

Global Human Rights

VERSION – JUNE 2024



Our Commitments

The Global Human Rights Policy describes Armacell's human rights commitments to its own workforce and what it expects in human rights terms of its external downstream and upstream business partners. This Policy applies to all the companies in the Armacell Group, any enterprises in which Armacell holds a controlling interest (including joint ventures) and all Armacell's employees, officers, representatives and third-party contractors. It also applies to our upstream and downstream supply chain through our suppliers and distribution network.

Armacell is committed to developing a culture of dignity and respect which supports internationally recognised human rights principles and strives to avoid complicity in human rights abuses. We support the principles contained in the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Core Conventions on Labour Standards. Since 2006, the Armacell Group has been a member of the UN Global Compact and has incorporated the latter's Ten Principles into its strategies, policies and procedures.

- We support and respect the **protection of internationally proclaimed human rights** and we make every effort to ensure that neither Armacell nor its employees are complicit in human rights abuses. We strongly request our external suppliers to apply the same standards on fundamental human rights as we do; this is specifically documented in our Sustainable Procurement Policy for suppliers.
- We support the internationally recognised labour rights promoted by the International Labour Organisation (ILO) in relation to:
 - **Abolishing child labour and eliminating all forms of forced or compulsory labour and human trafficking:** We ensure that our operations are free from those practices as far as our own workforce is concerned, and request that all our stakeholders act accordingly.
 - **Eliminating any employment- or occupation-related discrimination:** Our policies are built on fair and objective criteria, free from any form of discrimination or harassment practices. Where applicable, migrant and refugee workers are to have the same opportunities and entitlements as local employees.
 - **Upholding our employees' freedom of association and respecting their collective bargaining rights.**
 - **Providing fair remuneration and benefits for our employees through respect for and protection of minimum applicable wage levels.**

Our Guiding Principles

In order to uphold our principles in support of human rights we:

- Identify and manage risks
- Train our people to raise their awareness of human rights concerns, and request that our suppliers adopt similar approaches
- Proactively engage in dialogue with groups/communities that could potentially be affected by our activities
- Investigate any breach of laws and regulations, breach of our policies or abuse of human rights which we discover, or which are brought to our attention

Our Global People Policy Handbook defines the specific policies and implementation of the Armacell Global Human Rights Policy. All our upstream and downstream business partners are also encouraged to adopt similar policies in their own organisations. Our Supplier Code of Conduct and Sustainable Procurement Policy specifically and specifically describe our human rights commitments.

Reporting, Review and Amendments

Employees are required to report any relevant facts or suspicions to their manager, the HR Department or a member of Armacell's Legal & Compliance Team. Employees may also raise their concerns anonymously via [Armacell's whistleblower portal Speak Up!](#)

This Policy is published internally and externally. It will be reviewed at least once every two years to confirm that it remains fit for purpose and is being implemented throughout the Armacell Group. The next review will take place in the second quarter of 2026.

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