

## Labor and Human Rights Policy

Date : October 1, 2023

Review : Annually

IGM acknowledges its responsibility to respect human rights across all our global operations, in the business relationships with our customers and partners and in the communities in which we operate.

This is demonstrated in our global policies and processes, including our global Code of Ethics and Conduct, our global Code of Business Conduct for IGM Suppliers and our Corporate Social Responsibility statement on following the United Nations Global Compact principles.

Our commitments under this policy are –

- We maintain labor practices that comply with the legislation and regulations of the geographies in which we operate.
- We are committed to create a safe, secure and healthy workplace for our employees demonstrated in our global SHE Policy, with working conditions in line with international standards.
- We respect the freedom of association and comply with labor regulations including the right to collective bargaining.
- We prohibit all forms of forced labor, any form of human trafficking, and child labor in our operations worldwide.
- We compensate our employees competitively relative to the industry and in compliance with local labor markets, and in accordance with terms of applicable collective bargaining agreements.
- We value a diverse and inclusive working environment where everyone is treated with dignity and respect. We are committed to basing all employment decisions on factors relevant to job specific needs and requirements.
- We expect our suppliers, contractors, and partners to comply with the standards of conduct on human rights, safety and environment outlined in our global Code of Business Conduct for IGM Suppliers and conduct their business with the highest ethical standards throughout their value chain.

Performance against our commitments is reported and reviewed on a regular basis at board, executive leadership team and town hall meetings to improve our performance along key performance indicators defined as part of our sustainability strategy.

Suspected policy violations can be reported to your manager or supervisor, your regional or local People and Organization manager or the e-mail address: [businessethics@igmresins.com](mailto:businessethics@igmresins.com) .

IGM Executive Leadership Team