the expectation that our suppliers also protect the human rights of their employees and treat them with dignity and respect. The acceptance of our [Supplier Code of Conduct](#) is a fundamental basis for our collaboration with them.

We use this Corporate Commitment as a **framework to guide our constructive engagement within our sphere of influence**, while the responsibility of the governments of the various countries for protection of human rights is respected.

### Employees: Working Conditions

- Offering good working conditions and keeping our people safe, healthy and engaged is our top priority. We comply with all relevant people legislation, policies, procedures, agreements and follow the principles and rights set out in the [ILO Declaration on Fundamental Principles and Rights at Work](#) (1998).
- All forms of **forced and compulsory labor** are **strictly prohibited**. We have a zero tolerance approach to any form of modern slavery and human trafficking, which we have explicitly stated in our "[Corporate Commitment on Slavery and human trafficking](#)".
- We provide our employees with **fair and competitive compensation and benefits**. Our **wages meet or exceed local market conditions** and thus ensure an **adequate standard of living for our employees and their families**.
- Our compensation systems are linked to company and individual performance. Where applicable, **pension provision** is an important element of our total **compensation packages** worldwide.



- We encourage our employees to fully utilize their potential by offering ample **training and education opportunities**. Access to qualification and training measures is based on the principle of **equal opportunities for all employees**.
- We comply with all applicable laws and agreements on **working time and paid leave**. We respect the **right to rest and leisure**, including **vacation with pay**, and the **right to family life**, including **parental leave and comparable provisions**. Where possible we offer flexible working hours, part-time working and working from home to enable our employees to balance company with personal demands.

### Harassment and Discrimination

- We promote an **inclusive environment** that **welcomes diverse characteristics** and sees that all employees are treated with **respect**. A colorful variety of backgrounds and competencies fosters unconventional thinking, creative ideas and greater openness.
- **Equal treatment of all employees** is a fundamental principle of our People policy. **No person is to be unfairly disadvantaged, favored or ostracized** because of ethnic or racial status, color, nationality, descent, religion, caste, gender, age, physical characteristics or appearance, sexual orientation, union membership, political affiliation, disease or parental status. **Harassment of any kind is forbidden**.
- We treat each other with fairness and respect. We **expect our employees to be friendly, objective and fair** in their dealings with colleagues and third parties. Under comparable prerequisites, we provide **equal pay for equal work**.

### Freedom of Association and Collective Bargaining

- We are committed to an **open and constructive dialogue with our employees and their representatives**. Our employees are free to join **organizations** of their choice that represent them. These organizations may engage in collective bargaining according to the applicable legal regulations.
- At all Covestro sites worldwide, **employees have the right to elect their own representatives**. Employees who act as representatives are neither disadvantaged nor favored in any way.
- In locations where employees have decided not to appoint representatives, we will ensure **direct and open communication** between employees and management.



### Child Labor

- We follow a clear **'zero tolerance to child labor'** policy in our business operations worldwide. We **do not tolerate child labor in our supply chain either**, and we **take action, if cases of violation occur**.
- Our efforts to avoid child labor are consistent with the [ILO](#) core labor standards
  - [Minimum Age Convention 1973 \(No. 138\)](#),
  - [Worst Forms of Child Labour Convention, 1999, \(No. 182\)](#) and the
  - [United Nations Global Compact principles](#).

### Health and Safety

- We ensure **uniformly high health, safety and environmental protection and quality standards** (HSEQ) at our sites through the implementation of appropriate management systems. HSEQ regulations are consistently applied **worldwide to minimize the occurrence of accidents and incidents**. Experts on occupational safety support line management in preventing illnesses and accidents by implementing appropriate measures.
- Our sites offer their employees an **ample range of health care services**, including measures going beyond health care at the place of work. Covestro strictly believes that the respect for people is mandatory for business excellence.

With this Corporate Commitment we confirm **our full consent to and strong support of internationally recognized principles** in the areas of human rights and labor conditions. We **expect** the conduct of our **employees and business partners worldwide to reflect** this commitment.