

Policy document

Human Rights

Introduction

We are committed to respecting and promoting human rights and safe working conditions. We conduct all business activities responsibly, efficiently, transparently, and with integrity and respect towards all stakeholders, as codified in our **Code of Conduct** as part of our **OCI NV Compliance Framework**. This expectation extends to our suppliers and business partners, who are required to conduct their business according to the principles in our **Supplier Code of Conduct**.

Our Human Rights Policy aims to ensure the salient human rights issues potentially arising through our supply chain are tackled effectively.

Human Rights Principles

These principles are informed by global human rights standards, including the International Bill of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principle's on Business and Human Rights, and the United Nations International Children's Emergency Fund (UNICEF).

Forced and child labor

We prohibit the use of involuntary or forced labor, human trafficking, slavery, and child labor in line with international laws and standards.

Non-discrimination and harassment

We are committed to ensuring all people are treated with respect, tolerance, dignity and without prejudice to create a mutually respectful and positive working environment. We do not tolerate any form of harassment, discrimination, or bullying.

Equal employment and development

We are committed to providing equal employment opportunities where employees are recruited, employed, compensated, retained, trained, and promoted based on their qualifications and experience regardless of race, gender, or personal beliefs.

Safe and healthy workplace

We are committed to providing a safe and healthy workplace for all employees and stakeholders by implementing the highest international safety standards to avoid any potential risks to people, communities, assets or the environment. Our goal is to achieve leadership in safety and occupational health standards across our operations by fostering a culture of zero injuries at all our production facilities, and continuously improving health and safety monitoring, prevention and reporting across our plants.

Fair compensation and living wage

We are committed to ensuring all employees are fairly remunerated and have crafted our local compensation frameworks that are appropriately competitive in each of our markets and comply with local employment laws. We compensate our employees on an equal pay for equal work basis, regardless of race, gender, or personal beliefs.

Freedom of association and collective bargaining

We are committed to maintaining an open line of communication across OCI and respecting the right of employees to associate with any lawful employee organization, union, works council, or other such association without fear of reprisal, intimidation, or harassment.

Reporting Suspected Misconduct

To report suspected misconduct or request guidance, please contact your OCI relationship manager. Should you wish to remain anonymous, please contact OCI helpline Ethicspoint (oci-global.ethicspoint.com), which is managed by an independent provider and is available 24 hours a day, 7 days a week. OCI will not tolerate retaliation against any person for making a report or participating in an investigation of possible misconduct in good faith.

4. Documentation and regular review

Organisation Scope	OCI Global
Parent Process	Compliance Programme
Document owner	Group Compliance Director
Approved by	Board
Contact person	Group Compliance Director
Version	2.0

OCI Group Compliance shall periodically evaluate the effectiveness of this Policy, and review and revise it as necessary, including to reflect any changes required by applicable laws. You can direct any suggestions for improvements to this Policy to OCI Compliance at compliance@oci-global.com

